

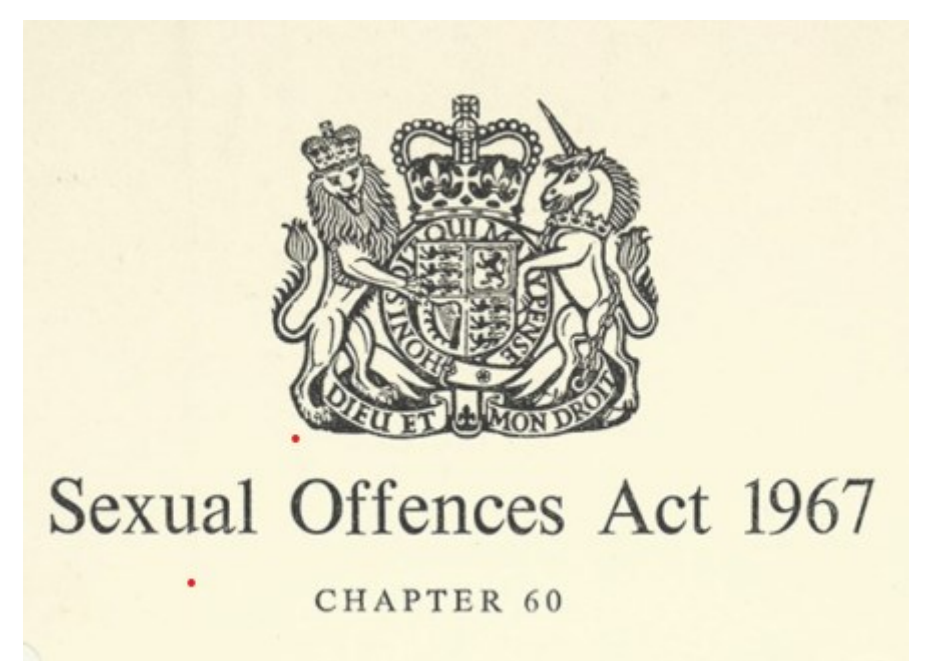


# LGBT+ History Timeline

1967

## Sexual Offences Act 1967 (England & Wales)

Partial decriminalisation of sexual activity between men. Activity must be in private between two men only, who are 21 years of age or older.



1969

## Stonewall Riots (United States of America)

Sustained rise of now visible LGBT protest and activism in the US that emboldened and re-energised LGBT activists in UK and elsewhere.

## Campaign for Homosexual Equality

North-Western Homosexual Law Reform Campaign (founded in 1964), influential in the campaign for decriminalisation, changed its name and became a national organisation.

1970

## The Campaign for Homosexual Law Reform (Rep. of Ireland)

Founding members include David Norris (now Senator) and future Presidents of Ireland Mary McAleese and Mary Robinson.

## UK Gay Liberation Front

Existed between 1970–1973. Drew on a diverse group of activists agreeing a liberationist agenda, whereas CHE was more reformist.



David Norris  
Chair, Homosexual Law Reform  
(Last House, July 1975, RTE)

1971

## Festival of Light

Church based morality anti-gay campaign - it's first event was disrupted by the Gay Liberation Front.



1972

## First London Pride

On the 1st July with over 2000 participants.

1974

## Ireland's First Pride Demonstration

27th June around 10 people march from the Dept of Justice, St Stephen's Green to the British Embassy in Merrion Square to protest the criminalisation of homosexuality in Ireland.



Ireland's Pride  
Demonstration,  
Dublin

1975

## Gay Working People's Campaign Meetings

Members of AEEU, EEPTU and TGWU attended several meetings in May in Leeds. A follow up meeting was held in February 1976 where a Charter for Gay Workers was agreed.

1978

## ILGA

The International Lesbian & Gay Association formed at a fringe meeting in Coventry, now known as International Lesbian, Gay, Bisexual, Trans and Intersex Association.

1979

## Hirschfeld Centre Opens in Dublin

Not only the headquarters for the National Gay Federation, it also became a safe space for gatherings, events and community resource serving the queer community.



Excerpt from Brian  
Black's report for  
Ireland's Eye on  
the Hirschfeld  
Centre in 1981  
(RTÉ Archives)

1981

## Decriminalisation of Homosexuality

Legislation in Scotland was brought in line with that of England and Wales, decriminalising sex between two men age 21 and over, in private.

## 1st National Gay Conference, Cork

Held at Connolly Hall for 3 days in May, addressing the situation for Gays and Lesbians across all Ireland and encouraging solidarity between Gay Men and Lesbians.



1982

## Homosexual Offences (Northern Ireland) Order 1982

Male homosexual activity decriminalised following a ruling by European Court of Human Rights.

## Murder of Declan Flynn, Dublin

On 10 September, Declan Flynn (gay male) was murdered in Dublin's Fairview Park.

In March 1983, a mass protest was held in Fairview Park, Dublin, following the murder of Declan Flynn, highlighting the violence against the LGBT community.



Declan Flynn



# 1983

## Decriminalisation of Homosexuality

On Guernsey (Channel Island, Crown Protectorate).

## Bermondsey By-Election

Peter Tatchell (Labour) lost due to sustained homophobic campaigns by Liberals and others. Also physically attacked and received death threats.



LGSM at Pride



Diana Holland, Union activist, ally and friend for 40+ years.



Peter Tatchell campaigning in Bermondsey in 1983.

# 1984

## Lesbians & Gays Support the Miners

Dai Donovan (TGWU) travelled to London bringing a message of solidarity to the LGBT community and inviting LGSM to Dulais in Wales.

## Lesbian and Gay Employment Rights

Founded in 1984, LaGER recruited Shane Enright of the TGWU to be the gay male worker representative for staff.

## TGWU Regional Equality Courses

Diana Holland (National Officer for Women, Race and Equalities) has Lesbian & Gay issues included in training courses

# 1985

## TUC Congress

NALGO motion “Lesbian and gay rights are as much a trade union issue as any other area of discrimination”.

Strongly backed by TGWU delegation and passed.

This set an important foundation for LGBT rights going forwards in the trade union movement.



Betty Gallagher receiving Attitude Pride Award in 2018 from Stephen K Amos

# 1986

## Betty Gallacher (TGWU)

Betty successfully defended a member with AIDs from other members wanting him sacked by directly educating the workplace membership.

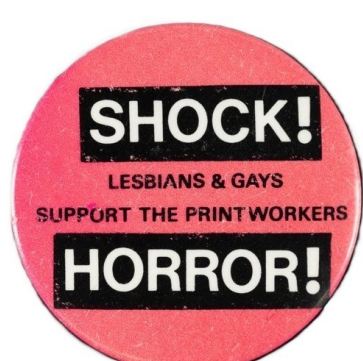
## Betty Gallacher (TGWU) Fundraiser

Organised the event for family of a member who died of AIDs but no one attended. At the London Bus Conference she came out and denounced those present for failing to support the late member. She took a collection from those present (£500) for the grieving family.

## Shock Horror!

## Lesbians and Gays Support the Printworkers

LGSP was formed to support the printworkers sacked by newspaper owner Rupert Murdoch. Some members of LGSP were printworkers themselves.





# 1987

## Hirschfeld Centre, Dublin

Destroyed in a fire; thought to be hate inspired arson.

## Irish Congress of Trade Unions

Published “Lesbian and Gay Rights in the Workplace, Guidelines for Negotiators”.

## First Specialist HIV+ Ward

Opened by Diana, Princess of Wales; at the opening she made a point of not wearing protective gloves or a mask when she shook hands with the patients.



# 1988

## Local Government Act 1988, Section 28

Forbidding ‘the promotion of homosexuality’ in schools and other services.

The attack renewed LGBT activism.

## Kiss-In, Dublin

Activists protested outside Leinster House. Sexual activity was still illegal at this time so gay men were taking a considerable risk.

A later protest was held outside the Vatican Embassy, waving condoms.



## Gay and Lesbian Equality Network (GLEN)

Founded in 1988 by Don Donnelly, Charles Kerrigan, Suzy Byrne, Kieran Rose and Christopher Robson. It focused on changing legislation and social policy to achieve full equality, inclusion and protections for LGBT people in Ireland.

## Norris vs Ireland

Though David Norris lost his case for same sex rights, the ECHR case paved the way for future changes to the decriminalisation of homosexuality in Ireland.

# 1989

## The Prohibition of Incitement to Hatred Act, 1989

Outlaws incitement to hatred including sexual orientation in the Republic of Ireland.

## Launch of Lesbians and Gays in MSF

Led by Lesley Mansell, published leaflet that launched member self organised LGBT group which became an advisory subcommittee to the Executive for the union.

## TGWU Conference 1989

Shane Enright proposed a motion (seconded by Alan Scott) calling for the Union to support Lesbians and Gays in the union. Directly led to inclusion in union structures.



One of two banners made for LAGIM. This banner went ‘missing’ and turned up in the Union Trades Hall, Sydney, Australia.



Shane Enright (left), leading activist for gay workers in the 1980’s, tackling discrimination and calling for greater support for members in the face of homophobia and the oppressive Section 28 legislation.



1989

## Stonewall UK

The campaign group is set up to oppose Section 28 and other barriers to equality.



1990

## LAGIM

It might be Lesbians and Gays in MSF, but they readily and officially include Bisexuals and soon after, Trans members.

## Outrage!

Founded by Peter Tatchell and continued until 2011.

1991

## MSF launch member staffed LGBT+ Helpline

LaGiM participated in London and regional prides, ran well attended weekend schools and led campaigns in and out of the union including challenging homophobia in the Childrens Society (1994).

## Belfast Pride

First event in Northern Ireland, growing from 50 participants singing gay anthems at its first parade.



Belfast Pride 1991

1992

## TUC Lesbian and Gay Rights at Work

Begins annual seminars chaired by Ken Gill and Anne Gibson (MSF), with Diana Holland (TGWU) and Phillip Inglesant (MSF) being key speakers.

## World Health Organisation

Celebrated as International Day Against Homophobia - IDAHO Day. Later Biphobia and Transphobia included aka IDAHOBIT Day

## Decriminalisation of Homosexuality

Isle of Man aligns with mainland UK.



Ken Gill, General Secretary of MSF  
Union

1993

## Homosexual Activity Decriminalised

This was the result of a campaign by David Norris and the Campaign for Homosexual Law Reform.

## Age of Consent and Military Service

Following decriminalisation of homosexuality, the Republic of Ireland, equalised the age of consent and LGBT could now serve openly in armed forces.



Dublin Pride 1993

1993

**'Pride Over Prejudice' leaflet  
supporting LGBT members**

Published by TGWU. LGBT members start self organising and addressing workplace issues ie. equal benefits for same sex partners as heterosexual couples enjoyed.

1994

**Age of Consent Change**

Lowered to 18 for sexual activity between men in the UK.

1995

**'For Richer or Poorer'**

TUC & Stonewall launch leaflet and lobby for Equal Marriage for same sex couples.

1996

**'Shop the Bad Boss'**

TUC worked with the Pink Paper and set up a hotline for 3 days for LGBT readers to report bad employment practices.

1997

**TUC Congress**

Voted to hold an annual TUC Lesbian and Gay conference, which included Bisexual and Trans members in subsequent years.

1998

**Employment Equality Act 1998  
& Equal Status Act 2000**

Discrimination on the basis of sexual orientation is outlawed in the Republic of Ireland.



Peter Purton, former TUC Officer  
for LGBT+ Communities

**TUC Lesbian & Gay Conference and Officer**

First of many annual conferences of trade union delegates. Included Bisexual and Trans members by 2002, and in time reserve seats to ensure representation of Black, Disabled and Trans members. Also appointed Peter Purton as Officer for LGBT Workers.

1999

**The Sex Discrimination  
(Gender Reassignment) Regulations  
(Northern Ireland) 1999**

Provide a degree of protection for Trans+ people undergoing "gender reassignment" in employment and vocational training.





Sue Sanders—Schools Out!

2000

## UK Military

Gay and bisexual people allowed to serve in the armed forces.

## Schools Out!

Launched with Sue Sanders (Co-Chair), challenging homophobia, biphobia and transphobia in the public sector and supporting inclusion of LGBT education in the curriculum.

Launched first UK LGBT History Month in 2004.

2001

## Age of Consent

Age for sex between men is lowered to 16 and equalised with heterosexuals in the UK.

## Betty's Bus

Driven by Betty Gallacher, it became a cornerstone for Unions at London Pride for 19 years



2002

## Adoption

Same sex couples legally allowed to adopt. No exemptions for religious agencies. Applies to England & Wales, recognised in Northern Ireland & Scotland.

2003

## Lord Chancellor's Office (UK)

Publishes "Government Policy Concerning Transsexual People" stated categorically that transsexualism "is not a mental illness."

## Section 28 of the Local Government Act 1988 was repealed (UK)

Repeal of the hateful legislation.



## Employment Equality

## (Sexual Orientation) Regulations 2003

First time comprehensive protection at work in place for all sexual orientations in England, Wales and Scotland.



Angela Clayton MBE

Nuclear Safety and Health Physicist, member of Prospect Union who worked with Press for Change and government officials to develop the Gender Recognition Act 2004.

2004

## Gender Recognition Act

Enables adults to transition and be issued new birth certificates. Protection in place for previous identity. Heavily medicalised. UK.

## High Court 'Amicus' Case

Seven Unions challenge religious exemptions in the Employment Equality (Sexual Orientation) Regulations 2003. Though lost, the definition was narrowed to those in religious orders, not general employees of religious organisations.



2005

### Amicus Rules Conference

Against a hostile Union Executive, Adam Umney (Chair NLGBT) wrote a motion and successfully led LGBT delegates and Equality Chairs to secure agency for all equalities groups in their regions.

### TUC Congress

Lesley Mansell awarded TUC Gold Badge in recognition of organising for Women and the LGBT+ Community.

### UK Black Pride

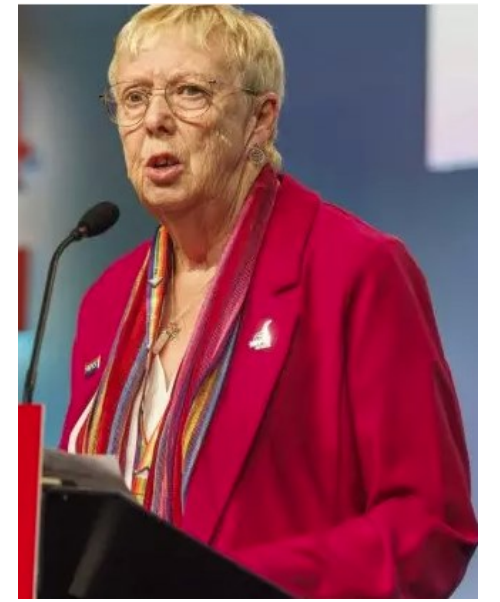
First started out as as a day trip to Southend-on-Sea by members of the online social network, Black Lesbians in the UK. Co-founder Phyllis Akua Opoku-Gyimah (Lady Phyll) is a trade union and human rights activist.

### Civil Partnership Act 2004

Civil partnerships have been available for same-sex couples since 2005 for Wales and England, later Scotland and Northern Ireland in 2019.



Adam Umney  
Former Chair Amicus LGBT



Lesley Mansell  
Awarded TUC Gold Badge



Lady Phyll  
Co Founder of  
UK Black Pride

2006

### Equality Act 2006

Consumer protection extended to all sexual orientations in England, Wales and Scotland.

### Age of Consent

Equalised at 16 in Jersey and the Isle of Man for same sex activity

2006

### Employment Act 2006

Unlawful to dismiss employees on the grounds of their sexual orientation (Isle of Man).



2007

### Amicus & TGWU Merger

Formed Unite the Union with Equality Structures enshrined in rule at the heart of the new Union. Transition period over 2 years with Joint General Secretaries.

2008

### Sexual Offences (Northern Ireland)

### Order 2008

UK Parliament passes law to equalise age of consent in Northern Ireland

2009

### Gender Recognition Act 2009, Isle of Man

Transgender persons can change their gender with legal recognition.



# 2010

## Equality Act 2010

Consolidated existing equality law and gave LGBT+ community equivalent standing with other groups facing discrimination. Applies to England, Wales, Scotland and with differences in Northern Ireland.

## Civil Partnership and Certain Rights & Obligations of Cohabitants Act 2010

Enabled same sex couples to enter Civil Partnerships in the Republic of Ireland.

Ended in 2015 when access to marriage was equalised.



## The Equality Act 2010

# 2011



Katherine Zappone

With her Seanad nomination, she became the first openly lesbian member of the Oireachtas and the first member in a recognised same-sex relationship.

## First openly LGBT TDs elected to the Dáil

Jerry Buttimer, John Lyons and Dominic Hannigan took their seats as Teachtaí Dála (TDs) to the Dáil Éireann representing Cork South-Central, Dublin North-West and Meath East. Katherine Zappone became the first openly lesbian senator.



Jerry Buttimer



John Lyons



Dominic Hannigan

## Peter Tatchell Foundation

Founded by Peter Tatchell. Human Rights and assisting LGBT+ Migrants to the UK.

## Civil Partnership Act 2011

### Isle of Man

Also provided for adoption for same sex couples

# 2012

## High Court Ruling

Adoption by unmarried and same-sex couples was legalised after rulings in Northern Ireland. Confirmed by Court of Appeal in 2013.

## Age of Consent

Equalised in Guernsey

## Recognition of Same Sex Unions

In Guernsey, 2016 in Alderney and 2020 in Sark

## Jersey, April 2012

Same-sex couples can register their civil partnership in churches, if the church in question agrees. Same-sex couples can also legally adopt children.

## Unite LGBT+ Executive Seat

Harry McAnulty the first elected to this position, followed by Jenny Douglas in 2013.



Jenny Douglas (left) has been serving Executive Member for Unites LGBT+ members since 2013





2013

## The Marriage (Same Sex Couples) Act 2013

Equal marriage for same sex couples in England and Wales and also recognised if married abroad.

### Bradford City FC (Bantams)

First UK League football club to fly the rainbow flag at the start of the 2013/14 season.

The culmination of work with Unite Activist and Deputy Chair of the NLGBT+ Committee, Ann Morgan on anti-racist and anti-homophobic programs.

## Equal Marriage March 2014

Passed into Scottish Law

### Liberate

Channel Islands group that represents LGBT+ community and minorities.

Established in Guernsey February 2014 and Jersey in August 2014.

2014



Jersey Pride 2014 (first)

2015

## Marriage Equality Referendum, 22 May 2015

Ireland, the first country in the world to declare marriage equality by popular vote (62.7% in favour).

"Marriage may be contracted in accordance with law by two persons without distinction as to their sex" added to the Irish Constitution.

### Sex and Related Characteristics (Jersey) Regulations 2015

Protects LGBT+ and intersex people from discrimination

### Employment Equality Act 1998 Amended

Irish Government removed the provision for religious-run schools allowing the dismissal of teachers and staff on the basis of sexual orientation and/or gender identity

### Gender Recognition Act 2015

The law allows legal gender changes without medical requirements. Self-determination for any person aged 18 or over, resident in Ireland and registered on Irish registers.



"YES"

2016

### Queer Inclusion

TUC added a '+' to the LGBT conference to ensure all other queer communities were included.

## Equal Marriage 2016 (Isle of Man)

Marriage available to same sex couples





2017

## The Policing and Crime Act 2017

Posthumous pardons to gay men of England and Wales convicted under previous laws. Those still living, can apply to have their conviction erased though the process has since transpired to be difficult and onerous.

## Equality Act 2017 (Isle of Man)

Phased in with much of the law coming into force on 1 January 2019

## Equal Marriage

Since 2017 in Guernsey, 2018 in Alderney and 2020 in Sark.

2018

## 19 June 2018 State Public Apology

Taoiseach Leo Varadkar issued a public apology to members of the LGBT+ community for the suffering and discrimination they faced from the Irish state prior to the legalisation of homosexuality in 1993.

## Unite the Union Withdraws From London Pride

The London Pride organising committee prioritised corporate sponsors, banned bisexual organisations and did nothing to encourage Black and Asian participation. The National LGBT+ committee of Unite voted to end support of the event and favour regional events and Black Pride instead.



2019

## TUC

Calls for Equal Marriage in Northern Ireland (9 January) alongside National Union of Students, Stonewall and Amnesty International.

Equal Marriage already in place for the rest of the UK and the Republic of Ireland.

## World Health Organisation

Declassified gender dysphoria as a mental illness and/or disorder.

## Civil Partnerships

Extended to opposite-sex couples in England and Wales, then 'mixed sex' couples in Scotland and in 2020, Northern Ireland.

## UNIFI

New union started for workers in the finance industry, with a LGBT network for members from the start.



World Health  
Organization



2020

## LGBT History in Education

Reported that Scotland became first country in the world to include LGBT curriculum within schools. Officially started in October 2021.



2021

## State Opening of Parliament May 2021

Queen Elizabeth stated the Government planned to ban conversion therapy aimed at altering sexual orientation.

## Blood Donation

Restrictions on sexually active men giving blood are lifted in the UK.

## Court Ruling, Gender Dysphoria

Ruled that Gender Dysphoria can no longer be considered a mental illness or disorder. Only applies in Northern Ireland.

2022

## Gender Recognition Reform (Scotland)

Bill passed in the Scottish Parliament by a vote of 86–39. The legislation was overruled by UK government under section 35 of the Scotland Act 1998.

## Protecting Trans Community

Irish Cabinet formally signed off on protecting Trans+ individuals from hate crimes by including "gender identity" to the list which sexual orientation is already included since 1989.



2023

## Civil Partnerships

Jersey extends civil partnerships to opposite sex couples.

2024

## Kings Speech

New Labour government intends to outlaw conversion therapy to protect all LGBT+ community.

## Worker Protection Act 2023

This act came into force on October 26, 2024, and requires employers to take reasonable steps to prevent sexual harassment of their employees by third parties.

No Unite member should have to tolerate sexual harassment at work.





Researched, compiled and designed by:

Adam Umney  
Chair, Unite East Midlands LGBT+ Committee  
Electoral Cycle 2021-2024

# Acknowledgements

Lesley Mansell  
Unite Executive, Health Sector

Champions of Equality. Trade Unions and LGBT Rights in Britain', Peter Purton, 2017, Lawrence & Wishart, London

The Irish Times

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Peter Tatchell

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Unite the Union

Last Updated 16 January 2025

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