

# FIGHTING WITH PRIDE

## The LGBT Veterans Independent Review

'Call for Evidence'



Help and Support from Fighting With Pride

## **Dear Veterans, Family and Friends,**

After nearly two years of campaigning, we are delighted to have helped deliver a moment in the community history of LGBT+ Veterans, their allies, their families and friends when there is a chance to change our shared future.

The Government's LGBT Veterans Independent Review is our opportunity to remember a difficult past and change the future for all LGBT+ Veterans, serving personnel and their families, for those dismissed because they were perceived to be LGBT+ and for those we lost on the way.

We cannot repair the damage done, we know that many of our veterans' daily lives are blighted by the cruelty of ill treatment and decades of injustice and neglect. For some the beginning and end of days are filled with loss, loneliness and the worries of financial insecurity.

As an organisation, Fighting With Pride has at times fought this case like tigers, on other occasions we have pushed our cause over the line with quiet persuasion, speaking truth to power. With the help of hundreds of your authentic voices and the support of leaders and organisations across, the military charities, LGBT+ charities and Whitehall, we find ourselves with the opportunity to tell our lived experience of the cruelty of the ban in a way which offers the hope of change.

Please tell everybody about this review. Send news of the review, time and again from your social media, ask your MPs to tell their constituents, speak to local and regional media if you have or can make the contacts. Use your networks to spread this message far and wide. When this Call for Evidence completes on 15th November, we hope that the Review Team, under the leadership of the Rt Hon Lord Etherton will truly understand why this catastrophic breach of the Armed Forces Covenant must be met with comprehensive reparations. We wish to build a base of evidence that compels action and you can help us.

We know that telling of what happened to you and how your lives have been affected will be immensely challenging. We can help and support each other, and we will support you in any way that we can. This guide provides details about our team members who you can connect with and friendly faces in brilliant organisations across the UK, who now understand the history of our LGBT+ veterans community and respect your service.

We know that time and lived experience has weighed heavily on many. If you need help and support to put down in words what you have experienced, if you cannot face writing it down, or if you would simply prefer to talk to somebody, let us know. We will do everything we can - no-one will be left behind.

We have worked quickly to get this advice to you, from the moment we received Call for Evidence details from the Government. If you have already submitted your evidence, you can make further submissions at any time.

With your support, Fighting With Pride will be with you every step of the way.

With all Best Wishes

Handwritten signatures of Caroline and Craig in black ink.

**Caroline Paige and Craig Jones MBE**  
Joint Chief Executives  
Fighting With Pride





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## Fighting With Pride **is not** part of the **LGBT Veterans Independent Review team.**

**We are a registered charity and it is our mission to support LGBT+ Veterans, serving personnel and families (and those who in the years of the ban were perceived to be LGBT+). Our role in the Government's LGBT Veterans Independent Review is to do everything we can to make sure that your voices are heard and to win the case for meaningful reparations.**

This is a one-time-only opportunity to raise awareness of what happened to personnel who served during the period of the 'Gay Ban' and to form recommendations to address the impacts and consequences of that ban.

If we don't provide enough evidence of the impact, it will dilute or even defeat the desired outcomes. The Review needs to hear your lived experience!

The Review needs to hear your stories as raw accounts. You are the best person to tell your own story. We know this will be difficult and many may find themselves revealing deeply personal information. When you submit your evidence, it will be private to the review team and any necessary output is anonymised first. Lord Etherton has committed to reading all the testimony provided.

We will, do as much as you need and as much as we can resource to support you in providing your evidence to the Review, including by providing this guide, to help you navigate any worries you may have on submitting your story. We can provide advice on language, trust, confidentiality or accessibility barriers. We can also provide reassurance about matters you may wish to talk about but are unsure of the consequences. You can talk to FWP in complete confidence. We will only disclose information to a relevant authority if you or another person is at risk of harm.

Please don't be put off by any formal or legal sounding terminology used in the Review. It is not intended to be anything other than accessible. The Review has been commissioned by the Government and while independent, has to meet the terms of reference set out by Government.

'Evidence' sounds like a need to provide documents, witness statements, and accurate historical recorded detail, however, whilst this would clearly be helpful, the majority of 'evidence' in this Call, lies purely in the lived-experience memories and the never-ending impacts, of those who lived those times and have endured the consequences. The Review wants to hear your story, your experiences, the account of how the ban affected your life. Your testimony is your evidence. You do not need to provide documentation or witnesses in support of your testimony.

For many it has been incredibly difficult, often impossible, to collect any other kind of 'evidence', due to the circumstances of the dismissal of LGBT+ Veterans, the 22 years that have lapsed since the ban was lifted, and the lack of MOD records or availability of 'written evidence'. This has not been helped by inconsistent and vague use of terms on dismissal such as 'Services No Longer Required' or 'Discharge Shore' or 'Temperamentally Unsuitable' or 'Incompatible With Service Life', which have clouded the real reasons.

Many of you were 'constructively dismissed', either by being forced or coerced to resign, through pressure tactics in interviews or because in personal crisis, there was nowhere to turn to and confession was the only way out. For others, the lies and deceit of hiding to survive, was a heavy burden, carried every day. Your evidence is as important as all others. Whether you served 6 months in Detention Quarters, or civilian prison or whether the day simply came when you could bear it no more, please give your evidence.

This is also the opportunity to say what will help, what measures can be implemented to support you better, to support others better, and to make sure the future is brighter for LGBT+ Veterans, their families and personnel serving today. Tell the review about those who have helped you and should be supported more and tell the review about those who may have turned you away, perhaps in less enlightened times.

If at any time you **need to talk** with a member of the FWP team, please **contact us** at [Info](#) or see the details at Page 15.

The 'Call for Evidence'

The **LGBT Veterans Independent Review** issued a '**Call for Evidence**', on 15th July 2022, to collect evidence on the impacts of the ban on LGBT service in the UK Armed Forces, and its enduring consequences. The Call closes on 15th November 2022 and a report, including recommendations, will be presented to the UK Government by June 2023.

**Full details are available on the Independent Review Website:**

<https://gov.uk/lgbt-veterans-review>

### **Who Should Give Evidence?**

Responses to the Call for Evidence are being welcomed from all those who served in the UK Armed Forces (between 1967 and 2000) and their families, friends and representatives, and from academics and organisations with an interest in the UK armed forces.

The Call is aimed at five main respondent groups; LGBT Veterans: other military personnel: families and friends: academics: organisations and third parties.

It is particularly important that the Review hears from as many LGBT+ Veterans, and those who helped implement the ban and those who witnessed its effects, as possible who served in the UK Armed Forces between 1967 and 2000.

*If for any reason you are unsure if your evidence is relevant - please give evidence.*

The review has promised to read every submission, let them decide. This is your chance.

***Nothing in the paragraphs that follow, changes that advice.***

The Review will consider your lived experience as evidence enough and you are not required to provide physical evidence or have witnesses.

You do not need to have been dismissed from service to have been impacted by the ban.



Although the ban was known as the 'Gay Ban', pre-dating LGBT terminology and gender identity awareness, trans personnel were assumed or perceived to be gay and suffered the same consequences, including dismissal under mental health or medical judgments. Testimony of trans veterans is valid and important.

LGBT personnel who weren't outed whilst serving, or who feel that they weren't impacted, can also provide 'evidence' as witnesses to the treatment of LGBT personnel that they were powerless to challenge, in fear of repercussions to themselves. Please bear in mind that having to hide your true self is an impact, even if you completed service. Survivors' guilt is something so many of us live with.

The term **Veteran** is inclusive of anyone who served in the UK's Armed Forces, whether that was for 1 day or 40 years, and is regardless of rank, service, role, location, means of discharge, or whether service included operational deployments or not. If you served but don't identify using the term 'Veteran', you are included. Service is service. Where you served does not qualify or disqualify you as a veteran. The only requirement is that you served in the UK Armed Forces. If you left during training, if you never left the UK or if you do not have medals, this review is still for you.

This review is for those who were full time and for those who were reservists. If at any time you had an

ID card with a crown on it, this review is for you.

It is vital that the Review hears the widest possible experiences, from those who survived to serve after January 2000, or those who were forced to hide their true selves throughout their service, to those who left 'voluntarily' because they felt unsafe, intimidated or unable to live their own lives openly, through to those who were investigated, charged, formally discharged, marched off the base, disciplined, or sent to prison.

The remit of the review is from 1967 to 2000, from when homosexuality was decriminalised in England and Wales in 1967 to when the 'gay ban' was lifted in 2000. The Review's Terms of Reference and questions only cover the experiences of those who served during this period. If you served in the years following the ban, when many experienced severe homophobia and adverse reactions, you may still provide testimony, however, this will have to be emailed to the Review. While the experiences of those who served pre-1967 and post-2000 are outside of the scope of the Review, the Review team will still read the testimony to gain greater insight.

## The 'Call for Evidence'

### Is the Independent Review 'Independent'?

The Independent Review is independent of the Government, Cabinet Office and the MoD.

The Independent Review is impartial when receiving advice from service and LGBT organisations, including FWP.

The Rt Hon. The Lord Etherton PC, Kt was appointed as Chair to the Independent Review. He is a crossbench member of the House of Lords. He was formerly Master of the Rolls, the President of the Civil Division of the Court of Appeal and the Head of Civil Justice in England and Wales. He was also the first openly gay judge of the Senior Courts. He entered into a civil partnership in 2006 and a same sex marriage in 2014. Lord Etherton has declared his primary goal is to hear **Your** voices, directly from you, and to hear as many as possible.

### Provenance and Confidentiality

The Questionnaire asks veterans to provide their service number, to allow confirmation of service. This is voluntary, but it helps ensure robust evidence is received.

The Independent Review have advised that the information collected will be kept completely confidential and will be disposed of following verification.

The main source of evidence gathering is via the Call for Evidence. The Review may need to seek further insight by way of **follow up conversations**, and to provide **case studies**. Posting your interest in these can be done within the Questionnaire. Anyone wishing to be considered for a follow-up conversation will need to provide written consent. Note, not all volunteers may be called forward depending on the volume of responses.

### The Call seeks evidence from five main groups:

#### 1. LGBT veterans who served from 1967 to 2000;

In the context of the Review, this means Lesbian, Gay, Bisexual, Transgender, and Heterosexual personnel accused of being gay. If you identify using a different term, such as LGBTQ, LGBT+, LGBTQI, then please be included. It is a Government peculiarity that the term LGBT is used.

#### 2. Other military personnel. Those who also served in this period and witnessed the treatment of LGBT Service personnel;

Any witnesses to the treatment of LGBT personnel, who were also serving between 1967 and 2000 and saw LGBT personnel treated with prejudice, discrimination, or malice, as a result of their actual, perceived or alleged sexual orientation and/or gender identity.

**This group also includes those involved in delivering the ban;**

Legal personnel, Disciplinary personnel, Military Police, Court Martial appointees, Disciplinary Board members and or participants, including Commanding Officers, SNCOs, other ranks and peers, who were involved in forming policy, search, complaint, identification, prosecution, processing, sentencing, guarding or expulsion, of LGBT personnel or those perceived to be LGBT, including those individuals involved in medical, religious, administrative or support roles.

**3. Families, friends and representatives of LGBT veterans who are for one reason or another not able to give evidence;**

Family, carers, guardians, partners, friends or representatives of personnel impacted by the ban who are since deceased or not able to give personal testimony. This includes 'chosen family'.

**4. Academics and others who work in this area;**

Any Academic or Research centre that has researched or who is currently researching in the scope of this Review.

**5. Organisations and third parties who work in this area.**

Charities or organisations supporting LGBT+ veterans or other groups within the scope of this Review, including those working in mental and physical health and wellbeing, legal, custodial, religious, housing, financial, education, counselling, representation, advocacy, befriending or other support. FWP will be submitting its own evidence in this section as a charity, in addition to FWP personal accounts.

**How long is the Review?**

The Call for Evidence is open from **15th July to 15th November 2022.**

The Review itself will then conduct various follow-up conversations, and continue its own work for another seven months, building its report, to be delivered to the Government, by June 2023. After that, the Government will need time to consider the report's findings, before Parliament debates any outcomes. This will be a once in a lifetime opportunity to put in place reparations to reflect a long and difficult journey faced by LGBT+ Veterans. FWP will continue our work to build consensus with all those who support LGBT+ Veterans, to agree reparations which secure a better future for everybody affected by the ban.

## Call For Evidence Questionnaire

### What Kind of Questions Does the Online Questionnaire Ask?

The Questions asked in the Call of Evidence break down according to the five main groups being called on, each has its own set of questions. These are selected in Question 1 online. The questions themselves can seem repetitive, specific, technical or unnecessary, however they are designed to help build the biggest possible picture from the widest variety of contribution, so that no stone is left unturned.

The questions are designed to meet the Review's Terms of Reference and help provide the Review with the information required to help create strong, robust recommendations to the government. They may not all be applicable to you as an individual and you do not have to answer them all. The structure of the Questionnaire has been carefully designed to enable the Review Team to build the most comprehensive report and capture key impacts.

Not all of these are known yet, which is why the final question, before demographics, allows for including any other information not captured through previous questions.

If you have provided the information that you wish to be known but are unsure if it is in the right box, don't worry, you have got your message to the right place and you do not need to repeat information. There are other ways to submit your evidence too.

### The Question topics include:

- How were LGBT personnel treated in their service lives?
- What are the impacts of the ban on individuals and those around them throughout their lives?
- How did being dismissed or otherwise made to leave Service, affect personnel and their families?
- How can services for veterans today be made more accessible and inclusive for LGBT+ veterans?
- How can the Government recognise and accept LGBT Veterans, as full members of the Armed Forces community should they wish to be?
- How can the Government acknowledge and appreciate the service of LGBT Veterans and enable meaningful resolution?
- Any suggestions for other research that Government can carry out, that will help identify and address the impacts of the ban?

This is a broad overview, if you wish to add any other detail or information, you can. Please see the section **Questionnaire Details** for more advice on the subset Questions for LGBT Veterans.

## How To Submit Evidence (Lived Experience Accounts)

Submission of your evidence can simply be in the form of a personal account. Testimony, documents, news articles etc. can also be added where you wish. This can be submitted online, via email, by Free post, in audio format, or video (see below). This can be done:

- **Personally**, or with the help of a nominated **Representative**, including:
  - a **Friend**
  - a **Family member**
  - a charity **Supporter** or other confidant

Giving evidence, or reading, asking or answering questions on past experiences, can cause additional distress, please contact FWP at [Info](#) if you would like any help or assistance, or see page 15 for support details.

### Online, Email, Written

Lived-experience accounts are welcome and key to this Call for Evidence. There is no need to provide formal, legal or documented evidence, your words are your evidence. However, should you wish to add additional documents, you can.

Detail from service and/or sentencing records adds additional background if readily available, however, it is accepted that there are tremendous difficulties in obtaining service records to be included as evidence. This is due to records being lost, destroyed, incomplete, inaccurate, misleading, or vague in their reason for dismissal, e.g., Services No Longer Required, or Dismissed in Disgrace, or just not recorded at all. The Independent Review Chair has therefore decreed that personal testimony is sufficient evidence on its own.

## Call For Evidence Questionnaire

There are four ways to complete the questionnaire:

- The 'Call for Evidence' Questionnaire is available online at [Call for Evidence - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

This is the anticipated main means of collecting the widest possible evidence.

- The Questionnaire can be also Downloaded to complete and return via email to:

[contact@lgbtveterans.independent-review.uk](mailto:contact@lgbtveterans.independent-review.uk)

(Use subject 'Completed Questionnaire')

- The Questionnaire can be downloaded to print off and return via post to:

Freepost

LGBT VETERANS INDEPENDENT REVIEW

- A printed copy of the Questionnaire can be requested via email:

[contact@lgbtveterans.independent-review.uk](mailto:contact@lgbtveterans.independent-review.uk)

or post, completed offline, and returned by post to:

Freepost

LGBT VETERANS INDEPENDENT REVIEW

The postal address from overseas is:

LGBT Veterans Independent Review,

70 Whitehall, London, SW1A 2AS, United Kingdom

Please enclose your address for the purpose of delivery and which section of the questionnaire you require from the below options:

- Questionnaire for LGBT veterans who served in the UK armed forces between 1967 and 2000

- Questionnaire for other military personnel who served between 1967 to 2000

- Questionnaire for family, friends and representatives of LGBT personnel who served between 1967 and 2000

Your details will not be kept.

### Spoken Audio, Video

If writing your evidence or completing it online is not possible for any reason, please contact the Review Team in the first instance. FWP has asked for resources to support with transcription of a telephone conversation, an audio recording, or a video recording where possible. If our request is granted and we are able to do this in the future, we will help however we can. It is important that the voice heard is yours, as only you can tell your story with the impact it needs.

Transcribed narratives would be forwarded to you for your submission directly to the Call for Evidence.

For enquiries about the Independent Review and the Call for Evidence, the first port of call should be the **LGBT Veterans Independent Review team** (see below). They will have the latest and **most up-to-date information**. If you wish to speak with FWP you are very welcome.



**Contact Details for the LGBT Veterans Independent Review Team are:**

Email: [contact@lgbtveterans.independent-review.uk](mailto:contact@lgbtveterans.independent-review.uk)

Post:

Freepost LGBT VETERANS INDEPENDENT REVIEW

Social Media:

 @LGBTVetReview

 @LGBTVetReview

 lgbtvetreview

 lgbtvetreview

Website: About us - LGBT Veterans Independent

Review [GOV.UK](http://GOV.UK) ([www.gov.uk](http://www.gov.uk))

**Contact Details for Fighting With Pride are:**

Email: [info@fightingwithpride.org.uk](mailto:info@fightingwithpride.org.uk) or  
<https://www.fightingwithpride.org.uk/get-in-touch/>

Website: [www.fightingwithpride.org.uk](http://www.fightingwithpride.org.uk)

Social Media:

 @fightingwpride

 @fightingwithpride

## Call For Evidence Questionnaire

### Support Organisations

We know that recalling lived experience can be upsetting and key words in the Call for Evidence can be triggering. FWP has support pathways in place with NHS Op COURAGE, Combat Stress and Walking With The Wounded. You can also contact one of our FWP LGBT+ regional **Veterans Community Workers (VCWs)** using the following contact details:

#### FWP VCWs

England	FWP Email Address	Mobile Phone
North West and Team Manager	<a href="mailto:kenny.bryce@fightingwithpride.org.uk">kenny.bryce@fightingwithpride.org.uk</a>	07704 271391
North East	<a href="mailto:kate.husband@fightingwithpride.org.uk">kate.husband@fightingwithpride.org.uk</a>	07704 271893
Midlands	<a href="mailto:gemma.warden@fightingwithpride.org.uk">gemma.warden@fightingwithpride.org.uk</a>	07704 271891
London	<a href="mailto:alex.meyrick@fightingwithpride.org.uk">alex.meyrick@fightingwithpride.org.uk</a>	07704 271374
South East	<a href="mailto:anthony.knight@fightingwithpride.org.uk">anthony.knight@fightingwithpride.org.uk</a>	07704 271390
Scotland and Northern Ireland	<a href="mailto:dougie.morgan@fightingwithpride.org.uk">dougie.morgan@fightingwithpride.org.uk</a>	07704 271392
Wales	<a href="mailto:ruth.birch@fightingwithprice.org.uk">ruth.birch@fightingwithprice.org.uk</a>	07704 271389

Note: If you reside in an area outside the regions (including abroad) or are unsure of regional extent, please contact the Team Manager (North West VCW)



The **Questionnaire** is located on the Independent Review's Call for Evidence web page. [Call for Evidence - GOV.UK \(www.gov.uk\)](http://www.gov.uk)  
There is a Word Doc version available via the Review's website.

Some questions are Yes/No answers. If you answer 'No', it will take you to the next question. A 'Yes' answer opens a narrative box. The downloadable Questionnaire allows you to see all questions, so you can decide which question best fits what you'd like to say. If you are unsure, if the question doesn't quite fit a matter that you wish to write about, Answer 'Yes' and enter the details you wish to.

Some narrative boxes provide additional guidance questions or suggested ideas, but if these don't allow for your circumstances, write what happened to you, and provide as much detail as you wish, or as little as is necessary. Help is available from the Review Team via their Contact Us, should you wish.

If completing online, you can save your answer, seek advice and then return to it and change, edit or delete as you wish.

The question narrative boxes enlarge as you fill them, to a 3000-word capacity. If your narrative exceeds this you can use Question (21) 'Anything else relevant to the Review' to add detail. You can also email a larger word doc or submit it using the Upload button, stating which question it refers to.

**Please note** that question numbers will differ between online and print formats, and the online sequential progression changes depending on Yes/No selections. Should you need to refer to a question in any queries, please state the form format you are using, and the question being asked. \*The numbers used below are therefore a guide, based on a submission with Yes answers.

**FWP:** Text headed 'FWP:', in a blue box like this, indicates FWP guidance or comment, in addition to the Questionnaire's own text.

## Online question set for **LGBT Veterans** who served from 1967 to 2000:

### 2. Experience in the service

Thinking back on your time in the armed services please tell us something about your overall experience...

We would like to hear about your experience of serving under the ban.

**FWP:** Checking the question topics below first, will help you to decide what detail you would like to enter here. You can make this a short overview and enter more details in any relevant follow-on question text boxes if you wish. Or you can write everything here, it will all get read.

Question 2. Were you treated unfavourably due to your sexuality or perceived sexuality?

Yes/No answer

If Yes:

### 3. Experience of being treated unfavourably in service

Can you describe your experience of being treated unfavourably in service?

**FWP:** Unfavourable would mean discriminatory, prejudicial, unfriendly, hostile, antagonistic etc Some of this may also fit a following question. If so, to avoid entering it twice the preference would be to include it in a directly related question. Eg Having your medals taken from you because you were gay, would fit best in question set (15), Description of Medals and Badges. However, if you wish to enter it in both sections please do. The important thing is to say what happened.

### 4. Investigation

Question 3. Were you investigated, cautioned or warned due to your sexuality or perceived sexuality?

Yes/No answer

If Yes::

### 5. Description of investigation, or warning

Can you describe what happened?

### 6. Effect of the ban

Question 4. Did the ban affect you in any other way?

Yes/No answer

If Yes:

### 7. Effect of the ban

Can you describe how it affected you?

**FWP:** Include as many impacts as you wish to, including such things as mental health, physical health, financial, housing, career, employment, relationships, family, friends, confidence, pride, isolation. However it affected you.

## 8. Medical intervention

Question 5. Were you subject to a medical examination or treatment?

Yes/No answer

If Yes:

## 9. Description of treatment

Can you describe what happened?

## 10. Dismissal or discharge

If you were dismissed or discharged due to the ban, we would like to hear about your experience.

Question 6. Were you dismissed or administratively discharged from the Armed Forces between 1967 and 2000 due to your sexuality or perceived sexuality?

Yes/No answer

**FWP:** This addresses formal methods of dismissal or discharge; Other methods of dismissal are asked for in Q24. Leaving the Service.

## 11. Experience of dismissal

Can you describe your experience of dismissal or discharge from the service?

**FWP:** Dismissal, includes any formal or administrative method of discharge. See Q24 for 'off-the-record' methods or pressures.

## 12. Your experience

Can you describe your experience of dismissal or discharge from the service?

**FWP:** This section is a continuation of the one above and includes some additional (unnumbered) questions for guidance. You can add any other detail regarding dismissal that you wish.

**Independent Review:** We understand that recalling your experiences may be troubling. There is an option to stop and start and pick up the survey later. The Review's website also contain links to support organisations.

- Can you describe how the accusation or charge was made?

- Can you describe the immediate impact being accused or charged made on you?

## Call for Evidence - Questions and Guidance

- Can you describe what happened?
- Can you describe the outcome following the proceedings against you?
- How did this impact your life post dismissal from service – Health and wellbeing (including physical and mental health), relationships (including service, family, friends, & partners), employability and career, housing, or financial position?

### 13. Rank

Question 7. What was your rank/seniority prior to any investigations and did that change when you were dismissed?

**FWP:** This is to understand if you were punished through demotion just because you were LGBT, or alleged to be. (You can include removal of responsibility or authority too).

### 14. Medals and conduct badges

Question 8. If you were dismissed, did you have your medals or conduct badges removed?

Yes/No answer

**FWP:** You can add more detail in the following questions

If Yes:

### 15. Description of medals and badges

Question 9. Can you say what medals or badges were removed?

**FWP:** More detail on return of medals is asked in set 20 Question 12 and in set 21 (online version).

### 16. Compensation

Question 10. Did you ever apply for any remedy or compensation for your dismissal?

Yes/No answer

**FWP:** You can add more detail in the following questions

If Yes:

### 17. Application for compensation

Can you describe how and when you applied, and what was the outcome? If you did not apply, why not?

### 18. Receiving compensation

Question 11. Did you ever receive any remedy or compensation for your dismissal?

This may seem similar to **17** (Application for Compensation), however, it is to identify whether any form of compensation was provided without making an explicit application.

Yes/No answer

If Yes:

### 19. The compensation you received

If you received any remedy or compensation, how it was received?

**FWP:** Don't worry if you don't have access to any original documentation, add the best details you can.

### 20. Medals return

Can you describe how and when you applied, and what was the outcome?

**FWP:** Please use this opportunity to also say if you haven't applied for the return of medals even though they were taken from you. What personally stopped you from applying and why? Did you know you could? Was it the process itself? etc

### 22. Pardon

Question 13. Have you ever applied for a disregard or pardon?

Yes/No answer

If Yes:

### 23. Pardon process

Can you describe how and when you applied for a disregard or pardon, and what was the outcome?

**FWP:** Please also include reasons if you haven't applied, but you qualify to do so. What stops you from applying?

### 24. Leaving the service

Question 14. Were you forced or compelled to leave the services through unofficial methods or actions, or due to general hostility?

**FWP:** Select an answer that applies. You can add details in 'describe the circumstances', below..

- Through unofficial methods or actions
- Due to general hostility towards LGBT personnel
- Other

## Call for Evidence - Questions and Guidance

Can you describe the circumstances of your leaving?

**FWP:** Also include the impacts- such as loss of career, health and wellbeing (including physical and mental health), relationships (including service, family, friends, and partners), employability and career, housing, or financial position.

### 26. Recommendations for the future

**FWP:** This requires multiple Answers. This is your opportunity to suggest ideas that would make for a better life for LGBT+ Veterans.

The Review is also looking at how services can be improved for LGBT veterans, and how your service can be recognised. We would be grateful for your views.

What have your experiences been of veterans services, and how can services for veterans today be made more accessible and inclusive for LGBT veterans?

How can government ensure that veterans dismissed or otherwise required to leave Her Majesty's Armed Forces because of their actual or perceived sexual orientation are recognised and accepted as full members of the Armed Forces community?

How can the government acknowledge and appreciate the service of LGBT veterans?

**FWP:** Everyone will have had different experiences, they are all relevant, and everyone will seek or hope for different outcomes resulting from this Review, as well as the common community-wide outcomes too. Add what you think should be done.

Is there anything else relevant to the Review, and within its terms of reference, which you wish to add?

**FWP:** You can also use this as a separate catch-all question to add anything that hasn't been asked or answered anywhere else. This is your chance to make sure nothing is missed. What happened, what was the consequence, and what if anything would help redress the impacts this has had on your life, what will enable you to live your life better?

### 26. Verification

LGBT veterans have the opportunity to provide a service number, for the Review team to demonstrate the provenance. This is to ensure that we have an accurate understanding of the views of service and ex-service people.

**FWP:** This is an explanatory note on why a Service Number is useful, but optional. For instance, trans veterans may not wish to include their service number to avoid dead-name association through past service records.

This verification process is completely voluntary and you do not have to provide this information, however, it would help to ensure that the testimony given is authentic.

Testimony will still be accepted without the provision of a service number.

Responses will not be attributed to individuals in any published document without prior consent. Service number will only be used for verification purposes.

Service numbers will not be kept beyond the need to verify them.

Question 15. Service number

**FWP:** Voluntary, but helpful. Remember, if you have concerns about your Service Number identifying you, you don't have to include it. However, information used in the report is anonymised, and once the report is complete, anonymised testimony will be sent for storage in the National Archives.

## 27. Follow up conversations

**FWP:** Independent Review's note on other options following completion of the Questionnaire.

At the end of the Call for Evidence we may want to contact some veterans to have a follow up conversation in order to give greater insight into their experiences.

Responses will not be attributed to individuals in any published document without prior consent.

If you would like to volunteer for this, please provide us with your contact details.

**FWP:** You will need to provide written consent. Providing your email allows the Review to ask you for that. If you do not have a private email access, you can enter a telephone number or other means to contact you. Follow up conversations will be conducted on a one-to-one basis unless you ask for someone to accompany you. Interviews may take place at various locations around the UK, but further details will be published nearer the time.

## Call for Evidence - Questions and Guidance

### 28. Case studies

We may want to publish some testimony as case studies over the duration of the Review. This will help us reflect the experiences of LGBT veterans.

These will be anonymous and all personal information removed.

If you are willing for your testimony to be used, please provide contact information for yourself, so we can confirm your approval.

Question 16. If you would like for your testimony to be used in a case study, please provide an email so we may contact you.

**FWP:** You will need to provide written consent. Providing your email allows the Review to ask you for that. You can ask for full details prior to giving consent. If you don't have private email access, you can enter a telephone number or other means to contact you.

### 29. Service information

In order to build a picture of who responded to the Call for Evidence, we would be grateful for information on your service history. This information will be collated, so no individual can be identified.

Question 17. Please **tick all** services that **you have served in:**

Question 18. If you served in the regular armed forces, **tick all that apply:**

Question 19. If you have previously served in the reserve forces, **tick all that apply:**

Question 20. When did you serve, **tick all that apply:**

**FWP:** This question offers up several year groups, covering three-year periods, e.g., 1967-1970, 1971-1974. Tick all periods in which you served, including any partial ones

Question 21. Do you still serve?

Yes/No answer

**FWP:** Some currently serving LGBT+ personnel joined and served in the 1967 to 2000 period.

### 30. Thank you for your Response.

Demographic Questions



**FWP:** These questions allow better analysis and understanding of your response to the Call for Evidence. They are not mandatory to reply to, but helpful, for instance to understand a demographic or location where we might not have enough reach yet. They each include a 'Prefer not to Say' choice.

There is no specific question on sexual orientation, however, you may state this in any part of your response to the Call for Evidence, should you wish. Questions are included on:

### 31. Age

Question 22. How old are you?

**FWP:** You can be open with this, your response will be anonymised :)

### 32. Location

Question 23. Which area of the United Kingdom do you live in?

**FWP:** Tick where applies. This is your current main area of living.

### 33. Ethnic group

Question 24. Choose one option that best describes your ethnic group or background.

### 34. Disability

Question 25. Do you consider yourself to have a disability?

Yes/No/Prefer Not to Say

Question 26. If you answered yes, is your disability related to having served in the military?

**FWP:** This is also a Yes/No answer

### 35. Religion

Question 27. What is your religion?

Tick what applies

### 36. Sex

Question 28. What best describes your gender?  
Female, Male, Non-Binary, Prefer not to say, I prefer to self describe.

Question 29. Do you identify as trans?

Yes/No/Prefer not to say

No. Please describe your gender identity.

**FWP:** Note: This is your identity today not in past service, if that might have been different. People become aware of their identity in their own time.

## Timelines – LGBT Veterans Independent Review

19th January 2022	LGBT Veterans Independent Review announced as part of the Veterans Strategy Action Plan 2022-2024.
22nd June 2022	Government announces The Rt Hon. The Lord Etherton PC, Kt as Chair of the Review.
15th July 2022	Independent Review 'Call For Evidence' launched, opening a 4-month window to receive responses. <a href="https://www.gov.uk/government/organisations/lgbt-veterans-independent-review/about#call-for-evidence">https://www.gov.uk/government/organisations/lgbt-veterans-independent-review/about#call-for-evidence</a>
<b>15th November 2022</b>	Independent Review 'Call for Evidence' Closes.
By June 2023	Lord Etherton, as Chair of the Review will send a report along with recommendations, to the Chancellor of the Duchy of Lancaster and The Secretary of State for Defence. The Government will publish the report and its response in due course.

**Contact Independent Review at :**  
[contact@lgbtveterans.independent-review.uk](mailto:contact@lgbtveterans.independent-review.uk)

If at any time you need to talk with a member of the FWP team, please contact us at [Info](#) or by using the details on Page 15.



### **Kenny Bryce -**

**Community Team Manager and Veterans Community Worker for North West England (He/him/his)**

Kenny kick started his career in the Royal Navy in 1980 and was based in HMS Caledonia in Scotland. Later his career moved into the field of Social Care, he has over 32-years' experience working at senior level across the UK, managing and developing services for a diverse group of vulnerable adults across the sector.



### **Dougie Morgan -**

**Veterans Community Worker, Scotland and Northern Ireland (He/him/his)**

Dougie Morgan is the LGBT+ Veterans Community Worker for Scotland and Northern Ireland. He has over 38-years' experience in the British Army, serving from 1979 – 2016 including 26 years in the Black Watch. During his regular and reserve service he was the deputy chair for the British Army LGBT Forum for over 2 years, and he was the lead for all LGBT matters in Scotland



### **Ruth Birch -**

**Veterans Community Worker Cymru / Wales and FWP Training Officer (She/Her/Hers)**

Ruth joined the Army in February 1987 as an Analyst in the Intelligence Corps. She predominantly served in B.A.O.R. and Northern Ireland during 'the troubles' where she received a commendation from the Prime Minister of the time John Major. Ruth was investigated by the S.I.B. for being a Lesbian and humiliation forced her into leaving her chosen career after eight years due to the continued pressure she was experiencing. Ruth has recently left HM Prison Service after serving 25 years



### **Kate Husband -**

**Veterans Community Worker North-East England and FWP  
Safeguarding Officer (she/her/hers)**

Kate served in the RAF for 12 years leaving in 1996, prior to spending 25 years as an Occupational Therapist (OT) all in mental health services. Kate identifies as LGBT+ and having served prior to the lifting of the ban is well aware of the difficulties and challenges faced having been one of the 'hidden' who felt the need to deny their true self.



### **Gemma Warden -**

**Veterans Community Worker - Midlands (she/her/hers)**

Gemma grew up in an armed forces family in Herefordshire, where her father served in the special forces. After training as a sound engineer and working for Sony Music, she realised her passion was working in the charitable sector. She has worked for a variety of statutory and charitable organisations, including the NHS, local authority, Citizens Advice and Age UK. Gemma is passionate about taking a personalised, community approach that focusses on people's strengths, to empower those who have faced adversity, discrimination, or been disadvantaged



## Alex Meyrick -

Veterans Community Worker London (she/her/hers)

Alex began working for the NHS in Pharmacy in 2011, moving between community pharmacy and hospital pharmacy over the past 10 years. Alex is a proud member of the military family; her grandfather served in the RAF in the 1950s, and her partner of 7 years, Leah, has been serving in the Army since February 2021. She is ever keen to be as involved as possible in the military family to which she belongs!



## Anthony Knight MBE, KJ -

Veterans Community Worker South-East England and FWP Grants Manager (He/him/his)

Anthony is a former Royal Navy Warfare with 28-years' service. He served in 9 ships and time with the Royal Canadian Navy and NATO in Italy. He holds five campaign medals and was awarded an MBE in 2003. Anthony identifies with the LGBT+ community as a parent of a gay child and looks to help veterans seeking support through the NHS 'Op Courage' programme. Anthony is a Psychotherapist with in-depth knowledge of Health and Care.







Should you wish to **connect with** your regional representative, you can reach them by email or phone, please **see page 15** for details.

For further information on Fighting With Pride visit:

[www.fightingwithpride.org.uk](http://www.fightingwithpride.org.uk)

 @fightingwpride  @fightingwithpride

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