



GALOP

Annual Report

1998-99



QUOTE

"Since my days at Metropolis Magazine, I have always depended on GALOP to provide news on hate crimes that my readers will find helpful and informative in a way which will allow them to defend themselves against prejudice...GALOP obviously provides a very valuable and supportive service for people who have been victimised because of their sexuality".
Matthew, *AXIOM News*.



QUOTE



"Stonewall Housing has worked together with GALOP over the past year to provide support and advice to individuals facing harassment and violence where they live. We greatly value the work GALOP does and hope we can continue to develop our working partnership".

Julia, Director Stonewall Housing.

QUOTE

"We recognise the great value of working with our partners to tackle homophobia, and we continue to enjoy an excellent working relationship with GALOP".

Bruce Frenchum,
Community Safety &
Partnership Unit,
Scotland Yard



QUOTE



"In a climate of major public concern about the needs of young people, it is encouraging that GALOP have devoted time and resources to researching and addressing the experiences of young lesbians and gay men who for so long have been unsupported in their struggles against bullying and abuse".

Jos, LAGER.



GALOP



QUALITY STATEMENT

COMMITMENT

GALOP aims to provide a relevant and sensitive service to meet the needs of all lesbians, bisexuals and gay men faced with

- (a) lesbian-hating/homophobic violence
- (b) any policing issue.

BY providing a free, confidential and non-judgemental service.

BY providing an appropriate service to different members of the lesbian, gay and bisexual communities who may bring different experiences based on their gender, race, ethnicity, class, disability and age.

BY ensuring that all its work (eg. policy / liaison / outreach) is service driven, directly informed by its work with clients.



VALUES

Our service is enshrined in the following values:

- Confidentiality
- Client empowerment through maximisation of choice
- Free service
- Belief
- Honesty & Integrity



KEY

LGB =
Lesbian,
Gay &
Bisexual

STANDARDS & INDICATORS

The project will:

- hold annual strategic development meetings and agree annual targets with the Management Committee
- operate within the organisation's equal opportunities policy
- undertake an annual analysis/report of helpline statistics
- produce statistics on any other (ie. non-helpline) written/phone enquiries
- respond to all general enquiries within 7 working days and all helpline messages within 3 working days - and monitor this via the calls/postal log books
- undertake 6 monthly user feedback surveys on helpline callers

N.B.: all the above documentation / reports / logs will be available for inspection by any interested person with the exception of material which might breach client confidentiality.



CHAIRS REPORT



This year GALOP has responded to the need for a greater focus on a strategic and policy driven approach to preventing and dealing effectively with violence against lesbians and gay men. While we have continued to run the Shoutline and provide support of a practical and emotional nature to the lesbian and gay communities, a number of key events and initiatives have shaped the direction of our policy work.

We have worked hard to ensure that homophobic violence is included in local crime audits under the Crime and Disorder Act, unique for being accompanied by Home Office Guidelines which did mention lesbians and gay men. We will continue now to strive to ensure that the subsequent community safety strategies developed in each borough serve and protect their lesbian and gay residents.

We have also been increasingly working in partnership with local authorities advising and supporting them in the development of their

services to lesbians and gay men experiencing harassment and violence. Our work to date has been very positively received and we hope to extend this in the coming year to more authorities.

There are many lessons we can all learn from the Lawrence Inquiry and Macpherson Report, and there are more than a few parallels with issues around the policing of lesbian and gay communities. We have argued that it is time for all police forces to do their job without exercising their personal prejudices, acknowledging that there is institutionalised racism, sexism and homophobia present and needing to be tackled. We have supported the very positive work of some appointed contact officers and offered training to a number of police divisions. We have worked with the Metropolitan Police on the establishment of community safety units and will continue to meet to ensure that the monitoring of homophobic crimes, along with other hate crimes is consistent.

Finally the outrageous murders caused by the bomb in Soho reminds us that whatever leaps we have made over the years in terms of our visibility and organisational strength, lesbians and gay men, alongside other targeted groups, are a community under attack. In the aftermath of this and the bombs in Brixton and Brick Lane, we, along with other lesbian and gay groups and black groups and community leaders, have been meeting with the Metropolitan Police to try and ensure there is no repeat of these incidents.

The year ahead will bring further challenges and opportunities. The Soho bomb is at the extreme end of a continuum of violence and harassment that many lesbians and gay men face on a daily basis. GALOP continues to improve our helpline services with greater links to other provision, update referral material and soon, a specific service for black callers. Our Youth Project is becoming a great success and next year will see the development of a helpline and advocacy service for young lesbians

and gay men. The devolution of power to the regions and the establishment of a Greater London Authority and directly elected mayor offers a London Police Committee with community representation. GALOP will work collaboratively, building on alliances recently made, to improve the effectiveness of policing in London.

All this requires an organisation fit for purpose, and I believe GALOP is fit indeed. With new funders on board and old debts cleared, with internal procedures in place and registered charity status imminent, with some experienced and committed management committee members and workers, GALOP is ready to move forward.

My thanks go to Fen, Rob and Tracey for their incredible hard work, to Suzanne, Theresa, David and Tony for theirs, (and to all partners and friends for putting up with the hours), and many thanks to LBGC for continuing to provide core funding and to Sasan in particular, for his helpful suggestions and support.

PROGRESS



THIS YEAR

QUOTE

"My case worker has been very kind".
Service user.

TRAINING / WORKSHOPS

We have provided training and workshops to a diverse range of agencies, including:

- speech for 'Action On Hate Crimes'.
- a public rally held by the Lesbian & Gay Coalition Against Racism
- roll over multi agency training for Southwark's 'Speak Out' campaign
- talk on homophobic violence for the Croydon L/G Panel

- workshop on challenging homophobia in schools for LGB Youth Workers' Conference
- Hendon based training on LGB issues for community safety unit officers
- We have also run a number of stalls at events including the Associated London Government Conference, 'Partners for a Safer London: Making A Difference'.

CAMPAIGNS

'Don't Stand For It!' Campaign: GALOP secured a bid for coordinating an exciting Lewisham based campaign designed to raise awareness of homophobic violence. We have worked with Lewisham's L/G Panel and the council in producing publicity and providing training to local police divisions/council officers /victim support.

Action in Lambeth: GALOP helped organise a public forum at Lambeth's Town Hall on violence & abuse against LGB people.

Scotland Yard Poster Campaign: GALOP, alongside Lesbian Line and Switchboard, are working with the Community Safety & Partnership Unit at Scotland Yard to produce a London wide poster on hate crimes against the LGB communities.

Local Division Initiatives: GALOP was consulted on two innovative police publicity campaigns at W.End and Belgravia aimed at addressing the under reporting of homophobic incidents.



PRESSING FOR CHANGE

The Crime & Disorder Act: GALOP believes that the provisions of the new Crime & Disorder Act must be used to address community safety issues for LGB people. When the Act came into force, we were concerned that in producing their borough crime audits and safety strategies, statutory partners should actively consult local LGBs. In the light of this, GALOP undertook various pieces of work including: correspondence with and consultation by Alun Michael MP; a joint letter written with the London Lesbian & Gay Policing Initiative to all Chief Executives in London; distributing information on consultation methods to all divisional commanders via Scotland Yard; press releasing the media encouraging LGB people to get on board locally; responding to individual requests from statutory partners nationally on how to address homophobic violence through local strategies.

Home Affairs Committee Inquiry Into Police Training & Recruitment: GALOP was approached to submit a memorandum (since published) relating to police training and recruitment.

Her Majesty's Inspectorate of Constabulary: Having been notified that HMIC were producing a follow up report to their thematic inspection into 'Police Community & Race Relations', GALOP submitted various pieces of evidence to inform any recommendations which concerned LGB people and police service provision.

Sexual Offences Review March: We were invited to contribute to the Home Offices review of all sex offences legislation. We forwarded a submission on the use of archaic indecency bylaws.

MEDIA

Workers at GALOP continue to give quotes and interviews to a wide range of media. This included a Dutch TV company interested in the use of video surveillance on Hampstead Heath, regular contact from the Met. police press office and of course all the enquiries which came with the Ron Davies saga. This year Crime Watch have put our helpline number out in relation to 3 unsolved cases involving LGBs.

As in previous years, we are also often asked to drag files out of a crumbly archive for media researchers. This year this has included searches and statistic gatherings for World In Action, The Guardian, Time Out, Just TV, Gay Time TV, LWT, a Buddhist magazine and the Socialist LGB Group magazine. Similarly, we regularly advise all kinds of academic researchers from criminologists to sociologists to GCSE students.

NEW SCOTLAND YARD POLICY LIASON

GALOP is involved alongside other agencies with informing several significant new developments at Scotland Yard. We are part of a subgroup analysing homophobic incident statistics. We have insisted on proper consultation over the new London wide community safety units which will address all hate crimes. Most recently we have been encouraged by new approaches to us for consultation by the Racial & Violent Crime Task Force set up during the Lawrence enquiry. We have been asked for advice on a number of issues and have joined a working group established to develop a Hate Crimes manual which will provide practical advice for officers tackling racist and homophobic violence. We are conscious that this new dialogue has been prompted in part by the horrific bombings in Brick Lane, Brixton and Soho.

HATE CRIMES AGAINST LESBIANS

Lesbian issues stay high on our agenda. In addition to these informing our core work, this year we have:

- run a series of violence watch adverts in DIVA
- written to the Ministerial Women's Unit seeking assurance that the key priority areas they have identified for women will incorporate lesbians- the unit has since told us that they will consult us when they draw up their 'violence against women' governmental paper
- supported (& been equally supported by) women members of the Manchester Policing Initiative in their significant study into violence against lesbians
- provided regular information to a Leeds University student who has since published her useful research - 'Lesbians, Crime & Policing in West Yorkshire'- and has organised a women's conference in Leeds where we will be key speakers
- written a leaflet on violence for lesbians which so far the Glass Bar has agreed to co-sponsor (many thanks)
- distributed targeted service information for women following the NFT Lesbian /Gay Film Festival's screening of films concerning violence against lesbians
- held a stall at an open day at Holloway Prison
- chaired & supported the lesbian panel at the LGB youth workers conference.
- sought funding for our own research into violence against lesbians (the Barrow Cadbury Trust recently agreed to make a contribution towards the costs)



INTERNAL WORKINGS

- We have been busy seeking registration as a Charity and should know the results soon.
- A non-recurrent grant from the LBGC has enabled us to get a minicom for our helpline and Waltham Forrest have provided copies of our youth report in Braille and on tape.
- New internal policies developed this year have included a Health & Safety Policy and guidelines for working with Difficult callers.

STATISTICS

NON-HELPLINE REQUESTS FOR ASSISTANCE

Requests for GALOP leaflets/reports etc.	132
Researcher/student requests for info.	57
General requests for assistance	267
<ul style="list-style-type: none"> lesbian/gay/bi organisations & individuals other organisations & individuals 	184 83
Media Requests for quotes / interviews / information	84
<ul style="list-style-type: none"> lesbian/gay media other media 	18 66
Police requests for assistance	79
Requests for GALOP training, talks, workshops	26
TOTAL	645

(HATE MAIL / HOAX CALLS: 4 x HATE MAIL AND 26 x HOAX CALLS)





Having secured funding from Comic Relief and Bridge House Estates Trust fund for three years, GALOP's Youth Project got off the ground with the appointment of a youth worker to the post in Nov 98. A previous grant from the National Lottery Charities Board had funded a youth worker to research the experiences of young LGB people concerning violence, harassment and abuse. The recommendations arising from this research - GALOP's Youth Report 'Telling It Like It Is' - formed the basis of the new Youth Project, namely, developing dedicated support and advocacy services for young LGB people experiencing harassment/violence, and focusing particularly on the needs of young LGBs in schools, where much of this abuse takes place.

The first few months of the project were a period of intense liaison, outreach and networking, building on links made by the previous youth worker with LGB youth projects, and forging new alliances with other agencies, as well as learning all about GALOP's core work, staffing the helpline and taking on resulting casework.

As a result of increasing awareness of and concerns about homophobic harassment and abuse in schools, GALOP now facilitates a multi-agency task force of youth and health promotion workers dedicated to combating homophobic bullying, who are currently working on their first resource. The Youth Project is also collecting national

and international research and recommendations on homophobia in schools, and produces a newsheet detailing current initiatives in this area.

In April a focus evening was held at GALOP for young LGB people to share their experiences of school and to inform us on what changes they would like to see. The formation of a consultative group of young lesbian, gay and bisexual people is a key aim for the youth project in the next few months, so that young people's recommendations and participation are at the heart of the services.

In June the Youth Project kicked off its 'roadshow' - a touring workshop /advice session which aims to visit every LGB youth project in the London area, raising the profile of GALOP's work while informing young LGB people of their legal rights and on issues of personal safety.

The priorities for the next year are the production and dissemination of youth-targeted publicity, formation of a youth consultative group, a joint seminar with the Association of London Government on homophobic bullying, the recruitment and training of volunteers to work as advocates for young LGB, to develop and increase outreach to LGB youth groups and to continue expanding links with other agencies and raise the profile of GALOP's youth services.



GALOP are delighted with our successful application to the National Lottery Charities Board for a grant of £170,596 which will fund an exciting new 3 year project for black LGBs.

It is our experience from our helpline, outreach and from the black forum we held that black LGBs have a particular experience of violence and the police which merits targeted service provision. Our own survey into young people's experience of violence (Telling It Like It Is) revealed that black respondents were disproportionately affected by abuse and attacks - a staggering 57% had experienced physical abuse and of this number 38% believe that the 'motivation' behind these attacks was a combination of homophobia and racism. In addition, young black women were over represented within some of the violence statistics.

It is within this context that GALOP is setting up the black services development project which will seek to address the needs of the black LGB communities in London in relation to violence, harassment and policing.

BELOW IS A SUMMARY OF WHAT THE PROJECT WILL INCORPORATE

- outreach and consultation with black LGBs
- development of a black service user forum
- recruitment of a black project worker
- recruitment and training of volunteers to assist in the project
- extension of current project worker's hours to assist the project
- recruitment of organisation members from black communities
- implementation of programme of specialised and focused services for black service users
- production and dissemination of targeted publicity for black LGBs
- setting up of a translation and interpretation fund for black service users
- recommendations at a policy level to statutory agencies, including the police, to address needs of black LGBs relating to issues such as stop and search procedures, asylum, community safety initiatives, crime prevention initiatives etc.
- exit strategy to ensure integration of parts of the project into all service provision/ core work at GALOP



SHOUTLINE (HELPLINE)

STATISTICS 1998

The following information is based on first time callers:



Total Number of Calls:
659
First Time Callers:
194
Follow Up Calls:
465 (approx.)

Sex/Sexuality	Gay	Lesbian	Bisexual	Het.
Men	86%	-	4%	2%
Women	-	10%	0	4%

RACE / ETHNIC IDENTITY

African-Caribbean	0.5%
Black	2.5%
Asian	0.5%
Chinese	0.5%
S.American	2.5%
Turkish	0.5%
Mixed Race	0.5%
Jewish	3%
Irish	6%
White	79%
Unstated	4%

AGE		
under 18		1%
18 - 25		7%
26 - 30		21%
31 - 40		39%
41 - 50		15%
51-60		9%
61 +		1%
Unstated		7%

DISABILITY		
Disability		12%
HIV related Disability		6%
No disability		71%
Unstated		8%
When asked about disabilities, 3% of callers referred to diagnosed mental health issues.		

QUOTE

"London Lesbian Line acknowledges the invaluable work done by GALOP in building relations with the police and in highlighting to the police the to date unrecognised problem of hate crimes against lesbians"
Mary, London Lesbian Line.

AREA

Barking & Dagenham	0%
Barnet	1.5%
Bexley	0%
Brent	2%
Bromley	0.5%
Camden	5%
City of London	2.5%
Croydon	1.5%
Ealing	0.5%
Enfield	1%
Greenwich	1.5%
Hackney	5%
Hammersmith & Fulham	2.5%
Haringey	2%
Harrow	0%
Havering	0%
Hillingdon	0.5%
Hounslow	1%
Islington	2%
Kensington & Chelsea	4%
Kingston Upon Thames	0%
Lambeth	9%
Lewisham	2.5%
Merton	0%
Newham	0.5%
Redbridge	0%
Richmond Upon Thames	0%
Southwark	8%
Sutton	0%
Tower Hamlets	2.5%
Waltham Forest	2.5%
Wandsworth	4%
City of Westminster	6%
Neighbouring Counties	4%
Outside London	24%
Unknown	2.5%

QUOTE

"Many thanks for your invaluable support, partnership and commitment in our work tackling violence against lesbian, gay and bisexual people"
Ros, Equalities Officer, Associated London Government.



QUOTE

"I've really enjoyed my time at GALOP. They've made me feel very included"
Mark, GALOP volunteer



QUOTE

"the case worker has helped restored my confidence and made me feel supported"
Service user.



QUOTE

"Eventually talking to someone who understands...has made me feel so much better & to be believed is important"
Service user.



QUOTE

"my case worker listened and spoke knowledgeably without condescending sympathy"
Service user.



TYPES OF CALLS MADE TO GALOP



TYPES OF CALLS MADE TO GALOP

General Enquiry	27%
Witness Calls	4%
Police Complaint	15%
Arrests	10%
Violence & Housing Harassment	44%

GENERAL ENQUIRIES - BREAKDOWN

Legal	48%
Violence / Safety	12%
Police Enquiries	12%
Coming out calls/ counselling referrals	10%
Other	18%

ARRESTS - BREAKDOWN

Cottaging / Cruising related offences	42%
Public Order Offences	11%
Other Offences	25%
Detained - no charge	22%

WITNESS - BREAKDOWN

Police Operation Harassment	50%
Homophobic Violence	25%
Murder	25%

POLICE COMPLAINTS - BREAKDOWN

Police violence	14 %
Police harassment/abuse/false arrest	50 %
Police search (car/home/strip search)	14 %
Lack of or inadequate police assistance	11 %
Other	11 %

VIOLENCE & HOUSING HARASSMENT

Housing Harassment	36 %
Sexual Violence	5 %
Verbal Abuse	4 %
Physical Attack	38 %
Non-Homophobic Violence	17 %

POLICING ISSUES

Violence		Housing Harassment
100%	TOTAL	100%
56%	who reported to the police	68%
29%	% of which were satisfied with response	29%



TREASURERS REPORT AND FINANCIAL STATEMENT



1997/8 saw GALOP continuing to reduce its deficit from previous years by returning a small surplus at year end.

London Borough Grants continue to provide core funding for our work and we would like to thank them for their continued support and confidence. In particular, we thank Sasan Abtahi, our Grants Officer, for his help and support.

The NLCB continued to support our Youth Project, started last year, which culminated in the production of our report, 'Telling It Like It Is'.

GALOP continues to struggle in a world of increasing costs and stand-still grant income and we would like to thank once again those individuals and businesses that contributed a total of £6,600 in cash and kind to our appeal in 1997/8.

It remains GALOP's intention to work with other funders to broaden our funding base to allow us to continue to expand the unique services we provide to the Lesbian, Gay and Bisexual communities.



INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 1998

INCOME			EXPENDITURE	
Grants	54,977		Salaries and related costs	43,046
Other Income	4,990		Rent and Service Charge	7,181
	59,967		Other costs	8,893
				59,120

Surplus / (Deficit) for the year	847
Funds at 1 April 1997	(2,816)
Funds at 31 March 1998	(1,969)



QUOTE

"Thank you for your support and professional advice in developing anti-homophobic initiatives in Tower Hamlets."
Shahidul, Tower Hamlets Lesbian & Gay Police Liaison Group



GALOP

MEMBERSHIP



GALOP's membership will ensure informed service development, including accessible service provision and identify issues for policy exploration and action. GALOP has recently reviewed its membership structures and has now developed new membership services and systems. Here's the **New Deal**:



GROUP MEMBERSHIP

Applies to LGB community groups and organisations operating in the London area; national LGB organisations which are based in or operate within the London area; voluntary organisations operating, or based within, the London area

Fee: £25.00



INDIVIDUAL MEMBERSHIP

Applies to individuals wishing to take part and represent their own perspective who are resident in the London area.

Fee: £10.00 waged and £2.50 unwaged.



AFFILIATE MEMBERSHIP

Applies to those groups and organisations with an active interest in policing issues for LGB communities in London, but which are not identified as 'LGB groups or organisations' or other voluntary organisations (see above)

Fee: £50.00

It will be a criterion for all types of membership that groups and individuals support the aims and objectives of GALOP.



IN RETURN FOR BECOMING A MEMBER YOU WILL BE PRESENTED WITH A



- Glossy and fun GALOP Membership pack
- A massive 30% discount on all GALOP publications
- A 15% discount on GALOP training and 20% - bargain! - discount on GALOP talks *
- Full voting rights**

* one discount per annum

** affiliate members will not enjoy voting right

STAFF AND MANAGEMENT

COMMITTEE



GALOP WAS STAFFED
IN 1998/99 BY:

TRACY HIND
(Project Worker for Youth & Case Worker) November 1998

ROB DOWNEY
(Project Worker for Finance / Fundraising & Case Worker) May 1997

FEN COLES
(Project Worker for Policy & Case Worker) April 1995



QUOTE

"GALOP is one of the few lesbian, gay and bisexual organisations who translate their commitment to diversity from fine words into action. The Lesbian and Gay Coalition Against Racism has always found them supporters of the anti-racist cause and long may they continue".

Darryl Telles, Lesbian And Gay Coalition Against Racism.



QUOTE

"GALOP has been integral to the development of Southwark's Anti-Homophobic Violence & Abuse forum and their 'Speak Out' campaign. GALOP's expertise, advice and professionalism have been invaluable to the forum".

Fiona, Principal Equalities Officer, LB Southwark Equalities Unit.



THE MANAGEMENT COMMITTEE MARCH 98 - MARCH 99

Raechal Ferguson (left June 1998)

Ceri Edwards (left December 1998)

Lorraine Roberts (Chair)

David Batten (Treasurer)

Theresa Thomas (Supervisor)

Suzanne Elwick (Supervisor)

Tony Murphy (Supervisor)

N.B.: At the Annual General Meeting on July 21st 1999 the current Management Committee will stand down.

