

<b>Subject:</b>	<b>Trans Needs Assessment Action Plan Progress Report</b>		
<b>Date of Meeting:</b>	<b>23 January 2017</b>		
<b>Report of:</b>	<b>Acting Executive Director, Health and Adult Social Care</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Sarah Tighe-Ford</b>	<b>Tel: 29-2301</b>
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<b>Ward(s) affected:</b>	<b>All</b>		

## **FOR GENERAL RELEASE**

### **1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 The Trans Needs Assessment (TNA) provides a comprehensive analysis of current and future needs of local trans people to inform commissioning and delivery of services across the City in order to improve outcomes and reduce inequalities. The NCE Committee receives annual reports on progress against all its recommendations.
- 1.2 The TNA was led by the council's Public Health team with representatives from the trans community. It concluded in 2015 with the publication of the Trans Needs Assessment (link: <https://www.bhconnected.org.uk/sites/bhconnected/files/Brighton%20%26%20Hove%20Trans%20Needs%20Assessment%202015.pdf> ). Progress against the 62 recommendations is being overseen by the city-wide Equality and Inclusion Partnership (EquIP) through a Trans Sub-Group, with membership from all the city organisations with responsibilities within the TNA recommendations. The group is chaired by the Lead Member for Neighbourhoods, Communities and Equality.
- 1.3 This report and appendix A detail progress against the TNA recommendations and identify next steps, including a second Trans Conference in July 2017.

### **2. RECOMMENDATIONS**

- 2.1 That Neighbourhoods, Communities and Equality Committee notes the contents of this report and progress against the recommendations of the Trans Needs Assessment recommendations.

### **3. CONTEXT/ BACKGROUND INFORMATION**

- 3.1 The needs assessment was conducted to implement a recommendation of the 2013 Trans Equality Scrutiny Panel. It also forms part of the BHCC Corporate Plan commitments. Public Health led the production of the Trans Needs Assessment as part of the Joint Strategic Needs Assessment programme (under the Health and Wellbeing Board).
- 3.2 The process was conducted in collaboration with representatives of the trans community and voluntary sector. The steering group included representatives from city wide statutory (including BHCC, NHS and Sussex Police) and community & voluntary sector services. The group reported to the city wide Equality and Inclusion Partnership (EquiP) Trans Sub-group.
- 3.3 The scope of the needs assessment was broad, with health & wellbeing (including NHS gender identity services), community safety and housing identified as key priorities for consideration. Evidence was collected using various methods including a 'data snapshot' exercise; interviews with key stakeholders; and community research conducted by University of Brighton and Brighton & Hove LGBT Switchboard.
- 3.4 The report describes the experience of trans people in using local services and living, working and socialising in the city. The report therefore highlights examples of good practice as well as feedback on where services can be improved.
- 3.5 A full update against all the recommendations is attached in Appendix A.
- 3.6 Examples of work this year include:
- 3.6.1 **Gender neutral toilets** have been installed in a number of city venues, including:
- Brighton Centre
  - Hove Town Hall
  - University of Brighton
  - University of Sussex
- 3.6.2 **Funding and infrastructure support:**
- A specific trans focus is included in the Third Sector investment programme.
  - Community Works: development support to Clare Project and engagement support for trans group representatives
  - Community Works delivered Governance workshop to LGBT groups
- 3.6.3 **Community and Voluntary Sector activities:**
- Clare Project website: [Know your Rights](#) and What can I do about transphobia? developed by Police LGBT Liaison Officer.
  - LGBT HIP and Community works brokered bespoke development support to Trans Alliance.
- 3.6.4 **Training:**
- Delivered by Allsorts; Trans Alliance; Grass Roots; LGBT HIP; and MindOut.
  - Delivered to: Adult Social Care staff; Community CAMHS team; Children's Services; Mediation services; University of Brighton (all Student Services staff, HR staff); University of Sussex (Student Services staff); Community Works membership; Switchboard; MindOut; THT; Over 35 Lesbian and Queer

Gathering; Pavilions (substance misuse service); Brighton & Hove Advocacy Partnership; Assert; the CCG Protected Learning Scheme to 40 non-clinical workers; NHS Cancer Prevention Team; GP training session at the Nuffield.

#### 3.6.5 **Kite-mark:**

LGBTHIP is working with Trans Alliance and other organisations across the city on a LGBT quality assurance scheme, with a specific focus on trans inclusion

#### 3.6.6 **Schools:**

- 8 out of 10 secondary schools have support from Allsorts for 2016-2017.
- A pilot workshop for parents and carers on LGBT identities will take place in Vardean and Stringer schools in February 2017 co-ordinated by the Council.

#### 3.6.7 **Health & Adult Social Care:**

- My Life portal was launched on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community.
- MindOut and Healthwatch Brighton were jointly commissioned by the CCG and BHCC to set up the city's first Trans Advocacy Service. The service provides person-centred advocacy support for trans communities in the city.

#### 3.6.8 **Community safety:**

- Work on increasing trust and confidence.
- Specific requirements in the re-commissioned specialist domestic and sexual abuse service relating to provision for trans\* service users, delivered through an LGBTQI service
- Learning from the pilot GBT\* project will inform practice within specialist services.

#### 3.6.9 **Other Services:**

- Housing: The allocation policy is currently being finalised: trans people were encouraged to take part in the consultation. An EIA was completed on the Allocations Policy, including assessment of impact on trans people.
- Active for Life Team: Trans Can Sport Partnership; trans logo on the front of the Get Active Programme
- Libraries: Into the Outside, the story so far re-examines the city's rich LGBTQ+ past and creates a new archive of queer youth experiences. Partner in Brighton Photo Biennial 2016 - Beyond the Bias: Reshaping Image, exploring gender and sexuality, and the representation of the body.
- University of Brighton: Harassment and Bullying Policy and Student Bullying and Harassment Procedure have recently been updated to include more information about transphobic bullying; Student Services are currently developing guidance for staff on how to effectively support trans students.
- University of Sussex: Deputy Director of HR is developing Trans staff guidance; the Students' Union & Sussex LGBTQ is considering peer mentoring for trans students; Student Life Centre Advisors have been trained to support trans students through transitioning.
- Healthwatch Brighton and Hove met with the Care Quality Commission and the local CQC inspection team for B&H, briefing on the trans advocacy work in B&H, also issues about deficits in NHS services; met with a group of local trans people and in related work with LGBT older people 'Older and Out' in September 2016 gathering personal accounts of NHS and social care experiences; the Trans Advocacy project and issues raised by local trans

people were shared in detail with senior NHS England staff as part of the NHS Leading Together Programme 2016

**3.6.10 NHS England - Charing Cross Clinic:** The Board has decided that the service doesn't sit well in a mental health group and have given notice on the contract. There are current discussions about the next commission and structure of that. Consultation on this has just closed.

### **3.6.11 Trans Conference 2017**

**3.6.11.1** Members of the EquiP Trans Sub-Group are working with Prof Kath Browne to organise this conference in July 2017. The conference will include contributions from trans and non-binary contributors, research on trans/non-binary issues, and training for staff and allies

**3.6.11.2** A first conference in 2016 was well-attended and well-received. Learning from the event is informing the plans for the 2017 conference which will add an academic focus as well as opportunities for training, and sharing good practice and practical approaches.

**3.7** Progress against the recommendations is being overseen by a sub-group of the city-wide Equality & Inclusion Partnership (EquiP). under B&H Connected, the Local Strategic Partnership).

**3.8** Members of the EquiP Trans Sub-Group comprise:

- Representatives of the trans community
- Brighton & Hove City Council
- Brighton & Sussex University Hospitals Foundation Trust
- Clinical Commissioning Group
- HealthWatch Brighton & Hove
- LGBT Health & Inclusion Project
- Sussex Community NHS Trust
- Sussex Partnership NHS Foundation Trust
- Sussex Police
- University of Brighton
- University of Sussex

## **4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS**

**4.1** No alternatives are identified. Responsibility for monitoring progress against the TNA recommendations most appropriately sits with EquiP. This ensures city-wide accountability and avoids duplication of reporting.

## **5. COMMUNITY ENGAGEMENT & CONSULTATION**

**5.1** The TNA process was one of engagement throughout, in the joint leadership of community representatives, the centrality of Trans people's voices and experiences in the report, in their involvement in the development of the recommendations, and in the monitoring of their implementation. This built on the

initial work in the TES which set the foundation of an improved relationship between the council and trans people in the city.

## 6. CONCLUSION

- 6.1 The TNA followed on from the Trans Equality Scrutiny which was a catalyst, locally and nationally, for improvements in service provision for trans people. Building on its approach and findings, the TNA broadened and deepened the opportunities to better address the discrimination experienced by trans people, to improve their experiences of services, and to develop a culture of respect and inclusion across the city.
- 6.2 Progress by all partners continues, building on strengthening relationships, a stronger local trans community and CVS, and a strong commitment by partners to address inequality for trans people.

## 7. FINANCIAL & OTHER IMPLICATIONS:

### Financial Implications:

- 7.1 There are no direct financial implications arising from the recommendation made in this report.

*Finance Officer Consulted: Name Michael Bentley Date: 21/12/16*

### Legal Implications:

- 7.2 There are no legal implications arising from the recommendation to note this report.

*Lawyer Consulted: Elizabeth Culbert Date: 05/01/15*

### Equalities Implications:

7.3

### Sustainability Implications:

- 7.4 None with regard to this monitoring report

### Any Other Significant Implications:

- 7.5 None with regard to this monitoring report

## **SUPPORTING DOCUMENTATION**

### **Appendices:**

1. Final Update on Trans Equality Scrutiny recommendations (Jan 2016)

### **Documents in Members' Rooms**

1. None

### **Background Documents**

1. Trans Needs Assessment - <https://www.bhconnected.org.uk/sites/bhconnected/files/Brighton%20%26%20Hove%20Trans%20Needs%20Assessment%202015.pdf>

*Any of the implications listed below can be included in the body of the report under the heading **Any Other Significant Implications** and especially where they have a significance that should be drawn to Members' attention. Otherwise list them here in appendix 1 or state that there are 'None' under the heading in the report and delete this appendix and upload any relevant appendices to the report.*

Crime & Disorder Implications:

- 1.1 None with regard to this monitoring report

Risk and Opportunity Management Implications:

- 1.2 None with regard to this monitoring report

Public Health Implications:

- 1.3 None with regard to this monitoring report

Corporate / Citywide Implications:

- 1.4 None with regard to this monitoring report

