

LGBTQ+ Venues Charter

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

- 1. A visible rainbow flag should be displayed on the outside of the venue**
 - a. The rainbow flag is a universal symbol of the LGBTQ+ community.
 - b. 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 LGBTQ+ venue**
 - a. This will be an integral part of the venue's business plan.
 - b. Marketing needs to effectively reach the LGBTQ+ community e.g. through social media, print and digital journals, blogs and other relevant websites.
 - c. Many LGBTQ+ venues display LGBTQ+ magazines/literature/posters in the venue itself.
 - d. 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**
 - a. The venue will welcome anyone regardless of background or identity, religion, race/ethnicity, gender identity or expression, disability, age or sexual orientation.
 - b. The venue will be accessible to disabled people, in line with legislation.¹
 - c. The management will consider adopting gender neutral toilets. Stonewall has published guidance² on this.

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

- 5. Programming should be LGBTQ+ focused**
 - a. Where the venue programmes regular entertainment, this should be principally LGBTQ+ 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-cafés-and-pubs>

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