

Union of UEA Students

A Report on the Student Experience for LGBT+ Members

Submitted by the LGBT+ Officer 12/13, Richard Laverick



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Foreword

'I am immensely proud to hold an honorary doctorate from UEA and was thrilled beyond measure to see the recent survey which found UEA students to be amongst the happiest and to enjoy the best lifestyle and student experience in the whole of the UK. Part of the university's high quality is to be found in its famed atmosphere of tolerance, acceptance, diversity and - if I can call it such - raffish Bohemian variety and larky sense of fun and frolic. Behind all that lies the grim fact that it's harder to be a student these days than ever before: you have to fight for your right to the education you receive and the price it will exact from you in the future. The best of you will continue to fight too, as students always have, for the rights and dignities of others - at home and at abroad. Some of you will be gay, lesbian, transgender, bisexual or - as the good old personal ads have it - "bi-curious". You've chosen (and been clever and brilliant and adorable enough to be chosen by) one of the best universities in the land in which to be LGBT. But you can help make it even better.

Things have come on a lot in the thirty years since I graduated from my university. But sometimes it can seem that for every step forward the LGBT community makes in terms of acceptance and equality, we are sent two steps back by the forces of bigotry and intolerance. We only have to look around the world to see how the twin evils of nationalism and distorted religion have focused on LGBT people as the target for their hate, just as the Jews were singled out in the 20s and 30s. If that sounds hysterical and exaggerated - remember the words of Edward Burke, that "for evil to flourish all that us required is for good men to do nothing". Open pride, sane insistent debate and a refusal to accept a culture of bullying, taunting and hatred are as necessary now as they have ever been.

We are also living in an age that is in danger of believing that HIV/AIDS to be a thing of the past and that coming out to friends and family is now as easy as pie, all the battles for gay acceptance having been won. If only that were true.

Without information, without your cooperation and assistance, the Union of UEA Students can't fully do its important work advising, befriending and informing all who seek their help. The UEA LGBT+ Student Experience Report and Survey is a hugely important and inspirational (I suspect it will become a model to be imitated across the country) project to learn more about the sexual identities, hopes, health and happiness of UEA students. You can be as open or as private and anonymous as you like, but do, I beg you, help with this wonderful idea. The data it generates will help the university and the Union plan and focus its energies and resources in a way which will benefit all. I am very honoured to have been asked to introduce it to you and declare my support for it.

But that's enough earnest entreaty. You're a student at one of the best institutions in the world. Go out and have fun. Be comradely, be companionable, be kind.'



Words/letters of support and endorsement for the Report

"As a former UEA student, I was very pleased to be asked to endorse this report on behalf of Norwich Pride.

As an organisation campaigning for LGBT+ equality, Norwich Pride recognises that students and people from all walks of life have the right to feel happy and proud to be themselves, whatever their background and whatever part of the LGBT+ or wider community they may identify with.

Norwich Pride recognises that this report highlights areas in which the Union of UEA Students and its officers may improve their essential work as advocates, campaigners and representatives for students.

The UEA LGBT+ Student Experience Report and Survey is a valuable and notable document and Norwich Pride is happy to endorse it."

Best wishes,
Deanna Allison,
Chair of Norwich Pride"

Introduction and Demographics

In recent years the LGBT+ community at the University of East Anglia (henceforth UEA) has been silent on many LGBT+ issues, both specific and wide spread. LGBT+ campaigns have not been on the same level as other Unions of equal size, and the Union is lacking in provisions for the safeguarding and integration of LGBT+ members.

Following a Freedom of Information request put to UEA, the demographics of the LGBT+ Community are as follows:

Numbers shown below are the total number of students self-defining as a certain sexuality; percentages shown are the proportion of the total student population at UEA that these students make. For the academic year 2011/12:

Bisexual	249	(1.62%)	Preferred Not to Say	1313	(8.54%)
Of which:			Of which:		
EU	≤5	(≤0.10%)	EU	103	(0.67%)
Home	169	(1.10%)	Home	873	(5.68%)
Other	8	(≤0.10%)	Other	49	(0.32%)
Overseas	68	(0.44%)	Overseas	288	(1.87%)
Lesbian	111	(0.72%)	Heterosexual	12965	(84.36%)
Of which:			Of which:		
EU	≤5	(≤0.10%)	EU	533	(3.47%)
Home	97	(0.63%)	Home	10092	(65.66%)
Other	≤5	(≤0.10%)	Other	252	(1.64%)
Overseas	6	(≤0.10%)	Overseas	2088	(13.59%)
Gay	169	(1.10%)	Did Not Answer: 448	(2.91%)	
Of which:			Of which:		
EU	6	(≤0.10%)	EU	≤5	(≤0.10%)
Home	145	(0.94%)	Home	412	(2.68%)
Other	9	(≤0.10%)	Other	9	(≤0.10%)
Overseas	9	(≤0.10%)	Overseas	24	(0.16%)
Other	114	(0.74%)	Total Identifying as Lesbian, Gay, Bisexual or Other:	643	(4.18%)
Of which:					
EU	≤5	(≤0.10%)			
Home	52	(0.34%)			
Other	≤5	(≤0.10%)			
Overseas	60	(0.39%)			

Whilst not certain, a proportion of the 'Preferred Not to Answer' group, which in itself is a very high demographic, will fall in to the LGBT+ Community. There are many reasons as to why students would withhold or refuse this information.

Report Recommendations

1. To order and distribute 'Out on Campus'; and to encourage members to contribute to this publication.
2. For clubs/societies/peer support groups to promote events which discourage homophobic, biphobic or transphobic views; and to consider LGBT-phobia when constructing disciplinary procedures for clubs/societies/peer support groups.
3. To lead the Norwich Against LGBT-Phobia campaign.
4. To develop LGBT+ outreach activities in local schools.
5. To create an East of England LGBT+ Officers' Network in connection with the proposed East Anglia Students' Assembly.
6. To consult other Unions where Sexuality/Gender Identity and Faith events have been held.
7. Following consultations with other Unions, start the formation of a Faith support group or open forum
8. To lobby the University to fly the pride flag during LGBT+ History Month (February).
9. To lobby the University to introduce gender neutral facilities across campus.
10. To propose amendments to the constitution to improve representation of the equal opportunities campaigns, either through constitutional review or motions to Union Council.
11. To create policy on issues affecting LGBT+ students as described in this document (see 'Areas to Develop Union Policy').

Health

This section can be broken down into two key areas; sexual health and mental health.

Firstly sexual health; the Union already has policy on bringing back men's sexual health clinics to campus. This work should be continued ensuring the University Medical Centre is able to offer sexual health provisions for men. The Union takes its responsibility to sexual health seriously, and this can be commended. Free condoms, dental dams and lube are available from various places on campus, along with chlamydia screening kits.

The Union should recognise that women who sleep with women are at risk of sexually transmitted infections and should agree with the NUS LGBT policy of calling on the NHS to start looking into this risk by collecting data and responding adequately. Any campaign ran by the Union, not just the LGBT+ Community, should endeavour to include the risks associated with sex between women who sleep with women. At UEA, 90.7% of women who sleep with women were not aware that the NHS did not record data on their sexual health and said that the Union should campaign against this.

As for mental health issues; LGBT people are up to three times more likely to commit suicide; trans* people between 18 and 44 have an attempted suicide rate of 45%¹. It is statistics like this and others² that clearly show LGBT+ people are at a higher risk of developing mental health issues. 94% of LGBT+ members said the Union should develop; with the Dean of Students, NHS, and other charities/organisations; a localised awareness campaign. This campaign should:

1. Clearly give information about the signs and symptoms of mental health issues.
2. Be targeted at the LGBT+ community in a way that does not insult, isolate or intimidate LGBT+ people.
3. Give the points of contact for support.

Services provided for the support of LGBT+ people are already in place by the Union, NHS and Dean of Student services. The Union should work to improve knowledge of these services and accessibility to them. The Union should aim to remove the stigma associated with receiving support for mental health issues by working with various student societies/peer support groups.

The University of Derby can be commended for their efforts in this³. Their web provides a confidential way that students can access advice 24/7 without embarrassment. It is in an easily accessible place which is also highly trusted.

With regards to welfare and mental health, there is the issue of hate crime; bullying, discrimination and abuse. We should work with the police to make students aware that the Union advice centre is a remote reporting site for hate crime. Hate crime can now be reported directly to the police at www.uealgbt.com without any third party intervention/viewing.

¹ National Center for Trans+gender Equality and the National Gay and Lesbian Task Force

² <http://www.youthprideri.org/Resources/Statistics/tabid/227/Default.aspx>

³ <http://www.derby.ac.uk/student-wellbeing/prospective-students/lgbt-students/lgbt-and-mental-health>

Resources and Publications

'Out on Campus' is a student publication specifically for LGBT+ members and for those other Union members who wish to know more about the LGBT+ movement. It is a free publication made by students, and anyone can contribute to it in any form. This report recommends that the Union distributes 250 copies four times a year. It would be best to make these available with Concrete, the student newspaper. The Union would identify distribution points where Concrete reaches most people and allocate certain numbers of copies for distribution. It is noted that 'Out on Campus' is released 4 times a year during term time only. This should not be paid for from the campaign budget, as it is not a campaign, rather a communication for the support of the Union's members. The LGBT+ Officer will be applying for a grant from 'Out on Campus' which will help in implementing this report. 91.3% of LGBT+ members said they would read 'Out on Campus'

As identified in the previous section, LGBT+ people are a high risk group for developing mental health issues. There are also situations like coming out, both at home and university; and having a relationship, etc. There should be established a resource point where LGBT+ members can go to receive confidential advice on LGBT+ issues and receive resources specific to these issues. This space should be a 'safe space'. This report recognises the strengths of the Union's advice centre and suggests working with the advice centre to provide and develop this resource centre. Alongside this will be an online resource centre, enabling people to access resources confidentially at any time, especially at times of need. 84.3% of LGBT+ members said they would use an online resource centre, whilst 58.8% would use a physical resource centre.

Resources available at this resource point should include, but not be limited to; mental health for LGBT+ people; sexual health for LGBT+ people; Support for LGBT+ people; information on lifestyles; advice on coming out; what to do if someone experiences homophobia, biphobia or transphobia; etc. Where existing resources cannot be found; resources should be developed by the LGBT+ officer in conjunction with the advice centre, outside agencies, the Dean of Students and any other interested party.

Discussion and support groups for different areas of the community should be established. Led by students for students, these groups will be a point of reassurance for all LGBT+ students. This will further Pride's mission values of growth through shared experience.

Ideally at some point in the future, this resource centre will be incorporated into an LGBT+ safe space elsewhere on campus, possibly as part of a liberations room, working with the Womens Campaign and BME Campaign. Such a space could be used for support meetings and a place from which LGBT+ campaigns will be based. However this report notes the shortage of space within Union managed sites, and so this will be a long term goal. Support for this room is at 71.1% of LGBT+ Union members.

Finally, media societies within the Union, such as Concrete and Livewire, should regularly challenge the heteronormative view, that is portraying that it is normal to be heterosexual. Often advertisements will use heterosexual couples or stereotypes; an example of such an advertisement campaign is the Lynx deodorant brand. The way this can be done is left to each society, but suggestions may include asking LGBT+ people to write articles on relevant items/events, supporting/reviewing books that are LGBT+ friendly. (I.e. books that feature a gay character not necessarily as a main character; or books which don't fit under the LGBT+ genre, rather books which simple reference that being LGBT+ is normal, for example a child character having gay parents, etc.)

Societies/Peer Support Groups and Clubs

It is often noted that there is a disproportionate number of LGBT+ people in sports clubs in most sports, and that of those who do play sport, 62% are not out to their club⁴. At UEA that figure stands at 52.8%. A number of barriers have been identified which may discourage LGBT+ members to play sport, and further barriers to those wanting to 'come out' to other members of their club.

The Union should acknowledge the regulations made by the Olympics in terms of trans* people joining gender segregated clubs⁵. The report recommends the following document, 'On the team: Equal opportunities for transgender student athletes'⁶.

Further to the recommendations made in the section on Union facilities below, this report now seeks ways that sports clubs themselves can make a difference to LGBT+ discrimination within sport. This LGBT+ campaign wants to engage with sports clubs and hear their views. Rather than specify how clubs should encourage LGBT+ people to join; clubs can come up with their own ways or choose one of these suggestions:

1. Where clubs exist within a sport that segregates genders, i.e. male and female football teams; the respective clubs could train together regularly at points throughout the year. Clubs could then be encouraged to hold open days for all sexes and genders, these would also act as a good recruitment campaign.
2. Such clubs mentioned in 1 may choose to instead hold regular mixed gender friendlies.
3. If possible clubs could enter mixed gender competitions. That is if the regulations of the sport allow.
4. Clubs could choose to host regular or annual competitions open to non-members which should be mixed gender.

Club committees should report back once a year to the LGBT+ Officer, or designated sabbatical officer, on the actions taken by their club to encourage LGBT+ people in sport; and the wellbeing/privacy of their members.

It is well known, and rightly so, that sports clubs have high camaraderie and strong social aspects. However this may be a barrier for some LGBT+ people and their engagement in sport. Clubs identified in 1 above could hold socials with their counterpart clubs to combat this, thus not alienating LGBT+ people; in particular trans* people. For all club and society events, social or otherwise, it must be recognised that LGBT+ people who are not 'out' can find such events stressful for fear of being 'outed'. 50% of LGBT+ members said that, at least, on occasion they felt they had to hide their gender/sexual identity whilst at club/society events.

⁴ Equality Challenge Unit (ECU), see

<http://www.nus.org.uk/en/campaigns/lgbt/nus-lgbt-launches-out-in-sport-campaign/>

⁵<http://outsports.com/jocktalkblog/2011/09/12/moment-22-international-olympic-committee-allows-trans+gender-athletes-to-compete/>

⁶ http://www.genderspectrum.org/images/stories/On_The_Team.pdf

Thus all events should be conducted to respect the privacy of its members, and should not encourage the heteronormative view (as discussed earlier), or promote homophobic, biphobic or transphobic views. Any club or society found promoting such events or views should be punished by the Union. This should be included within the new discipline procedures for clubs/societies/peer groups.

Along with societies, all clubs should hold a meeting with its membership at the beginning of each academic year in which the committees shall:

1. Clearly give the Union's expectations for conduct as individuals representing the club/society, and the conduct of the club/society as a whole at any and all events.
2. Make clear that when members join a club/society they are accepting the values the Union protects, and that each member has a right to privacy with regards to sexuality and gender identity in accordance with the University and Union's equal opportunities policies.

The Union is an equal opportunities organisation and this extends to all its members and associated clubs/societies⁷.

In the future a scheme could be set up where clubs and societies are 'graded' on their efforts towards equality on all liberation campaigns. Should funds allow financial rewards would be made available following successful achievement of a certain 'grade'.

⁷ "The Union of UEA Students is committed to equality of opportunity for all" – Union Website

Representation

The LGBT+ Community elects each year a committee to lead UEA Pride and an LGBT+ Officer. The LGBT+ Officer represents the community in the Union both at Union council and the Student Officer Committee (SOC) and is responsible for campaigning and championing LGBT+ rights and equality at UEA and beyond.

UEA Pride is a peer support group of the Union. Therefore this report identifies, under constitution 75.2.1, an LGBT sub-committee of SOC, which should be formed and renewed annually. It will be comprised of volunteers, headed by the LGBT+ Officer to run the LGBT+ campaigns and support external campaigns/events.

It is the opinion of this report that UEA Pride should remain a peer support group so that it can properly support its members and allow members to join for free, i.e. making sure all students have the ability to access peer support. Pride should be the social/welfare arm of the LGBT+ campaign. Furthermore the right to campaign for equality for LGBT+ members should be recognised by the Union. The Union should never prevent or discourage members from actively joining Pride by asking for membership fees as with Union societies. The LGBT+ committee will not be responsible for social activities of the LGBT+ community; these responsibilities remain with Pride. The LGBT+ committee membership rules should be changed so that all Pride Members sit on this committee ex officio. Additional LGBT+ people can be admitted to the committee by a simple majority vote at the next available meeting. Non-LGBT+ people may be accepted to the committee at the committee's sole discretion.

Currently, along with the other elected equal opportunities officers, the LGBT+ Officer sits as a non-voting member on the Student Officer Committee (SOC). The reason given for this is that these officers are not elected by the entire Union community, but by specific communities within the Union. This report identifies the need for all officers to be full voting members of SOC and thus being equal members. Issues brought before SOC will affect all members. In meetings of SOC all members may speak and express their opinion. It is time for this unfair balance of representation to be addressed. This allows all officers to act on their portfolios more effectively and represent their electorate efficiently.

The LGBT officer and all associated groups/titles referring to LGBT within the constitution and Union as a whole, should be replaced with LGBT+ to identify members of the community who do not necessarily fit into the 'traditional' L, G, B or T categories. This is something the Union already does informally, but now needs to do formally as part of the constitutional review. The definition of membership to the LGBT+ community should be changed to fall in line with the new definition adopted by the NUS LGBT campaign. 93.6% of LGBT+ members agreed with the change of acronym.

Union Facilities

The Union currently operates and manages various sites including Union House (which holds the LCR) and the Waterfront.

Accessibility is often thought to be limited only to disability access. This is a view which must be challenged. It is the Union's responsibility to ensure access to events and facilities for all its members. This extends to LGBT+ members feeling safe in order to attend without fear of discrimination and/or abuse.

For some members of the LGBT+ community, especially those who identify as trans* or queer, there is the issue of discrimination when using facilities. For example a person who identifies as a woman, but was assigned the sex of male at birth, may experience discrimination when wishing to use female changing or toilet/showering facilities. The Union must provide facilities such that people of all genders, LGBT+ or not, and identities may feel comfortable to use such facilities.

This report identifies that toilet facilities across Union managed sites are gender segregated. This is also the case across the Norwich Campus, UEA London, SportsPark, sites at NNUH and throughout Norwich Research Park.

To ensure that all members and guests of the Union can access toilet facilities without fear of judgement, the Union should in accordance with NUS policy⁸, implement gender neutral toilets. This would mean replacing some existing segregated toilet facilities with integrated ones in which all toilets will be in cubicles. This would not affect the provision of disabled access toilets. Each venue, i.e. Union Pub, Hive (which includes the LCR), Waterfront, etc. should have at least one gender neutral toilet facility. Toilets which are self-contained, yet are gender segregated, should be rebranded to gender neutral displays.

This policy is about increasing choices for all people, not restricting choices to certain groups within the Union. This report acknowledges the argument for segregated toilets being safe spaces. This view is accepted and furthered by proposing that the Union needs to extend these safe spaces for Trans* and queer people, and other LGBT+ members.

Support for gender neutral toilets in the Union stands at 56.9% of LGBT+ members with 25.7% neutral and 17.4% against.

At the NUS LGBT Conference 2012, focus groups provided feedback into barriers for LGBT+ members getting into sport. One major barrier was changing and showering facilities. Therefore this report identifies the need for changing cubicles in all changing rooms and non-communal shower facilities. The use of such facilities can prevent the fear of being 'outed', especially for trans* people. On changing facilities 73.1% supported gender neutral facilities, 14.8% were neutral, and 12% disagreed.

Whilst the Union cannot enforce changes to facilities on non-Union managed sites, it can lobby the University for these needs to be met, most especially at SportsPark.

⁸ http://www.nusconnect.org.uk/asset/news/26623/2009_LGBT_GNT_briefing.pdf



Campaigns

The Union, under the guidance of the LGBT+ committee as proposed earlier, should actively campaign with the NUS on LGBT+ issues. These include “Donation not Discrimination” and “Out in Sport”.

The Union should help provide access to these campaigns by paying for or subsidising members to go to rallies/protests, etc. in line with Union policy of supporting its members. It should also encourage members to go out into schools and help the “Get to School” campaign⁹ through the formation of an outreach team.

In addition the Union should be central to a new campaign “Norwich Against LGBT-Phobia” to be set up by the LGBT+ Officer. The Union should sign up and become the first affiliated venue.

The Blood Donation campaign has now changed after the recent change in law to remove the life time ban on men who sleep with men donating, and replaced with a one year ban. The Union should take the stance that any ban is a ban. In accordance with this Union policy should be updated. 84.5% of LGBT+ members wanted the Union to continue to campaign against the ban.

Other campaigns which should be actively engaged with are: Smear tests for women who sleep with women (WOW), sexual health statistics for WOW and increasing LGBT+ activism.

⁹ <http://www.nus.org.uk/en/campaigns/lgbt/get-to-school-campaign/>

Networking

The LGBT+ officer should work with other Unions and LGBT officers in the east of England in order to create a network to share ideas, help with campaigns and provide support for each other in their roles. The officer should contact relevant FE and HE institutions to invite their respective LGBT officers, or other representative to a meeting, first hosted by the Union of UEA Students. At this meeting a president/chair of the network should be appointed and from here decide how regular and where to hold subsequent meetings. Given that the Union has policy on creating an East Anglia Student Assembly, this network could either be the foundation for this, or come about from work leading to this.

Institutions invited should include all NUS affiliated institutions in Norfolk, Suffolk, Essex, Hertfordshire, Bedfordshire and Cambridgeshire.

The Union should also increase awareness of the NUS LGBT Campaign and actively seek to get more members (up to our entitlement) sent as delegates. The NUS LGBT Campaign is the largest democratic student LGBT body in Europe. The Union should also encourage more students to attend the activist training days the NUS arranges.

It is noted that the LGBT+ Officer wrote a report for Concrete on the LGBT conference so that readers were informed of changes in NUS LGBT policy.

Faith and Sexuality/Gender Identity

Many people who identify as LGBT+ are also members of faith communities. Often they are cast out or discriminated against in both communities for being LGBT+ or for having faith. This is wrong. This report encourages faith societies to engage with the LGBT+ community and vice versa to prevent this happening and supporting LGBT+ people of faith. In the Union's LGBT+ Community 30.3% defined as belonging to a particular faith or religion, or questioning/undecided.

Working with the Chaplaincy (Dean of Students), the LGBT+ campaign, UEA Pride and various faith societies, the Union should provide an annual "Faith and Sexuality" open forum. The aim of such a forum would be to increase dialogue between the LGBT+ and faith communities, and recognise the struggle that members of both face, and the responsibility of both communities to help these members. An event like this will be sensitive and must be planned accordingly, thus this should be a short to medium term goal. The LGBT+ officer should consult and visit other Unions where similar events have been successful.

This year 'Faith and sexuality' an event ran by the Birmingham Students' Union LGBTQ won the NUS LGBT award for best event.

LGBT+ Arts

Our University, in particular our Norwich campus is renowned for its many displays of art, its drama and music productions/concerts not to mention the world leading Sainsburys Centre for Visual Arts. This with our world class creative writing course, provides our university life with a creative rich environment. Festivals and Pride events from around the world often have at the centre of their events, exhibitions dedicated to LGBT+ history or culture, or pieces of work created by LGBT+ people.

Given the creative status of our University and campus, we should now move to lead the UK in championing the LGBT+ arts. We have the capability to do so if we work with local, national and international partners.

Hopefully the main events would coincide with LGBT History Month in February.

Lobbying the University

All the action points within this report can only be done by the Union. The Union can only exert its influence on the University to follow the Union's lead on LGBT+ rights and equality/safe guarding.

We should lobby the university to:

1. Provide clear and transparent guidelines for complaints of homophobic, biphobic and transphobic discrimination/abuse/language of fellow students or staff.
2. Provide training for all staff on equality issues.
3. Provide gender neutral toilets. In places such as Nelson Court Common Rooms where toilets are self contained, but are gender segregated, Male/Female signs should be removed and simply replaced with 'toilet' signs. Acted upon across campus this simple changing of signs would rapidly approach the goal of providing gender neutral toilets in each building.
4. Actively promote LGBT history month and work with the Union in providing events for this.
5. Display the LGBT+ flag during LGBT history month, or IDAHO (see below), following the precedents set by Norwich City Council, Norfolk and Norwich University Hospital and other organisations. 83.5% of LGBT+ students at UEA would like to see the University do this.

It is noted that the University had been asked to fly the pride flag for the International Day Against Homophobia and Transphobia (IDAHO). The University did not fly the flag and did not respond or give reasons why this was the case. Many LGBT+ students feel let down for the lack of support the University has shown by doing this.

The University has provided, via a Freedom of Information request, its policy on procedures for cases of gender reassignment. The Union needs to work closely with the University in order to make sure this policy is widely known and available. Further work is needed on policies within the University and the Union to advance the rights and accessibility of trans* students.

Areas to Develop Union Policy

- “Women who Sleep with Women: Sexual Health”
- “LGBT+ Mental Health”
- “LGBT+ Resources Centre”
- “Challenging Heteronormative Views in Media Societies”
- “Encouraging LGBT Participation in Sport”
- “Gender Neutral Facilities”
- Updated Union policy on “Blood Donation”
- Supporting gender neutral marriages.

Appendix A

Amendment to the Constitution:

'Officer Trustees, Subsection 37'; 'Elections, Subsection 123'; 'Appendix A'

Proposer: Richard Laverick (LGBT+ Officer)

Secunder: Matthew Myles (Communications Officer)

Union Notes:

1. There are currently ten voting members and seven non-voting members of the Student Officer Committee (SOC)
2. The Non-voting members are: LGBT Officer, Students with Disabilities Officer, International Officer, Ethnic Minorities Officer, Mature Students Officer, Postgraduate Students Officer, Part Time Students Officer.
3. Student Officer Trustees must be a voting member of SOC.

Union Believes:

1. In democracy.
2. In upholding equal opportunities.
3. In the ability of all its officers, until such a time that a motion of no confidence has been passed in them.
4. That its elected officers have a mandate to carry out their portfolio and actively represent their constituents.
5. Student Officer Trustees represent the Student Officer Committee on the Trustee board, not their individual portfolios.

Union Resolves:

1. To amend the Union Constitution section:
Elections, subsection 123: change all references of "non-voting members" to "equal opportunities members"
2. To amend the Union Constitution section:
Appendix A: change "of the part times officers, there shall be six voting members of the Student Officer Committee and seven non-voting members of the Student Officer Committee" to "All part time officers are voting members of the Student Officer Committee". Re-order Appendix A to suit these changes.
3. To amend the Union Constitution section:
Officer Trustees, subsection 37: replace all references of "Part-time student officers elected by a cross-campus ballot of all students" with "Part-time student officers"; and replace "shall be first elected... in accordance with Appendix D" with "Shall be first elected in accordance with election rules outlined by this Constitution".
4. To recall the current Student Officer Trustees, and elect new ones in accordance with these changes.

Amendment to the Constitution:
All references of 'LGBT'; Appendix H; Definitions 154.19

TO BE BROUGHT TO CONSTITUTIONAL REVIEW

Proposer: Richard Laverick (LGBT Officer)

Union Notes:

1. There is currently an LGBT Officer.
2. The Constitution allows for a campaign subcommittee for the LGBT campaign to be formed.
3. That the NUS LGBT Campaign changed its membership definition at the March '12 National Conference.

Union Believes:

1. In the autonomy of the LGBT campaign.
2. The LGBT abbreviation is now out dated as it does not reflect its full membership.
3. There have been difficulties setting up campaign subcommittees.
4. The LGBT campaign needs 'Straight allies' to help with campaigns.

Union Resolves:

1. To amend the Constitution such that all references of LGBT be replaced with LGBT+
2. To amend the Constitution section:
Appendix H: Replace, under all committee sections points 3, 4, 5 and 6, all references to elections and formations of campaign subcommittees with "Formation of the Committee shall be decided by the relevant Student Officer as representative of the autonomous campaign. This will be subject to scrutiny by the Student Officer Committee to ensure fairness for all members."
3. To amend the Constitution section:
Definitions 154.19: such that the definition of LGBT+ Students reads:
Students who self-identify as Lesbian, gay, bi, and/or trans or undecided, questioning or queer, or who self define as any other marginalised romantic/sexual orientation or gender identity (including but not limited to asexual, pansexual, bigender, and gender queer) or who choose not to define their romantic/sexual or gender identity."

Amendment to the Constitution:
Entire Constitution: All Gendered References.

TO BE BROUGHT TO CONSTITUTIONAL REVIEW

Proposer: Richard Laverick (LGBT Officer)

Union Notes:

1. That the Constitution refers throughout to cisgender roles.
2. That the Union believes in and holds policy on equal opportunities.

Union Believes:

1. That equal opportunities extends to LGBT+ people including those who do not define as male or female.
2. That the Union's policies and Constitution should reflect the equal opportunities.

Union Resolves:

1. To amend the Constitution such that all references of gender pronouns are removed and replaced with gender neutral pronouns.
2. To change all Union policies such that all references of gender pronouns are removed and replaced with gender neutral pronouns.
3. That all new policies proposed should be free of gendered pronouns. Any policies passed that contain gendered pronouns, unless strictly necessary, will be edited after being passed to contain gender neutral pronouns.

Appendix B - Motions to be put before Union Council

"Women who Sleep with Women: Sexual Health"

Proposer: Richard Laverick (LGBT+ Officer)

Seconder: Tessa Gilder-Smith (Womens Officer)

Union Notes:

1. That data is collected for men who sleep with men and sexual health.
2. That no such data is collected by the NHS for women who sleep with women.
3. That often sex between two women is not considered 'sex'.
4. That there are false assumptions that women who sleep with women cannot catch STIs or are at a lower risk of catching them.

Union Believes:

1. Facts need to be presented to dispel the assumptions identified in Union notes 4.
2. That sex doesn't have to involve a penis! Challenging the view that women who sleep with women don't have "real" sex.
3. That data collected by the NHS on this issue could really clarify the risks involved.

Union Resolves:

1. That when the Union is conducting a sexual health campaign, women who sleep with women are suitably informed of the risks identified above.
2. To Support the NUS LGBT+ campaign in lobbying the NHS to collect and validate data on women who sleep with women.

LGBT+ Mental Health

Proposer: Richard Laverick (LGBT+ Officer)
Seconded: Trevor Killeen (Mature Students Officer)

Union Notes:

1. Statistics on LGBT+ people, in particular young people, and mental health issues are staggering.
2. LGBT+ people are a significantly higher risk group for developing mental health issues.

Union Believes:

1. More needs to be done to support the LGBT+ community in preventing mental health issues, and helping those with difficulties.
2. Not enough is done to target the LGBT+ community with regards to raising awareness of mental health issues.
3. That access to support is a right for all not a privilege.

Union Resolves:

1. To work with the NHS and Dean of Student Services to see how accessible students think mental health services are; and to find their expectations/experiences of these services.
2. To work with Union societies and peer support groups who have interests in mental health welfare.
3. To develop a major awareness campaign designed to target the LGBT+ community in a way which does not insult, isolate or intimidate its members.
4. Such a campaign will highlight 'what to look for' and 'where to go/what to do next'.

LGBT+ Resources Centre

Proposer: Richard Laverick (LGBT+ Officer)

Seconder: Tom Beckerton (UEA Pride)

Union Notes:

1. That the Union currently runs a very commendable advice centre.
2. That issues affecting LGBT+ people are different to the rest of the UEA community.
3. That the LGBT+ community has specific needs which need to be addressed.
4. That no such resources are freely accessible in a confidential way other than through the advice centre staff or the Dean of Students.

Union Believes:

1. That LGBT+ people should be able to access resources confidentially, online or in person.
2. That LGBT+ people should be supported in all situations they may find themselves in.
3. That resources should be comprehensive and always free.

Union Resolves:

1. To create a resource centre within the advice centre on campus.
2. To make resources available online.
3. To develop these resources with other organisations.
4. That, when space allows, the Union should provide a room on campus dedicated to liberations. This room will be used for support meetings, a base for campaigns, and will house the resources mentioned above. Ideally a room would be given to each liberations campaign. Until then it will be left to SOC and liberations officers how best to share the space.

Challenging the Heteronormative Views: Union Media Societies

Proposer: Richard Laverick (LGBT+ Officer)

Seconder: Sam Clark (Community and Student Rights Officer)

Union Notes:

1. That there are currently three media societies; Concrete, Livewire and UEA TV.
2. That the Union is an equal opportunities organisation.
3. That heteronormative means presenting the view that being straight is normal.

Union Believes:

1. That wherever possible heteronormative views should not be present.
2. That previous sex issues of concrete had a severe lack of LGBT+ statistics/items when in proportion to heterosexual statistics/items.

Union Resolves:

1. That wherever Union should pressure media societies to challenge the heteronormative views, whilst respecting the societies' editorial independence.
2. That the Union should encourage Concrete to actively include LGBT+ statistics and items, especially in the sex issue of Concrete. The Union should do the same with all other sex-related features of other media societies also.

Encouraging LGBT+ Participation in Sport

Proposer: Richard Laverick (LGBT+ Officer)

Seconder: Joe Levell (Finance Officer)

Union Notes:

1. That there is a disproportionate amount of LGBT+ people in sport.
2. In higher education, 62% of LGBT+ people who are members of sports clubs are not out to their club.
3. The Union has a responsibility, along with the clubs themselves, to ensure accessibility of all Union members into sport under the equal opportunities rules laid out in the Union constitution.
4. The Union is an equal opportunities organisation; and this extends to all clubs, peer support groups and societies.

Union Believes:

1. LGBT+ people are entitled and encouraged to actively engage in sports at university.
2. No member should be discriminated against because of their sexuality or gender identity.
3. The Union and clubs should do more to make sports and clubs 'LGBT+ friendly'

Union Resolves:

1. That the Union should encourage clubs to decide upon ways of helping the integration of LGBT+ people in their club. Clubs may come up with their own ideas or adopt one of the following:
 - a. Gender segregated sports (i.e. women's and men's football) could train together at regular times.
 - b. Clubs should be encouraged to hold "open days" as recruitment opportunities, as well as encouraging LGBT+ students into sport.
 - c. Clubs in gender-segregated sports could hold regular mixed gender team friendlies, again open to non-members too.
 - d. If possible clubs could enter mixed sex/gender teams into competitions.
2. That clubs report back to the LGBT+ officer, or designated sabbatical officer, on how they are doing their part to encourage a safe environment for LGBT+ people in sport.
3. That the Student Officer Committee should look into developing and Equality Award scheme similar to the Equality Marks scheme used by Liverpool Hope Students' Union.

Gender Neutral Facilities

Proposer: Richard Laverick (LGBT+ Officer)
Seconded: Tessa Gilder-Smith (Womens Officer)

Union Notes:

1. That gender segregated facilities such as toilets, showers and changing rooms are detrimental to the right of privacy for LGBT+ people.
2. That the Union is an equal opportunities organisation.

Union Believes:

1. That all members have the right to access facilities in order to participate in events/sports and attend venues.
2. More can and should be done to improve gender neutrality of facilities.

Union Resolves:

1. That the Union should seriously look into having at least one gender neutral toilet in all of its venues; Waterfront, LCR & Hive and Blue & Red Bar.
2. That any future developments to Union managed or owned sites should include gender neutral facilities.
3. That any existing self-contained toilets which are gender segregated be rebranded simply as "toilets" making them gender neutral.
4. That the Union should lobby the University and SportsPark to follow the Unions lead in implementing Union Resolves 1, 2 and 3 across university managed sites.

Updated Policy on 'Donation not Discrimination'

Proposer: Richard Laverick (LGBT+ Officer)

Seconded: Trevor Killeen (Mature Students Officer)

Union Notes:

1. That Union Policy 1094, Blood Donation is now outdated.
2. Blood donations save lives.
3. Men are banned from donating blood for one year since the last time they had sex with another man.
4. New Zealand, Italy, Spain, Japan and Australia allow sexually active gay men to give blood.

Union Believes:

1. This ban, noted in Union Notes 3, prevents willing potential donors from giving blood and saving lives.

Union Resolves:

1. To support the 'Donation not Discrimination' Campaign
2. Advertise the issue when the National Blood Service are on campus, and encourage donors to say they are doing it on behalf of a gay friend.

Supporting Gender Neutral Marriages

Proposer: Richard Laverick (LGBT+ Officer)

Seconder: Tom Beckerton (UEA Pride)

Union Notes:

1. That the Government has recently closed a consultation process on Same-sex marriages.
2. That the Union has an LGBT+ Campaign in order to fight for equality on behalf of UEA students.
3. That gender neutral marriages means that any two people, regardless of sexuality or gender identity, may marry.

Union Believes:

1. That LGBT+ people have valid relationships built on love, just as any heterosexual relationship.
2. That LGBT+ couples should be allowed to share the same rights and privileges as any other couple, in marriage or otherwise.

Union Resolves:

1. That the Union will publically support any proposed legislation for gender neutral marriage.
2. That the LGBT+ Officer will, on behalf of the Union, sign any such petitions supporting this.

Analysis of Survey Results

In all 133 people attempted the survey; however of this only 130 were eligible and subsequently completed the survey. It is worth noting that all questions were optional, therefore not all questions would have 130 responses.

Firstly on the validity of the survey; the number of respondents corresponds to ~20% of registered LGB or other students using figures from student registration at UEA for the academic year 2011/12. The share amongst academic schools and level of study were evenly split, confirming a wide range of students. Of those who felt comfortable to do so, 18.6% defined as lesbian, 33.7% gay, 32.6% bisexual, 4.7% trans and 19.8% other. Definitions within the 'other' category included asexual, pansexual and queer as the most common. Again using the statistics from 2011/12 registration, these percentages fall in close proximity to the actual figures of the entire community. Therefore the sample of 130 respondents can confidently be used to represent the whole community.

To see the full survey response report from the survey hosting site, please email Anthony.moore@uea.ac.uk, the Representation Support Worker for the Union of UEA Students.

Key results:

63.2% of respondents were **out to their family**.

59.3% were **out to their university friends**, whilst 23.7% were partially out.

86.3% were **not out to their academic advisor**, however just over half of these respondents **would come out to their advisor should the need arise**.

59% were **not aware where free condoms, lube and dams were available**.

50.4% were **not aware where free chlamydia home testing kits were available**.

43.1% were **not aware where to get a full STI check**.

Of the respondents eligible for smear tests (Women over 25), 75% **had been for a smear test**.

83.7% of women who sleep with women (WOW) respondents regarded **smear tests as important** (62.8% very important, 20.9% somewhat important).

90.7% of WOW respondents were **not aware that the NHS does not record sexual health statistics for WOW and agreed the Union should campaign to change this**.

47.4% of respondents had **never been a victim of LGBT-phobic bullying, discrimination and/or abuse**.

43.1% said that they had **been victim of LGBT-phobic bullying, discrimination and/or abuse**.

0% of respondents who said they had suffered from LGBT-phobic bullying, discrimination and/or abuse **reported it to the police.**

52.2% of respondents have or are currently **suffering from depression** (20.9% diagnosed, 31.3% undiagnosed).

94% of respondents said **the Union should lead a localised mental health awareness campaign for LGBT+ students.**

87.1% **knew the legislation governing the donation of blood by men who sleep with men.**

84.5% said that **the Union should campaign against the blood ban on men who sleep with men.**

84.3% of respondents said they **would use a confidential online resource centre for LGBT+ specific issues.**

58.8% of respondents said they **would use a physical resource centre for LGBT+ specific issues.**

71.1% of respondents said they **would use a liberations 'safe space' room.**

91.3% of respondents said they **would read 'Out on Campus' if it were provided free.**

49 respondents said they would **be willing to help with outreach projects.**

52.8% of respondents who were members of sports clubs **were not out to their team mates.**

33.3% of respondents who were members of sports clubs **were out to their team mates**, whilst 13.9% were partially out to their team mates.

50% of respondents said that they **did not feel they had to hide their sexual/gender identity whilst on events/socials/training with their club/society.**

10.8% said yes, whilst 39.2% said 'on occasion' in response to **'do you feel you have to hide your gender/sexual identity whilst on club/society socials/events/training'.**

58.1% of returning students **did not attend any UEA Pride events in the academic year 2011/12.**

61.3% of returning students **voted in the LGBT+ Officer election during the academic year 2011/12.**

93.6% of respondents **agreed with changing the acronym LGBT to LGBT+.**

On introducing **gender neutral toilets in Union managed sites**, 31.2% strongly agreed, 25.7% agreed, 25.7% were neutral, 11% disagreed and 6.4% strongly disagreed.

On calling for the university to introduce **gender neutral toilets across campus**, 28.7% strongly agreed, 29.6% agreed, 25% were neutral, 10.2% disagreed and 6.5% strongly disagreed.

On calling for **SportsPark to introduce gender neutral changing and washing facilities**, 36.1% strongly agreed, 37% agreed, 14.8% were neutral, 7.4% disagreed and 4.6% strongly disagreed.

30.3% of respondents said that they **belonged to a particular faith or religion, or were questioning/undecided.**

Of those respondents who belonged to a particular faith or religion, 18.75% were **out to their faith community.**

20% of respondents who belonged to a particular faith or religion, or were questioning/undecided, said that **their LGBT+ friends knew of their personal faith.** 46.7% said 'partially' whilst 33.3% said their LGBT+ friends did not know of their personal faith.

Of the respondents that said they belonged to a particular faith/religion, or were questioning/undecided, 39.4% said they would like to see a **faith and sexual/gender identity forum** held. 51.5% were unsure.

65.7% of all respondents were **aware of LGBT History Month.**

89.9% said that **the Union should fly the display the pride flag during LGBT History Month.**

83.5% said that **the University should fly the pride flag during the International Day Against Homophobia and Transphobia and/or part of LGBT History Month.**

71.3% of respondents said that they felt **the University would support them, as an LGBT+ person, in the same way it would support other students.**

46.3% of **current Union sports clubs had LGBT+ respondents as members.**

For questions where written responses were required, the following are a reflective sample of quotes:

Following on from the question 'Do you feel you have to act differently or hide your sexual/gender identity whilst on club/society socials/events/training?' respondents were asked, 'are there any reasons you feel that way':

"If I casually drop it into conversation it has always become the main topic with lots of questions attached - I don't feel comfortable with answering the questions I expect."

"Stereotypes and assumptions that bisexuals are attracted to everyone and constantly horny or 'going through a phase/attention seeking'. People do not understand how I can be in a heterosexual relationship and bi."

"I don't just want to be the 'gay one'. I don't want to be reduced to the fact that I like to have sex with men. Unfortunately, I feel that this is the first thing people feel they need to clarify when talking about a friend that happens to be gay as well."

"People think it's weird to not be interested in sex. They always spout the same "but one day you'll see" and it's really upsetting that they won't just accept it."

"I like to stay private. Most of the team would feel uncomfortable if I spoke as freely about relationships with men, as we do with women. If I was in a long term relationship with a guy I would probably feel more comfortable coming out."

How do you think we could encourage more LGBT+ people to play sport, and come out to their team mates?

"Make it a question that people ask, rather than assuming everyone is straight. Currently 'straight unless otherwise stated'. I wish people would ask more because I don't like bringing it up and feeling like i'm making it an issue."

"It'd be a difficult thing to do, but there'd have to be some kind of rebranding, and removal of such ridiculous terms as 'lad'. I fear that if I was to do sport, the main problem would be others guys feeling uncomfortable with my sexuality, particularly in changing rooms etc., even though that would be stupid because men who fancy men don't fancy every man that exists."

"Gender neutral changing."



Information Services Directorate

The Library
University of East Anglia
Norwich Research Park
Norwich NR4 7TJ
United Kingdom

Email: foi@uea.ac.uk
Tel: +44 (0) 1603 593 523
Fax: +44 (0) 1603 591 010

Richard Laverick
Union House
University of East Anglia
Norwich
NR4 7TJ

06 September 2012

Dear Mr Laverick

**FREEDOM OF INFORMATION ACT 2000 - INFORMATION REQUEST
(Our ref: FOI_12-112)**

Your request for information received on 10 August 2012 has now been considered and our response is enclosed. For your convenience, I have reproduced your request below and provided our response in line with each question. I trust this will be to your satisfaction.

However, it is not possible to satisfy all elements of your request. Pursuant to your rights under section 1(1)(a) of Freedom of Information Act 2000 to be informed whether information is held, I confirm that the University does not hold some of the requested information. Specifically, we do not hold information on trans gender or transsexual students at UEA.

I would add that any material released over which UEA has copyright is released subject to the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information released.

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your grounds of appeal and send to me at:

University of East Anglia
Norwich Research Park
Norwich
NR4 7TJ
Telephone: 01603 593 523
E-mail: foi@uea.ac.uk

You must appeal our decision within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Telephone: 0303 123 1113

[Website: www.ico.gov.uk](http://www.ico.gov.uk)

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Ellen Paterson
Information Compliance Officer
University of East Anglia

Response to Freedom of Information request (FOI_12-112)

Description = To know the demographics of LGBT+ Students at UEA

1) How many students at UEA self-define as Bisexual, Gay man, Gay woman/lesbian, other or information refused (answers matching HESA question short name SEXORT)

Please see data tables 1a & 1b below.

Please note that the data for 2012/13 is incomplete as the registration process (during which this information is collected) for 2012/13 is currently being undertaken.

2) Of these students, what proportion are Home Students, EU students and International students.

Please see data tables 2a & 2b below

Please note that the data for 2012/13 is incomplete as the registration process (during which this information is collected) for 2012/13 is currently being undertaken.

3) How many students at UEA self-define as trans gender or transsexual.

[Information not held - s.1(1)(a), Freedom of Information Act]

We do not hold any information about the number of students who self-define as trans gender or transsexual.

4) Of these students, what proportion are Home Students, EU students and International students.

[Information not held - s.1(1)(a), Freedom of Information Act]

As above, we do not hold any information about the number of students who self-define as trans gender or transsexual.

5) Any other information related to demographics of LGBT+ students at UEA

All the information we hold is within data tables 1a, 1b, 2a & 2b

6) The University's policy on changing you're registered gender, both while at university and as an Alumni (i.e. how easy it is for an alumni to changer their degree certificate following gender reassignment, etc

Please see attached PDF document, Appendix A_data file.

Data table 1a:

UEA Total Student Count							
ALL FACULTIES							
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:							
Bisexual	29	46	92	134	213	249	91
Gay woman/lesbian	8	20	31	43	92	111	50
Gay man	26	29	63	106	160	169	72
Heterosexual/straight	1345	2362	4723	7454	12066	12965	4921
Other	19	27	44	58	118	114	25
Prefer not to say	207	328	632	958	1404	1313	435
Did not answer	14009	12028	8845	5918	787	448	389
Total:	15643	14840	14430	14671	14840	15369	5983

Please note, in order to avoid sensitive personal data being inadvertently released, where there were 5 or fewer respondents for any category we have replaced the exact figure with '<=5'. Similarly, where percentages were 0.10% or under we have replaced the exact figure with '<=0.10%'.

Data table 1b:

	Percentages (of UEA Total Student Count)						
	ALL FACULTIES						
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:							
Bisexual	0.19%	0.31%	0.64%	0.91%	1.44%	1.62%	1.52%
Gay woman/lesbian	<=0.10%	0.13%	0.21%	0.29%	0.62%	0.72%	0.84%
Gay man	0.17%	0.20%	0.44%	0.72%	1.08%	1.10%	1.20%
Heterosexual/straight	8.60%	15.92%	32.73%	50.81%	81.31%	84.36%	82.25%
Other	0.12%	0.18%	0.30%	0.40%	0.80%	0.74%	0.42%
Prefer not to say	1.32%	2.21%	4.38%	6.53%	9.46%	8.54%	7.27%
Did not answer	89.55%	81.05%	61.30%	40.34%	5.30%	2.91%	6.50%
Total:	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Please note, in order to avoid sensitive personal data being inadvertently released, where there were 5 or fewer respondents for any category we have replaced the exact figure with '<=5'. Similarly, where percentages were 0.10% or under we have replaced the exact figure with '<=0.10%'.

Data table 2a:

		UEA Total Student Count						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Bisexual	EU	<=5	<=5	<=5	<=5	<=5	<=5	<=5
	Home	23	33	72	96	146	169	76
	Other	<=5	<=5	<=5	<=5	6	8	<=5
	Overseas	<=5	11	19	33	56	68	14
<i>Sub Total</i>		29	46	92	134	213	249	91
Gay woman/lesbian	EU	<=5	<=5	<=5	<=5	<=5	<=5	<=5
	Home	7	19	31	40	82	97	47
	Other	<=5	<=5	<=5	<=5	<=5	<=5	<=5
	Overseas	<=5	<=5	<=5	<=5	<=5	6	<=5
<i>Sub Total</i>		8	20	31	43	92	111	50
Gay man	EU	<=5	<=5	<=5	<=5	6	6	<=5
	Home	22	26	59	96	138	145	67
	Other	<=5	<=5	<=5	<=5	8	9	<=5
	Overseas	<=5	<=5	<=5	<=5	8	9	<=5
<i>Sub Total</i>		26	29	63	106	160	169	72

		UEA Total Student Count						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Heterosexual/straight	EU	66	124	182	228	465	533	184
	Home	1176	2008	4121	6426	9659	10092	4187
	Other	20	37	46	110	223	252	27
	Overseas	83	193	374	690	1719	2088	523
<i>Sub Total</i>		<i>1345</i>	<i>2362</i>	<i>4723</i>	<i>7454</i>	<i>12066</i>	<i>12965</i>	<i>4921</i>
Other	EU	<=5	<=5	<=5	<=5	<=5	<=5	<=5
	Home	17	20	32	39	57	52	16
	Other	<=5	<=5	<=5	<=5	<=5	<=5	<=5
	Overseas	<=5	<=5	11	16	58	60	9
<i>Sub Total</i>		<i>19</i>	<i>27</i>	<i>44</i>	<i>58</i>	<i>118</i>	<i>114</i>	<i>25</i>
Prefer not to say	EU	9	20	36	53	97	103	37
	Home	179	275	522	754	983	873	325
	Other	<=5	9	10	24	53	49	<=5
	Overseas	14	24	64	127	271	288	71
<i>Sub Total</i>		<i>207</i>	<i>328</i>	<i>632</i>	<i>958</i>	<i>1404</i>	<i>1313</i>	<i>435</i>
Did not answer	EU	647	527	382	249	34	<=5	<=5

		UEA Total Student Count						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Did not answer (cont.)	Home	11636	9919	7037	4453	652	412	386
	Other	215	227	148	105	22	9	<=5
	Overseas	1511	1355	1278	1111	79	24	<=5
<i>Sub Total</i>		<i>14009</i>	<i>12028</i>	<i>8845</i>	<i>5918</i>	<i>787</i>	<i>448</i>	<i>389</i>
Total:		15643	14840	14430	14671	14840	15369	5983

Please note, in order to avoid sensitive personal data being inadvertently released, where there were 5 or fewer respondents for any category we have replaced the exact figure with '<=5'. Similarly, where percentages were 0.10% or under we have replaced the exact figure with '<=0.10%'.

Data table 2b:

		Percentages (of UEA total student count)						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Bisexual	EU	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Home	0.15%	0.22%	0.50%	0.65%	0.98%	1.10%	1.27%
	Other	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Overseas	<=0.10%	<=0.10%	0.13%	0.22%	0.38%	0.44%	0.23%
<i>Sub Total</i>		<i>0.19%</i>	<i>0.31%</i>	<i>0.64%</i>	<i>0.91%</i>	<i>1.44%</i>	<i>1.62%</i>	<i>1.52%</i>
Gay woman/lesbian	EU	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Home	<=0.10%	0.13%	0.21%	0.27%	0.55%	0.63%	0.79%
	Other	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Overseas	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
<i>Sub Total</i>		<i><=0.10%</i>	<i>0.13%</i>	<i>0.21%</i>	<i>0.29%</i>	<i>0.62%</i>	<i>0.72%</i>	<i>0.84%</i>
Gay man	EU	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Home	0.14%	0.18%	0.41%	0.65%	0.93%	0.94%	1.12%
	Other	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Overseas	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
<i>Sub Total</i>		<i>0.17%</i>	<i>0.20%</i>	<i>0.44%</i>	<i>0.72%</i>	<i>1.08%</i>	<i>1.10%</i>	<i>1.20%</i>

		Percentages (of UEA total student count)						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Heterosexual/straight	EU	0.42%	0.84%	1.26%	1.55%	3.13%	3.47%	3.08%
	Home	7.52%	13.53%	28.56%	43.80%	65.09%	65.66%	69.98%
	Other	0.13%	0.25%	0.32%	0.75%	1.50%	1.64%	0.45%
	Overseas	0.53%	1.30%	2.59%	4.70%	11.58%	13.59%	8.74%
<i>Sub Total</i>		<i>8.60%</i>	<i>15.92%</i>	<i>32.73%</i>	<i>50.81%</i>	<i>81.31%</i>	<i>84.36%</i>	<i>82.25%</i>
Other	EU	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Home	0.11%	0.13%	0.22%	0.27%	0.38%	0.34%	0.27%
	Other	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%	<=0.10%
	Overseas	<=0.10%	<=0.10%	<=0.10%	0.11%	0.39%	0.39%	0.15%
<i>Sub Total</i>		<i>0.12%</i>	<i>0.18%</i>	<i>0.30%</i>	<i>0.40%</i>	<i>0.80%</i>	<i>0.74%</i>	<i>0.42%</i>
Prefer not to say	EU	<=0.10%	0.13%	0.25%	0.36%	0.65%	0.67%	0.62%
	Home	1.14%	1.85%	3.62%	5.14%	6.62%	5.68%	5.43%
	Other	<=0.10%	<=0.10%	<=0.10%	0.16%	0.36%	0.32%	<=0.10%
	Overseas	<=0.10%	0.16%	0.44%	0.87%	1.83%	1.87%	1.19%
<i>Sub Total</i>		<i>1.32%</i>	<i>2.21%</i>	<i>4.38%</i>	<i>6.53%</i>	<i>9.46%</i>	<i>8.54%</i>	<i>7.27%</i>
Did not answer	EU	4.14%	3.55%	2.65%	1.70%	0.23%	<=0.10%	<=0.10%

		Percentages (of UEA total student count)						
		ALL FACULTIES						
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (incomplete)
Sexual Preference:	Fee Status:							
Did not answer (cont.)	Home	74.38%	66.84%	48.77%	30.35%	4.39%	2.68%	6.45%
	Other	1.37%	1.53%	1.03%	0.72%	0.15%	<=0.10%	<=0.10%
	Overseas	9.66%	9.13%	8.86%	7.57%	0.53%	0.16%	<=0.10%
<i>Sub Total</i>		<i>89.55%</i>	<i>81.05%</i>	<i>61.30%</i>	<i>40.34%</i>	<i>5.30%</i>	<i>2.91%</i>	<i>6.50%</i>
Total:		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Please note, in order to avoid sensitive personal data being inadvertently released, where there were 5 or fewer respondents for any category we have replaced the exact figure with '<=5'. Similarly, where percentages were 0.10% or under we have replaced the exact figure with '<=0.10%'.

PROCEDURES FOR CASES OF GENDER REASSIGNMENT

BACKGROUND

Initially the University's policy was that gender reassignment was not a case for amendment of the University's records for students who had chosen to change their gender after leaving UEA or for the issuing of Degree Parchments in different names.

Following a landmark case in the European Court of Human Rights the University amended its policy in this area. The Registrar and Secretary and the Academic Registrar agreed the following policy.

Parchments and transcripts will be reissued in the case of gender reassignment providing that the person in question produces appropriate documentation to support the gender change.

For PGR students the convention is that their name on the thesis is initials and surname and mostly students who undergo gender reassignment keep the same initials. However if they change their initials make it clear we don't contact the Library about their thesis or e-thesis or contact anyone external to the University. Also note that often the students full name is inside the thesis and again we don't do anything about that currently.

We believe that the procedures for current students should be different. This view is based on the fact that had the student changed gender before arrival at UEA we may well not have been aware of that fact. There may still be issues in respect of admissions documentation in a different gender such as degree parchments.

For clarification a student is considered current if they have not completed their course. Where a student wishes changes to be made to the records for an earlier course of study, in addition to their current course this would be dealt with under the procedures for students who have left UEA.

CURRENT STUDENTS

if a student chooses to change their gender while still a student at UEA then the rules relating to a name amendment by Deed Poll are invoked by the School. Please note that a Deed Poll change is part of the gender reassignment process.

After some consideration we believe it is also appropriate to amend the student's gender on the Full Student Details (STU) record. The only concern we had was that this may appear as a HESA error. We however considered that it was explainable to HESA as the person had changed gender and name.

From the HESA return 2012/3 HESA have introduced a new field relating to gender reassignment. As part of the e:vision registration task all students will be asked what their

biological sex is (rather than their gender as in earlier tasks). They will also be asked whether their current gender is the same as their biological sex at birth.

POLICY AMENDMENT FOR STUDENTS WHO HAVE LEFT UEA

Following the passing of the Gender Recognition Act 2004, there were a couple of notable changes.

1. The required documentation changed from a letter from a professional to a Gender Recognition Certificate, issued by Local Government Registrars Offices for the UK Government.
2. The degree of sensitivity of this information means that the burden on us in terms of confidentiality seems to be greater than the data protection act (see appendix A). As such, to undertake the record changes we should formally explain what we need to do and who we need to inform to the applicant and get their written permission to do so.
3. Following on from discussions between the Head of Planning Ian Callaghan, Human Resources (Jenny Evans) and the Equality and Diversity Manager (Helen Murdoch) in December 2009 we have reverted to accepting a letter from a relevant professional. Their interpretation of the Gender Recognition Act 2004 suggested that the Gender Recognition Certificate was only required to amend a birth certificate.

PROCESS

ITEMS REQUIRED BEFORE AMENDMENTS CAN TAKE PLACE

1. Copy of Deed Poll "Statutory Declaration of Change of Name" noting the ex-student's change of name from the name in UEA records to their new name
2. A letter from a relevant professional confirming the gender reassignment was taking place or A Gender Recognition Certificate, issued by Local Government Registrars Offices
3. Return of their original degree certificate, or written confirmation that it has been lost or destroyed
4. Standard payment (currently £25.00) for a replacement certificate needs to be paid in advance, as usual

ITEMS TO BE AMENDED BY SRO

N.B We amend the original documents and only create new cards where necessary.

1. Amend the SIS Full Student Details (STU) record - surname, forenames, sex, title, initials - as applicable.
2. Add a notepad to the student's SIS Student Personal Details (SPD) record explaining and documenting the change. This should be confidential and password protected.

3. SRO Record cards: amend **all** the cards (surname, forenames, sex, title, initials - as applicable); annotate the back of the top card with an explanation; photocopy the deed poll name change document and the Gender Recognition Certificate and add them into the cards. Set up a "dummy" record card under the old name referring to the new one.
4. All student registers held in SRO (we stopped producing these in 2004/5) containing details of the student should be amended. This may simply entail deleting and amending the forenames in the same entry, or making a note of the new details in the relevant places if the surname has changed too
5. Amend the Pass Lists (both Final and Preliminary - as applicable), again, making a note of the new details in the relevant place if the surname has changed too
6. Amend the Final Examinations and Preliminary Examinations files, again, making a note of the new details in the relevant place if the surname has changed too
7. Amend the main Conferment List in the Congregation Office and ask the relevant manager to initial the change - if the surname has changed this may entail making a note of the new details in the relevant place. Also amend the Conferment file in SRO in the same way (although there's no need for the relevant manager to initial this)

OTHER UEA AREAS TO BE INFORMED OF THE NAME CHANGE

The relevant manager should write to the following areas explaining what's happened:

1. The relevant Faculty Office (together with a copy of the relevant documentation outlined above)
2. The Exams Office (together with a copy of the relevant documentation outlined above)
3. The Alumni Association
4. The Campus Card desk in the Library (together with a copy of the relevant documentation outlined above) for the deletion of the Campus Card image, which will no longer be relevant following the gender reassignment. This is only required from the point when images were captured by the University – 2001)

Previous examples can be found in the SRO file Parchment Examples and Notes File

APPENDIX 1

Extract From the Gender Recognition Act 2004

Prohibition on disclosure of information

(1) It is an offence for a person who has acquired protected information in an official capacity to disclose the information to any other person.

(2) "Protected information" means information which relates to a person who has made an application under section 1(1) and which-

(a) concerns that application or any application by the person under section 5(2) or 6(1), or
(b) if the application under section 1(1) is granted, otherwise concerns the person's gender before it becomes the acquired gender.

(3) A person acquires protected information in an official capacity if the person acquires it-

(a) in connection with the person's functions as a member of the civil service, a constable or the holder of any other public office or in connection with the functions of a local or public authority or of a voluntary organisation,

(b) as an employer, or prospective employer, of the person to whom the information relates or as a person employed by such an employer or prospective employer, or

(c) in the course of, or otherwise in connection with, the conduct of business or the supply of professional services.

(4) But it is not an offence under this section to disclose protected information relating to a person if-

(a) the information does not enable that person to be identified,

(b) that person has agreed to the disclosure of the information,

(c) the information is protected information by virtue of subsection (2)(b) and the person by whom the disclosure is made does not know or believe that a full gender recognition certificate has been issued,

(d) the disclosure is in accordance with an order of a court or tribunal,

(e) the disclosure is for the purpose of instituting, or otherwise for the purposes of, proceedings before a court or tribunal,

(f) the disclosure is for the purpose of preventing or investigating crime,

(g) the disclosure is made to the Registrar General for England and Wales, the Registrar General for Scotland or the Registrar General for Northern Ireland,

(h) the disclosure is made for the purposes of the social security system or a pension scheme,

(i) the disclosure is in accordance with provision made by an order under subsection (5), or

(j) the disclosure is in accordance with any provision of, or made by virtue of, an enactment other than this section

(5) The Secretary of State may by order make provision prescribing circumstances in which the disclosure of protected information is not to constitute an offence under this section.

(6) The power conferred by subsection (5) is exercisable by the Scottish Ministers (rather than the Secretary of State) where the provision to be made is within the legislative competence of the Scottish Parliament.

(7) An order under subsection (5) may make provision permitting-

- (a) disclosure to specified persons or persons of a specified description,
- (b) disclosure for specified purposes,
- (c) disclosure of specified descriptions of information, or
- (d) disclosure by specified persons or persons of a specified description.

(8) A person guilty of an offence under this section is liable on summary conviction to a fine not exceeding level 5 on the standard scale.

STUDENT RECORDS OFFICE

2 July 2012

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