

MEETING: 11/09/23

REF: 20411

**ASSESSMENT CATEGORY: Bridging Divides- Anchor Programme**

<b>Lesbian, Gay and Bisexual Anti-Violence and Policing Group (Galop)</b>	<b>Adv: Clara Espinosa</b>
<b>Amount requested: £993,277</b>	<b>Base: City</b>
<b>Amount recommended: £993,700</b>	<b>Benefit: London-wide</b>

**Purpose of grant request:** To develop Galop's policy and research team and to undertake a mapping study of LGBT+ specialist support services.

**The Applicant**

Established in 1982, the Lesbian, Gay and Bisexual Anti-Violence and Policing Group, commonly known as Galop, is a registered charity (no. 1077384). It is the capital's leading charity working with the lesbian, gay, bisexual, transgender (LGBT+) community and runs the largest LGBT+ by and for victim support service in the UK.<sup>1</sup> It provides advice, support and advocacy to people who have experienced biphobia, homophobia, transphobia, sexual violence, hate crime, domestic abuse (DA), or sexual violence. It also works with victims and survivors of honour-based abuse and so-called conversion therapies. Galop runs four national helplines and its pan-London hate crime support service reaches 4000 people per year. The charity uses learning from its frontline work with clients to develop services, seek national policy change, and to improve statutory guidance for victims. It further bolsters this through key pieces of research around LGBT+ people's experiences of abuse and violence.

**Background and detail of proposal**

Galop was recently awarded a Bridging Divides (BD) grant to develop a specialist trauma-informed counselling service for LGBT+ people in London who have experienced violence and abuse. Galop are part of the pan-London sexual violence service for the LGBT+ community funded by the Mayor's Office for Policing and Crime (MOPAC) and was the only partner not offering a counselling service to its users.

Whilst Galop is a national organisation, the majority of its project work takes place in London, and its policy and influencing work has a national impact which also, by default impact's London's LGBT+ communities. This funding, at less than 25% of Galop's overall income, represents a clear alignment with the proportion of London benefit.

The charity is in a unique position as a front line and second tier organisation which means service delivery feeds into its second-tier work. It is applying for core funding to provide long term sustainability to its policy and research team by contributing to

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<sup>1</sup> By and for services are designed and led by those that share the same protected characteristic(s) as the victims they aim to serve.

three vital roles; the Director of Policy (0.4 FTE), Research Manager (0.5 FTE) and Policy Manager (1 FTE). It wishes to undertake a mapping study of the entire system of LGBT+ accessible abuse and violence specialist support services<sup>2</sup> in London. The anchor funding will enable Galop to:

- Analyse which specialist services are available to LGBT+ victims and survivors abuse and violence. The focus points will be; how are those services experienced across the LGBT+ identities, how do the services differ from borough to borough and most importantly who is not accessing those services for support. This will involve connecting with other LGBT+ organisations as well as housing, addiction services and health care services.
- Collaborate with LGBT+ and VAWG (violence against women and girls) victim support services to model what the future of LGBT+ inclusive/specialist services should look like and curate an evidence base around the need for specialist abuse and violence services that cater for minoritised communities and LGBT+ identities that intersect (taking into account age, migrant status, ethnic background, faith and identified gender).
- Formalise partnerships with minoritised groups and create a forum for smaller LGBT+ organisations to share learnings, to evidence LGBT+ plus inclusive work and LGBT+ experiences of abuse and violence.
- Secure long-term investment and buy-in from key policy makers, funders, commissioners and wider LGBT+ sector into specialist support and ensure it is recognised and met within national legislation such as the Victims Bill and the Domestic Abuse Act.

Galop meets the criteria of the Anchor programme as it is led by and for people from the LGBT+ community, with 98% of overall staff and 71% of Trustees being LGBT+. Many of the workforce are also survivors of abuse and violence. The charity is committed to equitable practice, it involves service users in the co-design of services, and it has recently employed a Survivor Engagement Manager to improve routes for working with survivors in co-designing delivery of Galop's work. Its equality, diversity and inclusion (EDI) plan is currently focused on transgender and race inclusion as these are groups experiencing disproportionate high levels of abuse and violence however it analyses its data to understand its reach across all protected characteristics recognising that there are additional barriers for some groups within the community.

In terms of second tier support; it develops and tests new models within its services ensuring smaller organisations benefit from a trusted methodology via key publications and one to one support. It delivers training to commissioners and grassroot organisations on the needs of the LGBT+ community. It produces LGBT+ specific commissioning guidance and service standards which involves supporting

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<sup>2</sup> Specialist support services have a specialised understanding of the forms of abuse and violence experienced by LGBT+ people. They are experts in the nuanced contexts in which the abuse occurs, and the barriers people face to reporting their abuse, often these are led by and for services.

smaller organisations to deliver by and for LGBT+ specialist support services. Core funding would allow Galop to formally develop its second tier offer further.

Additionally, Galop has a track record of engaging in local and national policy work to drive systems change. It has coordinated LGBT+ evidence and submissions to key legislation like the Domestic Abuse Act and has worked with MOPAC on service design in London. It also produces representative research into LGBT+ experience of abuse, support services and the criminal justice system locally and nationally. It was involved in a mapping study on DA services commissioned by the Domestic Abuse commissioner's office, which found that out of 803 IDVAs<sup>3</sup> only four for were LGBT+ specialists within by and for organisations.<sup>4</sup>

Galop has strong relationships with other service providers in the sector such as Stonewall Housing, Micro Rainbow, London Friend as well as the housing and addiction sector. It also holds relationships with the VAWG team in MOPAC and London councils. It used to convene the LGBT+ abuse and violence network, an informal quarterly meeting to support organisations working in the sector however the network came to a halt after March 2020 due to lack of capacity. Galop worked as part of the Ban Conversion Therapy coalition strategy group and is a member of the Safe Accommodation National Expert Steering Group.<sup>5</sup>

### **London's LGBT+ sector**

London has the largest LGBT+ population in the UK. However, the LGBT+ sector as a whole is small and the LGBT+ anti abuse sector is even smaller with Galop being the only organisation developing second tier support in this area. The sector has been historically underfunded and very little exists in terms of funded by and for LGBT+ services in London. For example, until a few years ago, pan London funding for DA support for LGBT+ people did not exist and only at the end of the pandemic has the sector started to see LGBT+ services being commissioned at a pan London level. The majority of the funding received by Galop is limited to what policy maker's understanding of LGBT+ abuse and violence is, core funding would give the charity freedom to look at the whole spectrum.

The LGBT+ community is disproportionately affected by abuse and violence. For example, transgender victims are 2.2 times more likely to experience physical abuse and 2.9 times more likely to experience sexual abuse compared to cisgender

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<sup>3</sup> Independent domestic violence adviser (IDVA) is a trained specialist who provides a service to victims at high risk of harm with the aim of securing their safety. They are also known as independent domestic violence advocates and serve as a victim's primary point of contact.

<sup>4</sup> Domestic Abuse Commissioner. (2021) Huge lack of specialist support for LGBT+ victims. Available at: <https://domesticabusecommissioner.uk/huge-lack-of-specialist-support-for-lgbt-victims/>

<sup>5</sup> Gov.uk. (2021) Annual progress report from the Domestic Abuse Safe Accommodation National Expert Steering Group. Available at: <https://www.gov.uk/government/publications/delivery-of-support-in-domestic-abuse-safe-accommodation-annual-progress-report-2021-22/annual-progress-report-from-the-domestic-abuse-safe-accommodation-national-expert-steering-group-2021-22>

individuals.<sup>6</sup> There are negative outcomes for LGBT+ people accessing support from non-specialist services and the criminal justice system. For example, available information on publicity materials and websites about DA support will refer exclusively to heterosexual cis women as victims/survivors and men as perpetrators. This might negatively affect the decision of a LGBT+ survivor to access support.<sup>7</sup> The LGBT+ services that do exist see the LGBT+ community as one homogenous group and are not necessarily meeting the needs of all intersecting identities within this community; which means that the system is failing some groups more than others. Additionally, hostility towards the LGBT+ community is increasing, plummeting from 1st to 17th place on ILGA's (International Lesbian, Gay, Bisexual, Trans and Intersex Association) Rainbow Europe in the last eight years.<sup>8</sup> Research shows that LGBT+ victims have better outcomes within by and for services yet there are not enough specialist services in London to meet demand.

Galop's policy and research work is central to its strategy and the charity's core function. In eight years' time, it wishes the sector to more authentically represent the needs and voices of the LGBT+ community including the LGBT+ organisations working on the ground and for solutions to be co-produced and piloted by the sector. Focusing on systemic change, through its policy work, Galop will be addressing the existing structures such as the lack of representation of LGBT+ issues across policies and the lack of by and for LGBT+ specialist support services. These structures contribute to the patterns of inequity such as LGBT+ people underreporting cases of abuse and not feeling like there are services out there to support them. Ultimately, anchor funding will help Galop to create an equitable way for an LGBT+ victim or survivor to get support and to ensure they have equal access compared to the rest of the population in London experiencing abuse and violence.

### Financial Information

Year end as at 31st March	2022 Signed Accounts £	2023 Draft accounts £	2024 Budget £
<b>Income &amp; expenditure:</b>			
Income	2,403,085	3,274,360	4,159,611
Expenditure	(2,184,336)	(3,043,823)	(4,463,246)
<b>Surplus/(deficit)</b>	<b>218,749</b>	<b>230,537</b>	<b>(303,635)</b>
<b>Reserves:</b>			
Total restricted	420,281	402,033	88,571
Total unrestricted	420,253	669,038	678,865
<b>Total reserves</b>	<b>840,534</b>	<b>1,071,071</b>	<b>767,436</b>
Of which: free unrestricted	341,002	584,528	594,355
Reserves policy target	407,085	419,585	566,302
Free reserves over/(under) target	(66,083)	164,943	28,053

<sup>6</sup> Interventions Alliance. (2021) Domestic Abuse in LGBT communities. Available at: <https://interventionsalliance.com/domestic-abuse-in-lgbt-communities/>

<sup>7</sup> SafeLives. (2018) Barriers to accessing service for LGBT+ victims and survivors. Available at: [https://safelives.org.uk/practice\\_blog/barriers-accessing-services-lgbt-victims-and-survivors](https://safelives.org.uk/practice_blog/barriers-accessing-services-lgbt-victims-and-survivors)

<sup>8</sup> Rainbow Europe. (2023) Country Ranking. Available at: <https://rainbow-europe.org/country-ranking> (Benchmarking tool to illustrate the legal and policy situation of LGBTI people in Europe)

Galop has secured 82% of its forecast income for 2023/24. The charity is overly reliant on statutory funding largely from MOPAC which it acknowledged at assessment and is actively seeking to rectify. In June 2022, it brought in a designated fundraiser to grow individual giving and to invest in trusts and foundations grant applications. Galop has plan in place to reach its income diversification targets by 2025.

As of 2023/24, Galop's free reserves policy is to hold £566,302 which equates to three months of operating costs as well as costs of winding up and continuity in the event of lost funding. The charity's reserves policy is reviewed by its finance sub-committee on a yearly basis in alignment with the organisation's growth and it currently holds healthy free reserves. The charity is expecting a planned deficit in 2023/24, this is due to funding being carried over from 2022/23 which needs to be spent in this financial year. The 2023/24 budget does not include income coming from the Anchor programme.

### Funding History

ID	Type	Meeting Date	Decision
19364	Bridging Divides	26/09/2022	£300,350 over five years towards the salary and oncosts of a full-time Head of Therapeutic Services, and a contribution to overheads.
17835	COVID19 London Community Response Fund (Wave 3)	11/09/2020	£23,056 towards the new build of the organisation's website to meet the surge in demand experienced under COVID-19.
12369	Investing in Londoners	25/9/2014	£150,000 over three years for the salary of a full-time specialist Case Worker and towards general running costs of the specialist service to LGBT victims of hate crime.

### The Recommendation

***£993,700 over eight years (£110,200; £113,500; £123,700; £120,500; £124,100; £134,500; £131,600; £135,600) of core funding towards Galop's Policy and Research team.***