

# Welcome

Building a shared LGBT+  
history and a celebration of  
Alan Turing featuring on the  
£50 note

24 October 2019



# Agenda



## Deon Pillay

Co-chair of InterInvest, Head of Marketing Operations, LGIM

17:45	<b>Welcome from Bank of America: Matthias Schwarz</b> , Head of EMEA Credit Trading, Bank of America
17:50	<b>InterInvest – history and vision: Deon Pillay</b> , Co-Chair, InterInvest, Head of Marketing Operations, Legal & General Investment Management
18:00	<b>Keynote address: Sarah John</b> , Chief Cashier at the Bank of England
18:15	<b>Alan Turing law: Josh Little</b> , Associate, Allen & Overy
18:25	<b>A national museum: a rightful place for LGBTQ+ stories: Joseph Galliano</b> , CEO, Queer Britain
18.35	<b>Closing remarks by InterInvest</b>

# Welcome from Bank of America

Matthias Schwarz

Head of EMEA Credit Trading



# InterInvest history and vision

## Deon Pillay

Co-chair of InterInvest, Head of Marketing Operations, LGIM

**InterInvest is made up of LGBT+ people and allies** who work in the investment industry and who care about the LGBT+ experience

**We exist to drive LGBT+ equality and inclusion** across the UK investment industry, and support similar initiatives globally

### We have four key objectives:

- **Provide a welcoming space** to discuss LGBT+ issues in the industry
- **Share best practice**, and enable firm-to-firm collaboration to provide support
- Encourage and shape **LGBT+ inclusion**; attract and retain **LGBT+ talent**
- Engage allies and **promote allyship**, drawing upon other intersectional networks such as the Diverstity Project



# Why does our work matter?

## 1. Minorities matter

## 2. The LGBT+ experience is poor\*

35% of LGBT staff have hidden that they are LGBT at work for fear of discrimination

10% of black, Asian and minority ethnic LGBT employees have been physically attacked by customers or colleagues

18% of LGBT staff have been the target of negative comments or conduct from work colleagues

12% of black, Asian and minority ethnic LGBT employees have lost a job because of being LGBT, compared 4% of white LGBT staff.

“While serving a customer at work I corrected them on pronouns and they laughed in my face and asked me if I had a penis”

More than two thirds of LGBT people said they had avoided holding hands with a same-sex partner for fear of a negative reaction

## 3. The business and social case

LGBT respondents are less satisfied with their life than the general UK population (rating satisfaction 6.5 out of 10 compared with 7.7). Trans respondents had particularly low scores (around 5.4 out of 10)

“My office is using the word ‘gay’ as an insult or a slang term”

\*Source: Stonewall, April 2018, and [www.gov.uk](http://www.gov.uk)



# What can you do?

## Get involved

Join our mailing list, become a member firm, provide practical support – [contactus@interinvest.org](mailto:contactus@interinvest.org)

## Be visible

Become a role model or an ally

## Amplify the message

- Each one of you can make a difference
- Each one of you has your own sphere of influence
- Each one of you can make the case for diversity and inclusion to the senior stakeholders in your business, and be an ambassador for the industry.

*“I am only one; but still I am one. I cannot do everything; but still I can do something; and because I cannot do everything, I will not refuse to do the something that I can do.” - Edward Everett Hale*



# Keynote address



BANK OF ENGLAND

Sarah John

Chief Cashier, Bank of England

An insight into the character  
selection of Alan Turing for  
the new polymer £50

Banknotes





**James Watt 1736-1819**

# Think Science!

And nominate someone to be the face  
of the new £50 note



BANK OF ENGLAND

# Alan Turing Banknote Concept

**Bank of England**

*Final  
m-config. Symbol Operations m-config.*

$q_i$	$S_j$	$PS_k, L$	$q_m$	$(N_1)$
$q_i$	$S_j$	$PS_k, R$	$q_m$	$(N_2)$
$q_i$	$S_j$	$PS_k$	$q_m$	$(N_3)$

$q_1 S_0 S_1 R q_2; q_2 S_0 S_0 R q_3; q_3 S_0 S_2 R q_4; q_4 S_0 S_0 R q_1,$

**Fifty Pounds**

Alan Turing (1912-1954)

"This is only a foretaste of what is to come and only the shadow of what is going to be"

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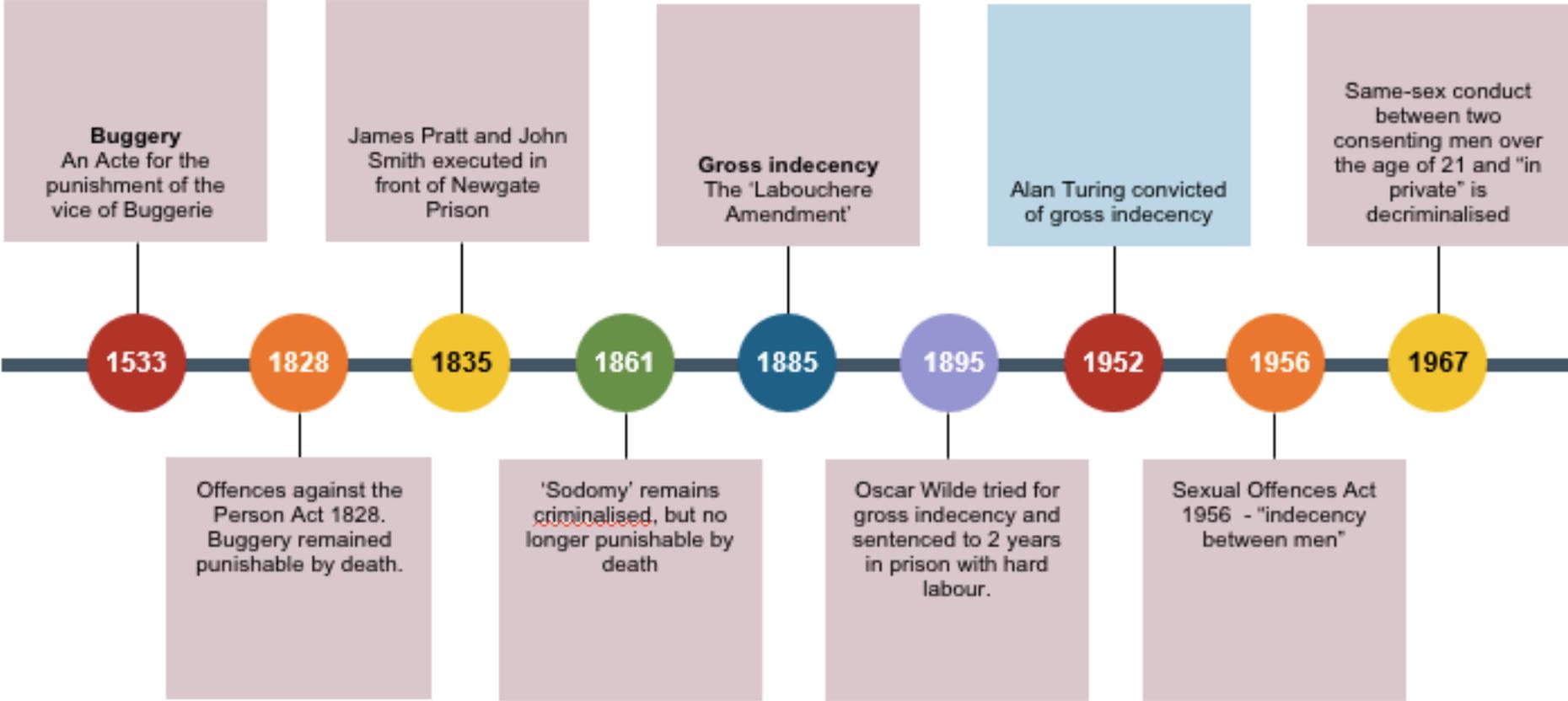
# Disregarding historical convictions and cautions for sex between men

Josh Little

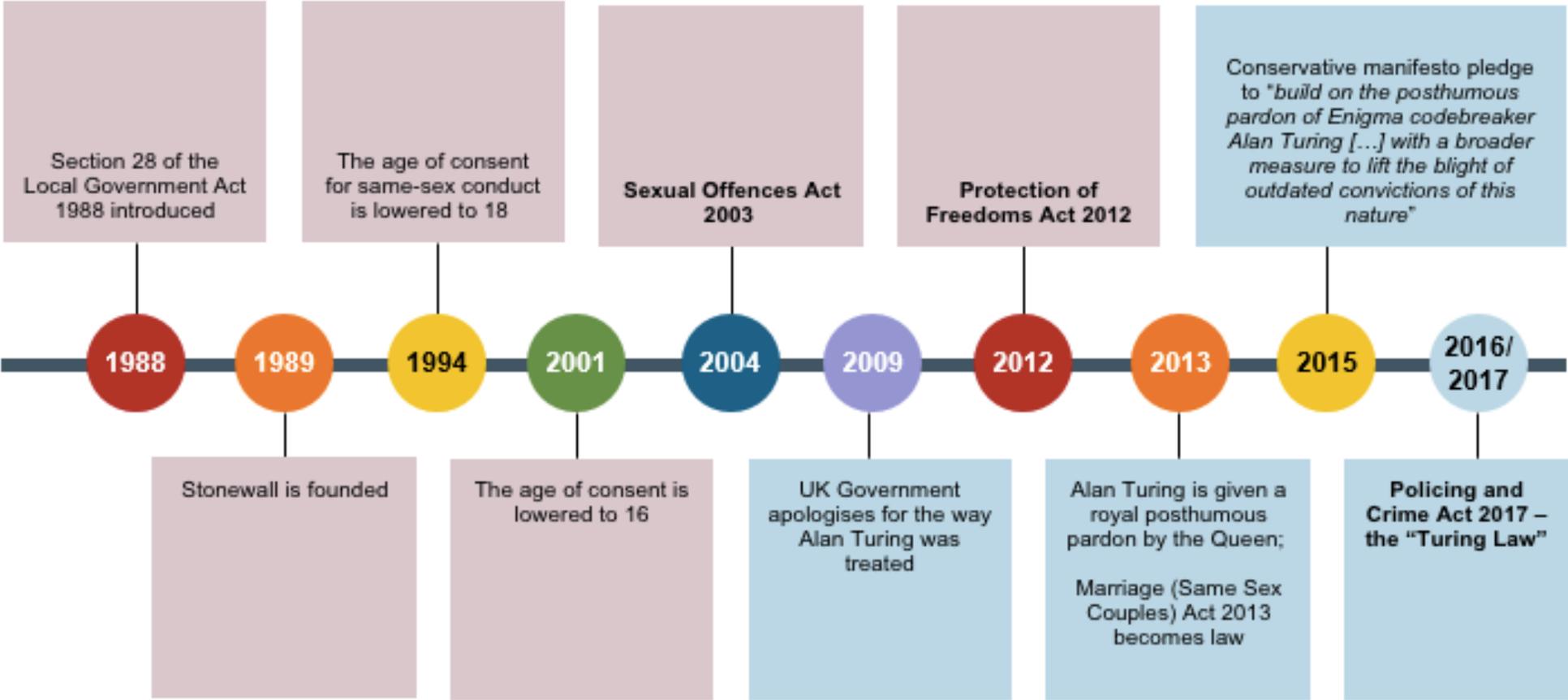
Associate, Allen & Overy

**ALLEN & OVERY**

# A potted history of (de-)criminalisation



# A potted history of (de-)criminalisation



# Limitations of existing 'disregarding scheme'

In  
2010

the Home Office estimated there were approximately 16,000 convictions recorded on the Police National Computer relating to consensual sex between men over the age of 16.

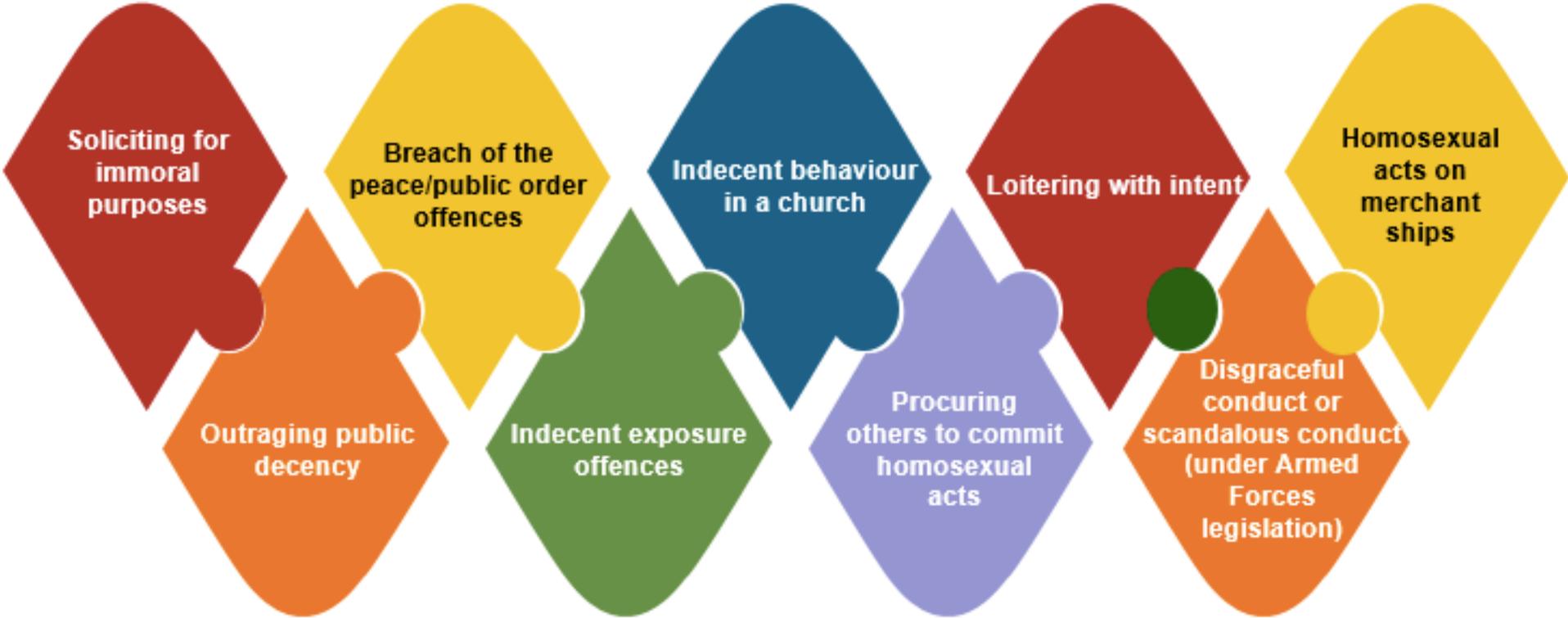
In 2016 it was estimated that, of the 65,000 men convicted under the laws criminalising homosexual acts which are no longer illegal, 15,000 were still alive.

In  
2016

## Protection of Freedoms Act 2012

- Only covered offences of "buggery" and "indecentcy between men"
- Many other criminal offences used to persecute gay and bisexual men for acts that are legal today were not eligible to be disregarded
- Only available to the living; no redress for families of the deceased
- Men living with the convictions or cautions had to apply to the Home Office, involved completing a form with details of the offences
- Only applied in England and Wales

# Ineligible offences



# R v Gray [1982]

“

*A police officer in plain clothes was waiting in a doorway in the Earl's Court district of London at about 11.30 p.m. when many male homosexuals were congregating outside a public house on the other side of the road, as was frequently so at that place and time of day.*

*He said that the appellant was sauntering around and smiling at people outside the public house; then he crossed the road and spoke to a man with fair hair, then to a black man, touching him on the hand or arm, then he smiled and stared at other men.*

*Then he smiled at the officer, whom he clearly believed was a homosexual, and, after a short conversation, invited him back to his nearby flat where, he said, there was whisky and they could both spend the night.*

***Shortly after this the officer revealed his identity and the appellant was arrested.***

”

# What is the 'Turing Law'?

## Policing and Crime Act 2017

- Introduced posthumous automatic pardons for individuals convicted of buggery or gross indecency who died before 31 January 2017
- Extended the disregarding scheme to Northern Ireland
- Amended the disregarding scheme to automatically grant a pardon to any living person who successfully applied for a disregard under the existing scheme
- Introduced a mechanism for bringing additional repealed or abolished offences within scope (although in almost 3 years, none have been included)

## What did it not do?

- Any individuals still alive on 31 January 2017 were not pardoned automatically
- Did not include section 32 (or any other offences) within its scope

# “Gay, unjustly convicted and denied a pardon”

Source: BBC News, 30 September 2019<sup>2</sup>

01 Shortcomings with the “Turing law” – could have gone much further

02 Since 2012, only 191 convictions have been disregarded  
Source: gov.uk, 14 October 2019<sup>1</sup>

03 In nearly three years, no new criminal offences have been brought within scope of the amended scheme

**Alan Turing law: Gay, unjustly convicted - and now denied a pardon**

By Joseph Lee  
BBC News

30 September 2019

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Alan Turing, wartime code-breaker and computing pioneer, was posthumously pardoned in 2013

Two years ago the “Turing law” was passed to right a historic injustice by pardoning gay men convicted in the past because of their sexuality. But fewer than 200 living people have had their convictions wiped out so far. What’s going wrong?

- <https://www.gov.uk/government/publications/statistics-on-the-disregard-and-pardon-for-historical-gay-sexual-convictions/statistics-on-disregards-and-pardons-for-historical-gay-sexual-convictions>
- <https://www.bbc.co.uk/news/uk-49730231>

# Some good news?

**Historical Sexual  
Offences (Pardons and  
Disregards) (Scotland)  
Act 2018 entered into  
force on Tuesday 15  
October 2019**



Wider in scope than the English scheme as it includes any offence that *“regulated, or was used in practice to regulate, sexual activity between men”*.

# A national museum: a rightful place for LGBTQ+ stories

Joseph Galliano  
CEO, Queer Britain



# Closing remarks

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Thank you  
to all of our speakers!

Follow InterInvest on  
Twitter and LinkedIn  
or join our mailing list!  
[contactus@interinvest.org](mailto:contactus@interinvest.org)

Speak to Joseph Galliano  
to find out more or donate to  
Queer Britain!

Thank you for coming –  
enjoy the rest of the evening  
(until 7.30pm)!

Thank you to our supporters...



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