



The Simple Guide to Inclusive Monitoring

All publically funded organisations have a legal duty to protect and promote across the nine equality characteristics/strands in the Equality Act (2010). These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation.

All nine are all equally protected under the law. There is a legal duty to know if and how publically-funded bodies meet the needs of people in relation to the nine equality strands. Organisations cannot achieve this in relation to gender reassignment or sexual orientation if they do not have any evidence base. It is therefore important to record data for this purpose AND USE IT TO AID SERVICE DESIGN.

If your organisation is monitoring many of the Equality Act (2010) protected characteristics, e.g. race, age, sex and disability, why leave out sexual orientation or trans identity? If you do, then you have a data gap, plus it sends a message out that these are less important to monitor than the others.

The ideal way to monitor is to have open fields so that respondents can respond in a way that is completely congruent with how they feel e.g.

‘I would describe my gender as:_____’

Larger organisations can find this approach hard to draw data from however, so many organisations opt for using some pre-defined categories, whilst also having an ‘other’ option.

There is no perfect system for this, and language is always changing, so it is useful to consult with users of services when developing your system.

Some useful things to note however are:

- It is important to ask sexual orientation as a separate question to a trans question because trans is not a sexual orientation.

- It is also important to separate out trans status from a gender question, because trans is not a gender, but a relationship to gender, e.g. you can be trans and a woman.
- Here is an example of how you might like to record this data:
 1. How do you describe your gender currently?
 - A woman
 - A man
 - Non-binary
 - In another way? (Please describe: _____)
 - Prefer not to say
 2. Do you identify as trans/ transgender?
 - Yes
 - No
 - In some ways (Please describe: _____)
 - Prefer not to say
 3. How do you describe your sexual orientation currently?
 - Lesbian
 - Gay
 - Bisexual
 - Straight (Heterosexual)
 - In another way? (Please describe: _____)
 - Prefer not to say

The invisibility of lesbian, gay, bisexual and trans (LGBT) people on monitoring forms compounds our general sense invisibility, and we are less likely to feel able to ask for support. This often leads to poorer mental health of LGBT young people compared with those who are not LGBT. For example, of the trans young people surveyed in 2014 in Greater Manchester, 76% have seriously self-harmed or attempted suicide. Undertaking inclusive monitoring will help LGBT people feel welcome in your services and more able to get the support they need.

Good luck and please contact us if you would like further guidance: info@theproudtrust.org