



LAGIP Vice Chair confirmed in post

Following from elections held at our AGM, **Sam Newbould** of West Yorkshire Probation Trust has been confirmed in his post as Vice Chair of LAGIP. Congratulations, Sam!

Springboard and Navigator Courses coming for members

At the AGM Helen Dale, North West coordinator, revealed LAGIP's intention to offer places on Springboard and Navigator courses for its full members.

Springboard and Navigator are award-winning development courses aimed at allowing individuals to take more control over their own lives, identify what steps they need to make, and develop the skills and confidence needed to take them.

It is intended that there will be 12 places reserved for LAGIP members on both the Navigator and Springboard courses.

We'll keep you posted with more information, but in the meantime if you want to find out more, it's worth checking out these websites:

<http://www.springboardconsultancy.com/springboard.htm>

<http://www.springboardconsultancy.com/navigator.htm>

Minutes of the AGM

The minutes of LAGIP's AGM are now available on our main website www.lagip.com. Click [here](#) to go directly to them.

LAGIP's response to the Green Paper on Sentencing Reform

Along with many other charities and interested parties LAGIP submitted an LGB&T minded response to the green paper.

The response is 7 pages long and can be found on our main website [here](#).

A Time line for LAGIP

Michael Lloyd, LAGIP's founder, shared a personal retrospective on the history of LAGIP at our AGM. Here it is for anyone that missed it.

1968 I was interviewed for a place on a course to qualify as a probation officer. Someone pointed out I was 28 and unmarried. He tried to justify by sayings that I would have to supervise married people. I pointed out I would be supervising burglars and I had never committed a burglary!

1973 At a Napo AGM a small number of lesbians and gay men meet. We placed notices on toilet doors! This advertised a meeting for lesbians and gays who were fed up with homophobia at the Conference and in the work place. Geoffrey Parkinson, a straight member, came and said he liked gay men because they were "witty and artistic". I thought shit! I like telling jokes and my hobby is painting!

1976 We persuade Napo to join the campaign for 'homosexual rights' and support motions on decriminalising sexual or even loving acts between men.

Napo affiliates to CHE which had been campaigning courageously since the 1950s. Peter Wildblood and Lord Montague engaged in sexual activity with two men from the RAF (I later join the RAF but there is no connection!) All four were charged with gross indecency. Three were asked if they were homosexual and said no. Wildblood bravely said yes and was the only one to receive a prison sentence. This shocked progressive people and in turn leads to the first Act of Parliament, which starts the process of gradual decriminalisation.

1980s Equality campaign gains momentum. As well as us, *Women in Napo* are formed as is *ABPO* then later *NAAPS*. Progress made particularly in public service. Progress in disability comes much later.

Napo second Unison's motion supporting lesbian and gay rights at a TUC Congress. Jill Cove a straight woman seconds the motion. She tells me later that people assume she is a lesbian and she experiences a negative reaction from some union colleagues. Now she knows how we feel!

In another year LAGIP, along with other lesbian and gay groups in the union movement, host a reception at a TUC Congress. We are supported by Rodney Bickerstaff, straight General Sec of Unison. He's the first leading trade unionist to lend public support. Hotel staff join in telling us of discrimination in the catering industry.

The 80s was a time when a lot of progress was made as far as equality of opportunity is concerned. Ken Livingston led the way in the GLC. A backlash occurred and a Tory minister at their Conference stated that there was nothing more gross than providing fitness clubs for lesbians.

Then came clause 28 making it illegal to provide positive education on homosexuality. Shock horror a book had been produced that let children know that some families had same sex parents! However, the publicity did us a favour and galvanised us into building a stronger movement.

During this time bisexuality starts to enter more people's consciousness. Many women appear to take longer to identify as lesbian compared to gay men. Is that a sign of oppression of women with greater pressure on them to conform, plus the desire to have children, maybe? We are less clear about bisexuality and so start a process of learning more about the complexities of sexuality.

1982 LAGIP becomes our official name and we begin growing in size.

1983 Napo formally recognises LAGIP. By the end of the 80s Napo is helping to fund our Annual Conference along with some employers.

1990 Campaign to include sexual orientation in employer's equal opportunities statements I am asked by a Chief Officer what he should do of a male officer wanted to do Court duty in a dress? I respond by saying that it is better than wearing jeans! Bisexuals start to come out. Some resistance by LAGIP members as far as inclusion is concerned. Mostly by women. Perhaps because for many LAGIP is the only place they feel safe.

1995 Napo increases funding for Annual Conference

1999 First openly transsexual person employed by Probation.

A conference in Norwich is attended by several trans people. A process starts to include them in LAGIP but there is resistance.

Historically trans people have been part of the gay scene. There has always been confusion by straights. Some assume all gay men want to get into a frock. Some straights like to get into a frock. As a young man I wondered if I fancied men perhaps I should be a woman. In gay bars for centuries lesbians, gay men and bisexuals have got together in secret places and found mutual support.

Within LAGIP there was some division as to whether we should include bisexuals and transsexuals. Different strands have different issues and one strand is capable of oppressing another. Gay and bi men can oppress women. Lesbians can oppress men though usually they are the oppressed. Gay men and lesbians can oppress bisexuals. Members of all these strands can be transphobic. Trans people can be homophobic.

However, in my view what we have in common is more important and we are stronger in unity.

2002 LAGIP extends membership to include transsexuals and bisexuals. Opposition within LAGIP had become minimal. The vast majority supported this but a few members left LAGIP.

National Probation Service formally accepts LAGIP as the Staff Association for LGB&T people. It starts to fund LAGIP and our annual conference. We are to find that their fine words are not met by generosity and we never get the funding we need but our status is vastly improved.

2003 LAGIP takes its final step from a pretty informal organisation to a formal association with the adoption of a constitution.

In the naughties several bits of legislation come in to help us. For most of my career my job could be put at risk because of criminal legislation targeting gay and male bisexuals. During the naughties these get addressed and we get the equal age of consent. The Gender Recognition Act is passed in 2004. Then we get Civil Partnerships and finally the Equality Act.

Although the Lib Dems were early supporters and Labour was largely supportive the pressure towards equal rights in the law was driven by Europe. Most Tories were opposed and most of the Tories in today's Government voted against much of this legislation. During the last Election many were changing their tune.

It took until 2005 for LAGIP to persuade NOMS that they should stop including homosexuality as a risk factor for reoffending! It might have taken longer had we not had an early LAGIP member working in NOMS.

In recent years LAGIP has become more professional. We now have honorary members - straights in Probation who have proved their support. And in 2006 our Web Site was launched.

So what today is the same as yesterday? LAGIP has survived because of the determination of a small group of people. We have over the years overcome a lot of problems. LGBT people in Western Europe, the United States South Africa and some other parts of the world have a freedom which I would have thought impossible in my youth. In many other parts of the world, however, LGB&T people still face oppression and death.

LAGIP still remains predominately white we need to do more to provide support for black and ethnic minority LGHB&T people. We must not be complacent. Once again the economic and political situation has its dangers for us.

What does the past tell us that is relevant today? Beware of fair weather friends. Equality and Diversity looked good on an ambitious Senior Manager CVs. Today I fear it is a luxury employers will feel they cannot afford. There are however allies in Senior Management. We need to be courageous and determined. LGBT people have been toughened by adversity. We fight on!

Michael Lloyd

Why Probation Trusts should monitor diversity characteristics

David Fullman, NSPT's Diversity Manager, talked about the value of diversity monitoring at LAGIPs AGM. Here are David's six good reasons for Trusts to monitor diversity characteristics.

1. The revised statutory public sector duties come into force on 6th April. They include eliminating discrimination. Proving that this is being done is difficult as it is effectively proving a negative. Monitoring, and using the information gathered to show that there is no disproportionality in staff, clients and service provision are the best way of ensuring that due regard is being given to this duty.
2. Each public body has to publish the diversity profile of their staff and clients by 31st July. This means covering all the protected characteristics listed in the Equality Act 2010, including sexual orientation and gender reassignment. In the first year there may be gaps, but the expectation is that these will be filled by 31st July 2012.
3. By April 2012 each public body has to develop and publish diversity objectives. These must be developed in consultation with groups and individuals representing all of the protected diversity characteristics. There is a role for LAGIP and its members to play in this process. The results of monitoring will strengthen the argument for involvement.
4. From 6th April 2011 public bodies can use positive action to choose between two candidates who are otherwise equally qualified in recruitment or promotion. It can also be used when designing services to counter specific disadvantages. Clearly this cannot be done without monitoring the workforce. The success of this will be reflected in the diversity data published each July.
5. Monitoring will produce data that can be used to initiate other work that may benefit LGB&T staff such as establishing the need for a staff network or looking at whether there are glass ceilings within the organisation. LAGIP and its members have a clear role here too.
6. Asking about every diversity characteristic gives a clear message from the employer and helps with building trust between itself and its workforce.

David Fullman

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My Communities

If you would like access to LAGIP's internet forum 'My Communities' please send an email to admin@lagip.org.uk.

We are also testing a different looking forum that could potentially replace the current My Communities site. The new test site can be found at <http://lagip.forumotion.co.uk/login> and you will need to register there in order to get access. Please don't go there expecting a lot of conversations – we are concerned at the moment with its structure and usability.

If you do check it over we would appreciate your thoughts on it compared to My Communities. Please send any comments to admin@lagip.org.uk.

LAGIP Vacancies

LAGIP currently has the following posts to fill.

- North East Regional Coordinator
- South West Regional Coordinator

We welcome nominations for these posts. The posts comprise the following duties:

Regional Coordinator role

- Liaise with LGB&T groups in Region
- Act as Regional contact point for LGB&T issues
- Facilitate LAGIP regional meetings
- Liaise with other LGB&T staff groups in MOJ

If you're interested, or think you know someone who would be, please visit <http://www.lagip.com/NEC.Nominations.2011.doc> for a copy of the nomination form and more information about the nomination process.

We look forward to hearing from you!

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