

LGBT+ Venues Charter

a five-point pledge for operators, developers, pub companies, property owners and others to support London's LGBT+ pubs, bars, clubs and other venues

The 5 Point Pledge

- 1. A visible rainbow flag should be displayed on the outside of the venue**
 - The rainbow flag is a universal symbol of the LGBT+ community.
 - The symbol could be displayed as an actual flag or alternatively a sign, sticker or other physical signifier.

- 2. The venue should be marketed as an LGBT+ venue**
 - This will be an integral part of the venue's business plan.
 - Marketing needs to effectively reach the LGBT+ community e.g. through social media, print and digital journals, blogs and other relevant websites.
 - Many LGBT+ venues display LGBT+ magazines/literature/posters in the venue itself.
 - Venues will engage in community outreach, such as hosting events around significant dates like Pride.

- 3. The venue will provide a welcoming, accessible and safe environment for all**
 - The venue will welcome anyone regardless of background or identity, religion, race/ethnicity, gender identity or expression, disability, age or sexual orientation.
 - The venue will be accessible to disabled people, in line with legislation.¹
 - The management will consider adopting gender neutral toilets. Stonewall has published guidance² on this.

- 4. Management and staff should be LGBT+ friendly**
 - Door and bar staff will create a welcoming and safe environment
 - Door and bar staff will be LGBT+ friendly. There are LGBT+ friendly security firms in London who provide licensed security staff (many of whom are LGBT+ individuals themselves). There are also relevant training providers.

- 5. Programming should be LGBT+ focused**
 - Where the venue programmes regular entertainment, this should be principally LGBT+ focused.

¹ The Equality and Human Rights Commission has published guidance for businesses at <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-law-hotels-restaurants-cafes-and-pubs>

² Accessible at: https://www.stonewall.org.uk/sites/default/files/trans_inclusive_policies_and_benefits_2016.pdf