

Stripped of all Pride

Part Two

By Eileen Chubb ©July 12th 2023

Our previous work on this issue

We are the only UK Organisation to have published Data on LGBTQ abuse in care settings and LGBTQ whistleblowers.

Please see our previous reports on this issue,

<https://compassionincare.com/news/stripped-of-pride/>

<https://compassionincare.com/news/theft-and-homophobic-abuse-in-care-homes/>

<https://compassionincare.com/news/our-work-on-homophobic-abuse-in-care-homes/>

<https://compassionincare.com/news/homophobic-abuse-in-care-homes/>

Introduction.

As in all our helpline work, we identify common themes from our helpline data. As a result of the magazine Private Eye publishing an article in March this year about our previous work on this issue, our helpline has been contacted by a further **63** people affected by this issue.

41 Whistleblowers

22 Family members of people in care settings.

63 Total

Total number of cases.

287 Whistleblowers

199 Family members

486 Total

The most common theme affecting all the victims, is that most of the victims have no children. Families of the victims include a partner, sibling or friend raising concerns and contacting our helpline. All those raising concerns on behalf of the victim are also older people themselves.

Whistleblowers who raise concerns are also affected by this theme as victims may have no family at all, which has influenced the whistleblowers decision to report the abuse.

49 of the **287** whistleblowers reporting abuse of LGBTQ people were from the LGBTQ community. It is important to note that all **287** whistleblowers said they would report abuse of any vulnerable person.

The LGBTQ whistleblowers reported fear of being identified as LGBTQ in their place of work, which explains much about the culture in some care settings.

All **287** whistleblowers reporting LGBTQ abuse identified abusive staff to be motivated by one or all of the following,

A personal/religious or cultural belief that LGBTQ people were evil, needed to be converted or deemed to have engaged in criminal activity. This judgement is applied to both the individual in the care setting and any family member/partner/friend visiting that individual, it is also applied to any whistleblower reporting these issues.

Whistleblower J “ *Because I reported them for abusing (victim) they said I was trying to protect sinners*”.

Whistleblower H “ *I reported that (victim) was being assaulted on three occasions to the manager, the first two times I really expected something to happen to stop the abuse, the third time I went to the manager they said that X was a perverted criminal and that I should not bother making any more reports. The manager held the same view as the abusive staff”.*

Whistleblower P “ *I am Gay but no one at work knew, it is not the sort of place where it’s safe to be gay. I have worked in seven care homes now and every one of the places was homophobic and frightening. This was the first time I had worked in a home where there was a gay resident. My heart sank when they told us all that a gay resident was going to be admitted to the home. It’s bad enough for gay staff in this kind of environment but at least staff get to go home. They made this residents life hell from the start, some staff would just attend to this person and not speak at all, but other staff were really abusive, verbally, and physically assaulted this person, I reported it, but nothing changed, I tried everywhere no one cared, I got treated as the problem because I reported it. I work in hospitality now. The care system broke me, it’s no place to be in if your vulnerable”.*

Whistleblower T. “*There was one gay resident in the home, staff were so cruel to them, some staff treated this poor man as if he had something catching. I saw one staff member spit on this man whilst telling him to repent as he was a filthy pervert. Another staff member slapped this man around the back of his head, really hard. I reported it, I was horrified. The staff started shouting at me are you a pervert lover? Are*

you gay? Nothing was done, I went to the authorities and left”.

Whistleblower S. *“ When staff were told a gay resident was going to be admitted to the home, some staff refused to care for them, the management should have seen at that point it was not a safe place to have a gay resident but all they cared about was filling beds and filling them fast. This resident was punished and abused constantly, when some staff were on shift they were deliberately left without food and drink or care of any kind and when other staff were on, they were slapped about. I reported it, I felt so angry with management they did nothing, just promised to have a word with the staff”.*

Whistleblower L. *“ I am gay and a few staff in the hospital knew, then a gay resident was admitted to the unit where I worked. Some staff members and a nurse targeted this person, they would seriously assault this person under the guise of restraint. The patient never needed restraint when these staff were not on duty. I heard them taunting the patient, asking the patient if they enjoyed being restrained as they were so perverted anyway. I cannot even repeat some of the words they used, it was pure hate, I reported it, but I wish instead that I had gone to Panorama and asked for a camera. Nothing changed, I was told I was a junior role and did not know what I was talking about, the abusers were clinical staff. I felt their rank meant they were believed over me. A short while later rumours started to circulate about me being gay and the hostility was dreadful, I was targeted with the same awful verbal abuse, it was hell because I felt that even my colleagues who knew I was gay could not be trusted. I was so isolated. I never foresaw being in such a situation, I*

became depressed and was signed off work and could not face going back and resigned.”

Whistleblower J *“ This gay resident had no family, they were covered in bruises, there was no one to ask how they got them. I saw this person being slapped and punched and reported it, I could not believe it, the only thing that happened was the abusers were given diversity training, you can’t train people who hate that much”.*

Whistleblower K *“I saw this resident being verbally abused by staff, it was awful to see it, the impact it had on the resident. When I intervened the other staff member told me to my mind my own business. I asked why are you doing this? This person is vulnerable. The staff member said this person is afflicted with dementia as punishment for being wicked, he is in here to be punished. He needs to repent. I could not believe that anyone could hold such a belief, the staff member was absolutely of the view that he was doing his duty according to his faith. I reported it but nothing changed, the staff member is still working, he was given some training and on paper that was meant to fix it.”*

Whistleblower V *“ The first time you witness someone being abused and report it, you really think like, it will be stopped, but that doesn’t happen and each time after that you get treated bad for saying that’s not right. The worst of the abusers started shouting at me and calling me horrible things for caring about someone who was being abused who was gay, are you gay too is that why you have a problem?”*

Whistleblower O “ *This person was slapped all the time by these staff members, they really hated this person for being gay. I reported it to management, but the staff were just given training. One night I heard this person crying their heart out, it was a dreadful thing to hear this poor man crying, really sobbing. I was afraid to do it but did it anyway, I got the man’s partners number from the office later that night and told their partner. Their partner was so grateful and promised not to say I had rung them, and I told him to check for bruises on his partners back and ribs which he did and raised concerns all the time, the partner was then accused of inappropriate behaviour because he undressed his partner to check for bruising, the next thing was the partner was only allowed to visit with someone from social services. I made it worse as this couple were so close and now only saw each other once a week. The people who reported the man’s partner? The staff who were abusing the man”.*

Whistleblower Y “ *This staff member verbally abused the patient but also, they wound up other patients to assault the person. They would then report a resident-on-resident assault and that would easily explain all the injuries as well as make them look good at their job”.*

General issues

There are a significant number of LGBTQ staff working in the Health and Social Care sector who feel they cannot disclose this as they fear intolerance and abuse from their colleagues. This in itself says much about the culture in this sector.

Many LGBTQ Whistleblowers reporting abuse regardless of whether the victim is from the LGBTQ community or not, report feeling particularly vulnerable to being exposed to hate crime because of the culture they are working in.

Abusive staff are largely motivated by a personal or religious belief that being gay is a sin, a crime or both.

The victim is often unable to tell anyone due to memory loss or dementia and will often be physically unable to defend themselves.

The management of the home and the authorities repeatedly make the same mistake, the abusive staff are given diversity and compassion training, which never works as such abusive behaviour can never be corrected by any amount of training.

Of the **486** services involved, **481** were rated good or outstanding by CQC, **5** were rated requires improvement. **Zero** were rated inadequate.

All information in this report has been carefully anonymised.

Eileen Chubb

