



**Brighton & Hove
City Council**

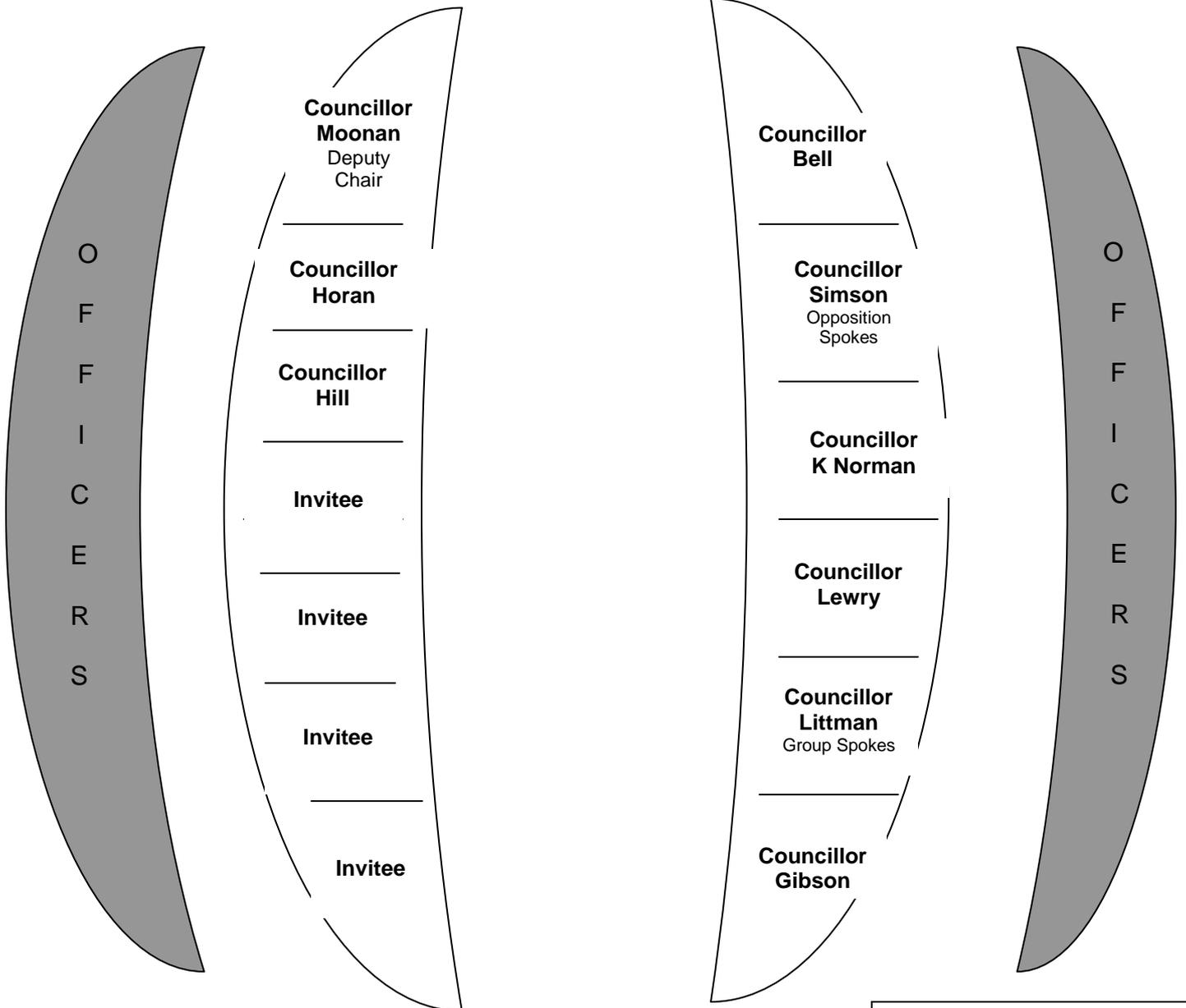
Neighbourhoods, Communities & Equalities Committee

Title:	Neighbourhoods, Communities and Equalities Committee
Date:	23 January 2017
Time:	4.00pm
Venue	Whitehawk Library, Whitehawk Road, Brighton
Members:	Councillors: Daniel (Chair) Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Bell, Gibson, Hill, Horan, Lewry and K Norman,
Invitees:	John Child Clinical Commissioning Group); Joanna Martindale (Hangleton & Knoll Project); Anusree Biswas Sasidharan (Brighton & Hove Police Ethnic Group) and Superintendent James Collis (Sussex Police)
Contact:	Penny Jennings Democratic Services Officer 01273 291065 penny.jennings@brighton-hove.gov.uk

	The venue has facilities for wheelchair users, including lifts and toilets
	An Induction loop operates to enhance sound for anyone wearing a hearing aid or using a transmitter and infra red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival.
	<p align="center">FIRE / EMERGENCY EVACUATION PROCEDURE</p> <p>If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:</p> <ul style="list-style-type: none"> • You should proceed calmly; do not run and do not use the lifts; • Do not stop to collect personal belongings; • Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions; and • Do not re-enter the building until told that it is safe to do so.

Democratic Services: Neighbourhoods, Communities & Equalities Committee

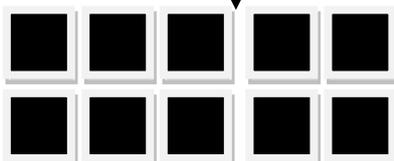
Legal Officer	Assistant Chief Executive	Councillor Daniel Chair	Democratic Services Officer
---------------	---------------------------	-----------------------------------	-----------------------------



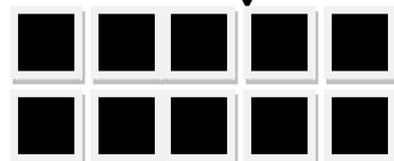
Press

Public Speaker Public Speaker

Public Seating



Public Seating



AGENDA

42 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

43 MINUTES

1 - 12

To consider the minutes of the meeting held on 28 November 2016 (copy attached).

44 PRESENTATION - CITY OF SANCTUARY

Before Proceeding to the formal business of the meeting there will be a presentation by representatives on behalf of "City of Sanctuary".

Life is often desperately hard for asylum seekers and refugees living in exile in the UK. Lots of organisations and individuals in Brighton & Hove are working to support those who come to our city for their safety. The Brighton & Hove City of Sanctuary movement brings them together and provides a simple platform so that others can join in.

People seeking sanctuary have lost their homes and families yet bring all kinds of skills, arts, food and culture, that enrich our city.

City of Sanctuary is a national network, a movement of local groups made up of businesses, community organisations and individuals, all with one thing in common, their belief that sanctuary seekers should be welcomed, and that their contribution to society should be celebrated.

Following the presentation(s), Members will have the opportunity to ask questions following which there will be a short break before proceeding to the main business of the agenda.

45 CHAIRS COMMUNICATIONS

46 CALL OVER

- (a) Items (46 – 49) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

47 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public to the full Council or at the meeting itself.
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 16 January 2017.
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 16 January 2017.

48 MEMBER INVOLVEMENT

13 - 16

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions referred from Full Council or submitted directly to the Committee;
- (b) **Written Questions:** To consider any written questions, question

received from Councillor Knight (copy attached);

- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.

49 TRANS NEEDS ASSESSMENT ACTION PLAN PROGRESS REPORT 17 - 76

Report of the Acting Executive Director, Health & Adult Social Care (copy attached)

Contact Officer: Sarah Tighe-Ford Tel: 01273 292301
Ward Affected: All Wards

50 BRIGHTON & HOVE CITY COUNCIL EQUALITY & INCLUSION POLICY STATEMENT AND STRATEGY 77 - 114

Report of the Acting Executive Director, Health & Adult Social Care (copy attached)

Contact Officer: Sarah Tighe-Ford Tel: 01273 292301
Ward Affected: All Wards

51 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to Council for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk. Agendas are available to view five working days prior to the meeting date.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

Electronic agendas can also be accessed through our meetings app available through www.moderngov.co.uk

For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

WEBCASTING NOTICE

This meeting may be filmed for live or subsequent broadcast via the Council's website. At the start of the meeting the Chair will confirm if all or part of the meeting is being filmed. You should be aware that the Council is a Data Controller under the Data Protection Act 1988. Data collected during this web cast will be retained in accordance with the Council's published policy (Guidance for Employees' on the BHCC website).

For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication Friday, 13 January 2017

BRIGHTON & HOVE CITY COUNCIL

NEIGHBOURHOODS, COMMUNITIES AND EQUALITIES COMMITTEE

4.00pm 28 NOVEMBER 2016

ST RICHARD'S CHURCH HALL, EGMONT ROAD, HOVE

MINUTES

Present: Councillors Daniel (Chair), Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Bell, Gibson, Hill, Horan, A Norman and K Norman

Invitees: Sally Polanski (Community Works), Anusreee Biswas Sasidharan (Brighton & Hove Police Ethnic Group) and Lisa Bell (Sussex Police)

PART ONE

30 PROCEDURAL BUSINESS

30a Declaration of Substitutes

30.1 Councillor A Norman declared that she was in attendance in substitution for Councillor Lewry.

30b Declarations of Interest

30.2 There were none.

30c Exclusion of Press and Public

30.3 In accordance with Section 100A of the Local Government Act 1972 ("the Act"), the Committee considered whether the public should be excluded from the meeting during consideration of any item of business on the grounds that it is likely in view of the business to be transacted or the nature of the proceedings, that if members of the public

were present during it, there would be disclosure to them of confidential information as defined in Section 100A (3) of the Act.

30.4 **RESOLVED** - That the public are not excluded during consideration of any item of business on the agenda.

31 MINUTES

31.1

31.2 **RESOLVED** - That subject to the foregoing amendments the Chair be authorised to sign the minutes of the meeting held on 10 October 2016 as a correct record.

32 PRESENTATION(S)

32.1 Before proceeding to the formal business of the meeting a presentation was given arranged by Community Works from representatives from the Brighton and Hove LGBT community.

32.2 Those attending talked about their lived experience of LGBT mental health issues, the very high levels of poverty and suicidal distress for LGTB people in Brighton and Hove and how MindOut, the LGBT mental health service worked to help people get their needs met, support each other and to raise mental health and community concern.

32.3 All in attendance stressed the important work provided by the small group network (13) groups which underpinned this which represented hugely diverse groups providing practical guidance, support and information; also working collaboratively to in order to source all available funding. The First Trans Advocate in the UK had been appointed in 2016 and that was seen as representing an important step forward.

32.4 Details were given including a photo digest of the events that had taken place during the last year including "Pride"

Following the presentation(s), Members had the opportunity to ask questions following which there was a short break before proceeding to the main business of the agenda.

32.5 The Chair, Councillor Daniel thanked all present for their informative contribution which had served to indicate the valuable work taking place across the city.

33 CHAIRS COMMUNICATIONS

33.1 The Chair, Councillor Daniel, welcomed everyone to that days meeting at St Richard's Hall.

33.2 The Chair stated that she would like to use her communications to draw people's attention to a few key events and activities happening and to give her thanks for the hard work and dedication of public sector workers and the citizens of this city for their ongoing efforts to help protect and improve lives of our more vulnerable citizens.

- The Chair thanked everyone who had attended the vigil for Transgender Day of Remembrance on 20 November at the Dorset Gardens Methodist church. A very poignant and moving vigil remembering the lives lost sadly in our own city and around the world from transphobic violence.
- The very same weekend, Nicky Cambridge from the Council's Policy Team had attended a community led LGBTQI congress in Turin. She was invited through our participation in the European Rainbow Cities Network and spoke particularly about our Trans equality work which was seen as good practice nationally and internationally. In particular Turin City Council was interested in the Trans Needs Assessment and how they could go about undertaking such a piece of work. As part of a Transgender Day of Remembrance event, she spoke to the city's Mayor and Lead Councillor about the work and met with local Trans activists.
- Also on November 20, the Interfaith Contact Group held a moving inter-faith service dedicated to compassion, part of inter-faith week 13 - 20 November.
- In recognition of International Restorative Justice Week two key events had been held in the city. On 23 November there was an event in Brighton Town Hall celebrating the successes of 'Our Restorative City' with a focus on innovating interventions with young people, in education and in tackling isolation. On 24 November there was a celebration, at the Bridge Community Centre, with the city gaining the Restorative Standard Quality Mark (RSQM) in its adult post-conviction work.
- We had also been playing our part in the 16 Days of Action for the Elimination of Violence against Women which would run from 25 November (the UN International Day of Elimination of Violence against Women) to the 10th December (Human Rights Day). A range of events had taken place and were continuing to happen, including a half day coercive control conference, a Reclaim the Night March, RISE's annual Living Library, Survivors' Network Open Space Conference and a Charity Chuckle fundraiser. Full details of what's happening can be found on the Safe in the City website.
- The Chair said that she would also like to take the opportunity to remind everyone that last year the council had proudly secured White Ribbon Accreditation, which demonstrated its collective commitment to ending violence and abuse. As part of that I would like to encourage councillors, staff and members of the public to make or renew their own personal commitment to end violence and abuse by taking part in the White Ribbon campaign. This involves making a pledge to never to commit, condone, or remain silent about violence and abuse. This could be done online at www.whiteribboncampaign.co.uk/makepledge

- Lastly, as many were aware it was World Aids Day on Thursday 1 December. So alongside our white ribbon everyone should be wearing their red ribbons with pride to raise awareness and show support for people living with HIV.

33.3 **RESOLVED** – that the content of the Chair’s Communications be received and noted.

34 **CALL OVER**

34.1 All items on the agenda were reserved for discussion with the exception of:

Item 38 – Power of Volunteering Action Plan.

35 **PUBLIC INVOLVEMENT**

35a **Petitions**

35.1 There were none.

35b **Written Questions**

35.2 Notification of one question had been received and had been circulated to the Committee as an addendum to the main agenda. Ms Des Moulins was invited to put her question set out below:

“Power of Volunteering Action Plan – (Item 38 on the agenda)

“We note the papers say that the implementation group has met on numerous occasions but were disappointed to see that the only action attached to accessible volunteering is to update the university website. Do members of the Implementation group have the expertise to ensure that accessible volunteering is made a reality within their organisations across the city?”

35.3 The Chair, Councillor Daniel, responded stating that it had been recognized that this issue needed to be addressed and confirmed that this would be pursued going forward. It took time to look at what each organization was doing and what was needed in terms of capacity building. In due course a further report would come to Committee detailing and seeking approval to a collaborative programme of work.

35.4 Ms Desmoulins responded stating that she was happy to note all that had been said but had wanted to highlight the importance of publicising what had been achieved to date and the need to ensure that partners shared training opportunities and had the ability to learn from each other.

35.5 **RESOLVED** – That the question and response given be noted.

35(c) **Deputations**

Protect our Community from Alcohol Misuse and Anti Social Behaviour

- 35.6 A Deputation had been referred from the meeting of Full Council details of the original deputation and the response which had been given at that meeting had been circulated to the Committee for their information included with the agenda papers for the meeting. At her discretion, the Chair had agreed that the lead petitioner, Sir Ron Dewitt be permitted to address the Committee for 5 minutes. Sir Ron was called forward and invited to address the Committee.
- 35.7 Sir Ron explained that notwithstanding the response which had been given at Full Council residents were concerned that greater powers be used to address these problems than currently appeared to be the case from estate agents marketing properties and from business owners themselves. Adequate day centres and resources were required within the diminishing resources available. Those with complex mental health and other needs and those who were rough sleepers or were afflicted by addictions needed support to ensure that they did not exacerbate problems which had already reached breaking point. There was a need to enforce the licensing regime and to create a safer space within the city. LAT's and the public were beginning to lose faith in the Council and wanted to ensure that suitably robust measures were in place in advance of the following summer.
- 35.8 The Chair stated that as Sir Ron had raised different issues from those originally brought forward at Council, it would be more appropriate given that they related to licensing matters for the issues raised to be forwarded to the Safe in the City Partnership, rather than the Police and Crime Commissioner as suggested in the report as in her view that would be a more appropriate Forum. Councillor Simson and other Members concurred. Councillors Gibson and Littman agreed, but remained of the view that the matter should also be referred to the Police and Crime Commissioner. That was lost on a vote however and the proposed amendment was carried.
- 35.9 **RESOLVED** – (1) That the Committee receives and the contents of the Deputation and response provided (attached as an appendix to the report).
- (2) That the Committee formerly resolves that a copy of this report, appendix and an extract from the minutes of this meeting be forwarded to the Safe in the City Partnership for their consideration.

Please Protect Hangleton & Knoll Youth Services

- 35.10 The Chair explained that she had been notified of two other Deputations which she had permitted to come before the Committee as she considered it was important for groups to have the opportunity to voice their concerns about potential funding cuts ahead of the budget process. Each group would be allowed to speak for 5 minutes in support of their respective deputations.
- 35.11 Representatives of the Hangleton & Knoll Youth Project including young people who belonged to and had been helped by it and their parents were in attendance and spoke regarding their grave concerns regarding the impact potential funding cuts could have on this well established and valuable project which had provided a much needed resource in the area with which young people had engaged and which had provided them with opportunities to flourish. The weekly drop in sessions were well attended and

the project had helped to provide a focus which had supported young people with during the period of transition from childhood to young adult hood. A period when mental health issues associated with bullying and feelings of insecurity for example could be to the fore. Young people involved considered that the project had given them somewhere to go, helped to prevent them from getting into trouble and kept them out of trouble. It had also provided them with the opportunity to take on responsibilities. The impact of any cuts would be keenly felt and would have an extremely detrimental impact.

35.12 The Chair thanked those present for their Deputation stating that Members had heard and noted what had been said and would be therefore be aware of that when budget decisions needed to be made.

35.13 **RESOLVED** - That the Deputation be noted.

Sister's Uncut - Potential Cuts to Service Provision Services for Victims of Domestic Violence

35.14 Sacha Williams was in attendance representing "Sister's Uncut" a local and international feminist group which was pledged to support those who were victims of domestic violence and to resist cuts in funding to the various support services available to them which were already severely stretched. Safety should be a "right" not a privilege and it was a salutary fact two women died in the UK in consequence of domestic violence every week. Those who were disabled, transgender or from immigrant communities were also vulnerable.

35.15 It was not appropriate for Government and others to remove funding and "slam" doors without ensuring that the required level of support was in place. In order to meet very real needs such services could not be delivered on a shoe string or to the same level as currently for less money. Those who were vulnerable and abused needed to be protected.

35.15 The Chair thanked MS Williams for her Deputation stating that Members had heard and noted what had been said and would be therefore be aware of that when budget decisions needed to be made. Whilst direct Home Office funding was due to cease this Council took the issues very seriously and was working pro-actively with partners including the Police to mitigate this including its work in funding the Survivors Network, the Council was itself facing major cuts in funding. No budget decisions had yet been made and it was timely for these issues to be raised now.

35.16 **RESOLVED** - That the Deputation be noted.

36 MEMBER INVOLVEMENT

36a Petitions

36.1 There were none.

36b Written Questions

36.2 There were none.

36c Letters

36.3 There were none.

36d Notices of Motion

36.4 There were none.

37 RESPONSE TO THE REPORT OF THE FAIRNESS COMMISSION

37.1 The Committee considered a report of the Executive lead Officer, Strategy, Governance and Law presenting the Council's response to the recommendations of the Brighton and Hove Fairness Commission.

37.2 The processes used for coordinating, responding to and responding to and managing the recommendations within the Council as well as setting out the wider city partner responses and the arrangements for implementation and governance going forward were set out. Appendix 1 to the report set out detailed responses received to each recommendation and supporting information regarding timescales, responsibilities and budget where relevant.

37.3 It was noted that full implementation would be a long term process and that the recommendations would be used to influence, level and affect change across a wide range of services and that the council would ensure that the recommendations were embedded into its core business planning and performance frameworks. The Fairness Commission had been undertaken in a short timeframe during which it had heard from a huge number of contributors which had resulted in the final report including a significant number and range of recommendations at a time of reducing budgets.

37.4 Councillor Simson referred to Recommendation 49 which related to "Poverty Proofing the School Day". Whilst considering that this should be put into place if needed she considered that this should not be applied on a blanket basis in the absence of discussions taking place with individual schools first, this might not be needed at all schools. Given current financial constraints, Councillor Simson stated that she was anxious that available funds were applied where they were most needed.

37.5 The Chair, Councillor Daniel agreed stating that it was timely for such discussions to take place in advance of budgets being set as they could then inform the decision making process. It was confirmed that following approval of the recommendations further discussions would take place, with the schools and with other partners in relation to the relevant areas to ensure that available funding was utilised appropriately.

37.6 Councillor Simson referred to recommendation 5 of the report stating in her view the word "monitoring" needed to be added before the word "delivery". There was agreement by the Committee that this would be appropriate and this was taken up as an amendment and voted upon when the Committee considered the report recommendations.

- 37.7 Councillor Simson stated that a number of the points and recommendations which had come forward had also been highlighted as a result of earlier scrutiny panels, the Social Value Scrutiny and in relation to street clutter were cited. In view of the longer term aims of the Fairness Scrutiny she was anxious that the outcomes from this earlier work were not lost.
- 37.8 Councillor K Norman agreed, commending the work which had been carried out, especially by colleagues on the Cross Party Member Working Group of which he was aware that Councillors Littman and Simson had been Members. This represented a valuable piece of work and valuable pieces of work had been undertaken in the past it was important that these were not lost sight of.
- 37.9 Councillors Moonan and Littman concurred agreeing with the approach which had been adopted, considering that it was important to “future proof” the recommended approach. Councillor Littman considered that against the backdrop of reduced funding it was important to ensure that this work was carried forward, an important tool in ensuring that was achieved in his view was to bed this into the EIA process which would ensure that it fed into the budget process and that an appropriate level of on-going monitoring took place.
- 37.10 Councillor Gibson considered that as this work was cross-cutting across a number of departments and budgets that it would be appropriate for the relevant strands to go forward to the appropriate individual committees. Councillor Littman concurred in that view. The Chair, Councillor Daniel stated however that that this could result in a delay. Following approval by the Policy and Resources Committee work would continue within the Council and with its partners. The Chair sought confirmation from the Committee as to whether they wished to pursue that approach but it was rejected by the remaining eight remaining Committee Members.
- 37.11 Anusri Biswas Sasidharan, asked whether there were provisions in place which enabled the Fairness Commission to challenge proposed budget cuts. It was explained that whilst they did not have the ability to do that by feeding into the budget process Members would be aware of all germane issues when making their decisions.
- 38.12 Sally Polanski, stated that in view of the involvement of external partners which had fed to both the consultation process and the subsequent process in addition to their role as independent members it was important to ensure that all partners were fully involved in the process to ensure that all agencies were working in tandem. Third Sector Partners had believed they were working collaboratively in putting together a Youth Strategy but had subsequently found that what was anticipated was not what was actually in place, this needed to be addressed. The Head of Communities and Equality, Emma McDermott, explained that a meeting was being arranged with voluntary sector representatives at an early date to ensure that the necessary processes were embedded and monitored.
- 38.13 The Chair, Councillor Daniel, then moved to the vote. She asked whether Members were minded to Councillor Simson’s proposed amendment to recommendation 5 (highlighted below). Members voted unanimously in agreement.
- 38.14 The Chair, Councillor Daniel stated that in view of Members concerns that appropriate measures were in place to ensure that appropriate levels of monitoring were in place

she proposed that an additional recommendation be approved (as set out below). This was seconded by Councillor Littman and Members voted unanimously in agreement.

“(6) That going forward it is recommended that the strands identified should be subject to an EIA attached in order to seek to ensure that the improvements and changes sought are monitored and an assessment is capable of being made as to whether they are being achieved.”

37.15 **RECOMMENDATIONS:**

That the Neighbourhoods, Communities and Equalities Committee are:

RESOLVED – (1) That the Committee welcomes and agrees the responses detailed in Appendix One to this report;

(2) That the Committee agrees with the outcomes of the cross party Member working group process; including the decision to prioritise 15 recommendations as set out in Appendix Two to the report;

38 **POWER OF VOLUNTEERING ACTION PLAN**

38.1 The Committee considered a report of the Acting Head of Public Health which provided an update on the short term actions proposed by the council (appendix 1) to help deliver the commitments in the Power of Volunteering. The council was a member of the Volunteering Implementation Group (VIG), established under the City Management Board (CMB), to develop and oversee delivery of the Power of Volunteering action plan. All the key public sector organisations in the city were members of the VIG. Appendix 2 of the report included actions proposed by the other members of the VIG: University of Brighton, BSUH, and CCG. At time the report was produced East Sussex Fire and Rescue Service, Sussex Police, City College and Kent, and Surrey, Sussex Community Rehabilitation Company also members of the VIG were due to submit their plans. Also provided (appendix 3) was a diagram of the key groups/forums driving volunteering improvements in the city.

32.2 **RESOLVED** – (1) That NCE committee approve the council’s actions to deliver against the commitments in the Power of Volunteering as set out in Appendix 1; and

(2) That NCE committee notes the actions proposed by the other public sector organisations in the Volunteering Implementation Group.

39 **RACE EQUALITY OF EMPLOYMENT AND SKILLS IN BRIGHTON & HOVE**

39.1 The Committee considered a report of the Acting Director of Public Health, Executive Director, Families Children and Learning, Executive Director Economy, Environment and Culture reporting on the work of the Brighton & Hove BME Needs Assessment Steering Group in relation to BME people in the City.

39.2 The Head of Communities and Equality, Emma McDermott accompanied by Gino Fox who carried out research on behalf of the Council gave a presentation highlighting the headlines which had been identified by this piece of work The purpose of the report had

been to provide an accessible overview of statistics about Black and Minority Ethnic (BME) people living, working or studying in Brighton & Hove. The ultimate aim of the report being to create a shared sense of priorities.

- 39.3 The snapshot report showed that the number of residents identifying as BME had increased across all ethnicities between 2001 to 2011. The BME population in Brighton & Hove had grown from 12% in 2001 to 19.5% in 2011, which was higher than the average in the South East. Further scrutiny of the snapshot report had resulted in the BME Needs Assessment Steering group deciding to focus on the variation between different ethnic groups in terms of economic activity and to look at the variation between the genders. Whilst as a whole unemployment and employment rates for BME people were comparable with the white British population a more detailed analysis had shown barriers to accessing and maintaining employment appeared to be a significant issue for specific individuals from specific BME communities. On 20 October Full Council had approved the CESP. Four action groups had been established to deliver the CESP Strategic Map and the Learning, Employment and Skills Partnership would have overall responsibility for the CESP along with the City Management Board. The full research report completed by the appointed consultant Ottaway Strategic Management Ltd on addressing barriers to work for BME people in Brighton and Hove including the recommended actions was set out in appendix 1 to the report.
- 39.4 Councillor Bell stated that the report was very interesting and enlightening in serving to highlight areas where there was still further work to be done. The Chair, Councillor Daniel concurred, welcoming the report and explaining that it would be beneficial in her view if members could identify action points which they would like to see pursued going forward.
- 39.5 Councillor Littman agreed, welcoming the report which indicated that although the situation had improved the Council was itself still playing “catch up” in some areas. Councillors Moonan and Hill concurred and Councillor Moonan said that this piece of work represented a timely wake-up call which provided a tool to enable priorities to be set for the medium and longer term. There was an under representation of those from BME backgrounds amongst councillors themselves, that also needed to be addressed.
- 39.6 Councillor Moonan stated that going forward it was also important to have appropriate mechanisms and internal processes in place to monitor activity so that it would be possible to measure whether or not those mechanisms were effective and to take action if they were not. It was important for Members to be involved in the process and for those in senior leadership positions to be pro-actively involved too. Effective governance would be key to success.
- 39.7 Councillor Simson considered that proposals to ensure involvement of all stakeholders was important considering that it would be beneficial for an initial meeting to take place before proceeding to the next stage, Councillor Miller also supported that view.
- 39.8 In responding to the points that had been made The Head of Communities and Equalities confirmed that a further report would be brought back to the Committee in 12 months.

- 39.9 **RESOLVED** – (1) That the committee welcomes the research and its findings and agrees the recommendations;
- (2) That committee refers the research report to the Children, Young People and Skills Committee and the Economic Development and Culture Committee for information;
- (3) That committee refers the research report to the Learning and Skills & Employment Partnership and the City Management Board for consideration as part of their responsibility for overseeing the delivery of the CESP action plan;
- (4) That committee requests that the work plans of the appropriate CESP action groups be reported back to committee for consideration of how the research findings and recommendations have been incorporated; and
- (5) That committee instructs officers to bring a report back in 12 months detailing how the research recommendations have been progressed.

40 SUMMARY REPORT: DOMESTIC VIOLENCE AND ABUSE, SEXUAL VIOLENCE AND VIOLENCE AGAINST WOMEN AND GIRLS

- 40.1 The Committee considered a report of the Executive Director of Finance and Resources the purpose of which was to provide an overview in relation to Domestic Violence and Abuse (DVA), Sexual Violence (SV) and Violence against Women and Girls (VAWG), setting out the strategic context, describing the extent and impact of these crime types in the city, and identifying trends, issues and emerging risks, as well as summarising commissioning and partnership activity.
- 40.2 The Head of Community Safety, Peter Castleton and James Rowlands, VAWG Commissioner, gave a joint presentation highlighting the key issues. There were likely to be increasing pressures in consequence of some Home Office funding streams which were due to cease and if those funding gaps could not be filled reductions would need to be made. Other funding streams including approaches to potential corporate funders were being actively pursued. The Chair, Councillor Daniel, stated that she was aware of the work that had been and was being done to seek to support this work going forward the outcomes of which were not yet known.
- 40.3 Sally Polanski, voluntary sector stated that she was aware that this formed part of a national picture a co-ordinated approach was required with all partners to ensure that initiatives could be supported strategically in the longer term.
- 40.3 Councillor Littman considered that this information was very worrying against a backdrop of growing demand for support services. Councillor Simson agreed stating that if there was a reduction it would simply build up increased problems for the future. It was explained that presently work was being done in concert with the Police and other partners to look at how demand/services could be met in a different way.
- 40.4 The Chair, Councillor Daniel, confirmed that this was a challenging conundrum to which there were no answers yet, all involved were working incredibly hard to try to ensure what was needed was provided.

40.5 **RESOLVED** – (1) That the Committee notes the indicative timetable for the review of the city’s VAWG Strategy, the proposal that this becomes a DVA, SV and VAWG Strategy, and agrees that the revised strategy is tabled at a future meeting for approval;

(2) Notes that the reporting of DVA and SV is increasing and that:

(i) While a re-commissioned specialist service is in place this is likely to operate within a reduced joint commissioning budget and will require outcomes to be prioritised;

(ii) There is a risk to the provision of prevention and recovery services, which are likely to be de-commissioned in 2017-18; and

(3) Advocates a comprehensive and detailed review of the response to these forms of violence and abuse across all service areas.

41 ITEMS REFERRED FOR FULL COUNCIL

41.1 There were none.

The meeting concluded at 7.20pm

Signed

Chair

Dated this

day of

**NEIGHBOURHOODS,
COMMUNITIES & EQUALITIES
COMMITTEE**

Agenda Item 48 (b)

Brighton & Hove City Council

Subject: Member Question Received from Councillor Knight
Date of Meeting: 23 January 2017
Report of: Executive Lead for Strategy Governance & Law
Contact Officer: Name: Penny Jennings Tel: 29-1065
E-mail: penny.jennings@brighton-hove.gov.uk
Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 To consider and respond to the question received from Councillor Knight which is set out below:

Dear Chair of NCE Committee,

Currently the voluntary and community sector services for young people that are in receipt of council funding are outlined for cuts of up to £400,000 a year. This covers a range of services from youth centres, to specific mental health and sexual health support, youth work but also access to days out, a safe space and targeted work with some of the most vulnerable young people in our city.

For many young people youth services will be the difference between them overcoming barriers or slipping through the net, and having the opportunity to succeed with their aspirations rather than ending up in an unsupported or unfavourable situation. Although I recognise the efforts made to protect the statutory youth services that provide care for young people often at the point of crisis, I would like to highlight the Equalities Impact Assessment findings on the youth services cuts to NCE, which shows that eroding non-statutory services will still have an unacceptable impact on equality and community cohesion across our city.

The EIA includes the following:

“Increased vulnerability of young people, including those with protected characteristics following the closure or reduction of youth work provision where they can access confidential support and guidance from an adult with

respect to exploring their identity, finding acceptance or finding out about other services.”

*“Changes to youth services will **specifically impact on young people and their families**. By stopping the general youth service this will reduce the numbers of young people receiving this support. The provision of confidential advice and signposting to other services will no longer be available.”*

It is our responsibility as a local authority to give every child an equal opportunity and to not knowingly exacerbate discrimination or to further cement social isolation and exclusion.

Non-statutory services provided by the voluntary and community sector are there for all children, not just those ‘in crisis.’ Targeted voluntary and community sector youth services are also offered to combat the discrimination faced by BME, LGBT, disabled and any marginalised young people including our unaccompanied asylum seeking children. These community based services ‘level the playing field’ for our young people because they give each child access to the means to succeed, irrespective of their income, background, orientation or disability.

These are also the findings of the Fairness Commission, commissioned by the city council and brought to NCE committee on 28th November 2016. Under the reasons for this Commission being made, the policy context references the Corporate Plan’s objectives (section 1.7) *“The Corporate Plan 2015-19 sets out our purpose, values and priorities. The principles working across the plan include our commitment to increasing equality and ensuring everyone is able to share in the city’s prosperity.”*

The Commission, in its recommendations, details that:

“... effective youth-led, neighbourhood-based youth work is vitally important not only to outcomes for young people but also to the communities in which they live, increasing understanding and improving relationships between the generations.”

“Every child born in Brighton & Hove should have the very best and fairest start in life, especially those who are living in vulnerable circumstances or in poverty, and ensuring the opportunity to realise their potential is the best investment Brighton & Hove can make, for its children and young people, as well as for the city’s future prosperity.”

In questions to CYPS committee of January 9th 2017, young people have explained how cuts will cause some parts of the city to be more disadvantaged than others. Areas of the city with youth centres are generally further out from the centre, located in areas of higher deprivation, so families will be hit with the double impact of travel costs and activity costs if they collapse.

Removing youth provision is likely to increase city wide inequality and concentrate access to particular areas only.

In responding to the Fairness Commission, NCE Committee have selected 15 of the Fairness Commission's recommendations as 'priority areas.' One of these, 'Item 54,' does refer to young people, and states that it is the responsibility of the committee to ensure that:

"The council's city wide Corporate Parenting Board should find new ways to genuinely include children and young people; especially those in or recently leaving care."

I note that another recommendation referring to young people, no.56, was not adopted as one of the main priority areas. It states:

"The council should continue to work with local support projects to ensure policies are inclusive and that all children receive the support they need. (ensuring diversity of CYP voices/participation)."

As you are the committee with overall responsibility for coordinating the council's approach regarding communities and neighbourhoods, third sector, community safety and resilience, equalities and inclusion, and given the above, I therefore ask the committee to rethink including recommendation no. 56 of the Fairness Commission as a priority area.

This would take the total number of recommendations adopted by NCE to 16.

With kind regards

Councillor Amanda Knight

*Member of Children, Young People and Skills Committee
Member of Corporate Parenting Board*

Subject:	Trans Needs Assessment Action Plan Progress Report		
Date of Meeting:	23 January 2017		
Report of:	Acting Executive Director, Health and Adult Social Care		
Contact Officer:	Name:	Sarah Tighe-Ford	Tel: 29-2301
	Email:	sarah.tighe-ford@brighton-hove.gov.uk	
Ward(s) affected:	All		

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

Trans Needs Assessment – update on recommendations December 2016

NB: Recommendations are listed by lead partner. If a recommendation involves more than one organisation it is listed under each partner.

Other additional trans work is included at the end, along with an update from NHS England.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
<p>City organisations</p>	<p>2. City leaders should consider how Trans* Pride and the trans community & voluntary sector can be supported to increase the resilience of the trans community.</p> <p>42. City organisations such as BHCC, NHS, universities and transport operators to promote visibility, positive representation and inclusion of trans people in publicity materials.</p> <p>43. City organisations such as BHCC, NHS, and universities should promote the introduction of gender neutral facilities (including toilets and changing rooms) in new and refurbished buildings.</p>	<p>2. As described below a number of city organisations are working with a funding trans community groups to develop capacity and resilience.</p> <p>42. Some updates are provided below, but there is currently no mechanism for gathering this information across the city.</p> <p>43. Information is included below, but there is currently no mechanism for gathering this data across the city.</p> <p>Gender-neutral toilets have been included in all recent new builds at the University of Brighton (e.g. new Student Centre at Grand Parade site) and will be included in the design</p>	<p>2 and 42. University of Brighton: The University’s Alumni and Philanthropy department has launched a Brighton Titans campaign which celebrates the achievements of various UoB graduates. The campaign includes trans activists Paris Lees and Fox Fisher: https://blogs.brighton.ac.uk/alumni/2016/11/02/meet-brightons-titans-arts-and-humanities/ Paris Lees was awarded an honorary degree by the University in recognition of her major contribution to the understanding of trans identity in contemporary society as a journalist and cultural commentator: https://www.brighton.ac.uk/about-us/news-and-events/news/2016/07-27-prize-winning-equality-campaigner-and-journalist-honoured.aspx She also narrated a short film introducing the University’s new Strategy.</p> <p>43. University of Brighton: Gender-neutral toilets have now been introduced to all University buildings. The gender-neutral toilets can be identified by signage showing a symbol of a toilet and the line ‘For everyone.’</p> <p>See also additional information from the Brighton centre at the end of this document.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>for all future new builds. A proposal to introduce gender-neutral toilets to current buildings is going to the University's Equality and Diversity Committee in January 2016. If approved, the plan is to introduce gender-neutral toilets to current buildings at all five campuses by October 2016.</p> <p>The University of Sussex has gender-neutral toilets in all buildings with the exception of Sussex House which has physical restrictions on this provision.</p>	<p>University of Sussex: We are seeking confirmation that gender-neutral toilets are included in the design of all planned new buildings.</p> <p>We have a gender neutral changing room in one of our Sport complexes and another is planned in the refurbishment of the second Sports building.</p>
BHCC – all council	<p>3. BHCC and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p> <p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.</p> <p>5. BHCC, the CCG and trans community & voluntary sector</p>	<p>3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.</p> <p>4. As no. 3, and through the council's ongoing discretionary grants funding.</p> <p>5. To be discussed.</p>	<p>3. Trans groups receiving capacity building training including governance and fundraising. Evidence of impact is being analysed and due January 2017. A review of progress to date has led to discussions by the BHCC Community Engagement Coordinator in September 2016 with key trans groups and CCG to develop a specific trans lot to be developed in the Third Sector investment programme to complement LGBT work and this has been advertised as an open process through the Communities and Third Sector Prospectus. Bids are currently being assessed as of November 2016.</p> <p>4. As no 3 and ongoing work of the Communities fund. A Trans Advocacy project has also been supported by City Council and CCG</p> <p>5. Clare Project website has section Know your Rights- developed by LGBT Liaison</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services) • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. <p>10. The BHCC Trans Champion should report annually to community members on progress in improving the trans inclusion of services.</p>	<p>10. To be discussed at the Equip Trans sub-group</p>	<p>Officer. This includes information on the Equality Act, Hate Crime reporting and Deed of Name Change.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project. These were distributed at Trans Pride 2015 and 2016: <i>What can I do about transphobia?</i></p> <p>5. My Life portal was launched on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community. The development of the portal has included close working with internal BHCC services as well as the CCG and the community & voluntary sector within the city. The site is maintained regularly and new information is regularly added. http://www.mylifebh.org.uk/support-groups-charities?fwp_charities=lesbian-gay-bisexual-transgender-lgbt</p> <p>No further development on holding a specific event. This will need discussion with our internal and external partners within the city to explore options.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>56. BHCC and other services should ensure continuing provision of trans awareness training for their respective workforces.</p> <p>62. BHCC should consider the development of a scheme to identify and promote trans friendly businesses and organisations throughout the city, eg. gyms, clothes shops,</p>	<p>56. The council has delivered trans awareness training for some front-line staff in Adult Social Care and Housing.</p> <p>Awareness sessions were also run by the Communities, Equality & Third Sector team for council employees and managers who sit on the council's Directorate Equalities Groups.</p> <p>The induction programme for new Members included a session on trans awareness.</p> <p>It is unlikely, given the council's need to achieve significant financial savings over the next 4 years, that it will be feasible to deliver a specific programme of trans awareness training throughout the workforce.</p> <p>However, the council will explore the inclusion of elements of trans awareness training as part of its Equality & Diversity Workshops and the corporate e-learning. Other ways of running training internally are also being discussed, with the possibility of payments for reps from the trans community to attend to contribute their perspectives.</p> <p>62. Further exploration and development of Safe Space and kite-marking schemes.</p>	<p>56. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. This is delivered by Allsorts.</p> <p>62 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. It will require evidence of what people are doing to be accredited.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	night clubs, letting agents etc.		<ul style="list-style-type: none"> • LGBT HIP and TA are in the process of developing our primary care kite-mark which will be delivered to GP surgeries in early 2017, aiming to roll out to pharmacies and dentists later in the year. LGBT HIP consulted on this and there has been work with 'Pride in Practice' as well as GPs and the CCG. The project seems well supported and TA plan to go forward with select pilot surgeries before answering general demand across the city. • Contact has been made with the older LGBT people's project and housing at the council, with a meeting planned in 2017 to take forward ideas. • The lead person and the TA have also been delivering training to the YMCA and are continuing to assist the organisation make its housing provision trans friendly. This may become a model to share with other housing projects. • Estate agents and letting agents, especially those who display Pride flags or rainbow stickers, will be approached as the kite-mark develops. • As for Freedom Leisure, they have expressed interest and will have capacity to pick this up in 2017. Work has been done with Trans Can Sport to explore how this might fit best within the city's exercise and fitness provision. • TA is exploring partnerships with other

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
			<p>LGBT groups to explore outreach and training opportunities</p> <ul style="list-style-type: none"> The night-time economy: conversations with Safe Space (an after-hours welfare project on West St) have begun to make Brighton's nightlife trans inclusive.
<p>BHCC – Children’s Services</p>	<p>12. Children and Young People’s Services, including Child & Adolescent Mental Health Services (CAMHS), to promote information to support parents of trans and gender questioning children (eg. Allsorts’ toolkit for parents of trans children).</p>	<p>12. Update</p> <ul style="list-style-type: none"> CAMHS currently has a Teen to Adult Personal Advisor (TAPA) worker working with Allsorts. If a young person identifies as being trans or questioning their gender identity Community CAMHS would be referred or signposted to Allsorts and or the Gender Identity Service at the Portman Clinic with their and their parent’s consent. A worker from Allsorts will be invited to Com CAMHS team meeting to update team on good practice. Request support from Allsorts in developing resource pack. Com CAMHS via the Emotional Wellbeing in School Pilot will promote good practice for working with children and young people who identify as trans or whom are questioning of their gender identity. Support and work with colleagues in BHCC, Public Health, Clinical Commission Group and Sussex Partnership NHS Trust in developing and promoting good practice to meet the needs of trans and gender identity questioning young people. 	<p>12. Community CAMHS team all received Allsorts ½ day training over the Summer 16.</p> <p>Community CAMHS works closely with Tier 3 CAMHS via triage and ongoing consultation to address the mental health needs of the Trans community.</p> <p>The Community CAMHS team actively seeks advice form Allsorts and TAPA and links young people to these services when appropriate</p> <p>The Community CAMHS team sits on schools and Early Help triages and advises accordingly. We are rolling out our school based work to include all secondary schools in Brighton and Hove by the end of the academic year.</p> <p>To date the team has not collected data on Trans young people using our service. This has now been updated to accommodate this. However we know have actively worked with a limited number of YP presenting with Trans issues,</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>14. Children and young people's services to engage with trans community groups about the support needs of a) children and young people with a trans parent, and b) trans children and young people and their families.</p> <p>15. Children and young people's services should continue to provide trans awareness training for their staff.</p>	<p>a) Allsorts don't currently support children with parents who are trans</p> <p>b) Currently Allsorts offer a parents group who have children under 26 who are trans or gender questioning, group for primary age children, TAG for under 16 LGBTU young people, drop-in for 16-25 LGBTU young people and Transformers 16-25 trans young people We deliver training for CVS, schools and any other service working with/who has the potential to work with trans children and young people, working in all secondary schools bar one, and going into primary schools a lot. We are on the referral pathway for CAMHS and receive a lot of referrals from social workers, youth workers, schools and Integrated Team for Families (ITF). Have been involved in Team Around the Family (TAF) and school meetings to provide support to children and the service.</p> <p>Issues would be capacity to deal with the volume of children and young people including emotional and wellbeing work.</p> <p>15. The course 'Trans Awareness – supporting the needs of young trans and gender questioning people' is delivered and evaluated twice per financial year by Allsorts. It is open to anyone working with children and young people in the city, including schools.</p>	<p>Allsorts Youth Project update: continues to work with TAPA across all groups bar children's group; Allsorts Young People's worker has attended meeting; and they are currently delivering training to all CAMHS staff</p> <p>Continue to have a high number of children and young people accessing all services. Increase in trans child & young people inductions and attendance at parents group</p> <p>Continue to receive referrals from various children's services across the city</p> <p>15. The course is being run twice a year and currently has very good attendance levels. Each session will be evaluated to ensure the training is meeting the needs of delegates.</p> <p>Allsorts update: continue to run this course. New addition of training newly qualified social</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>16. Build on and extend the work carried out in schools, colleges and other education settings across Brighton and Hove by BHCC, Allsorts and schools.</p>	<p>Session learning outcomes are:</p> <ul style="list-style-type: none"> · Review and act on duties under the Equality Act with particular reference to trans children, young people and trans parents and carers · Recognise the needs and experiences of trans children, young people and trans parents and carers and be able to provide support to this group · Identify and challenge transphobia · Examine activities that will support the service to improve its approach to trans equality including how to monitor. <p>16. All secondary schools have bought into support from Allsorts ensuring continued 1:1 support for trans students and access to staff training on request. Primary and special schools can request consultancy and training support from the Council on request. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings.</p>	<p>workers to start next financial year.</p> <p>Session outcomes for training no longer cover trans parents/carers as a learning objective but is highlighted in the session for awareness raising</p> <p>16. 8 out of 10 secondary schools have bought into support from Allsorts for 2016-2017 ensuring continued 1:1 support for trans students and access to staff training on request. All schools can request consultancy and training support from the Council on trans inclusion and this is often delivered in partnership with Allsorts. A pilot workshop for parents and carers on LGBT identities will take place in Varndean and Stringer schools in February 2017 co-ordinated by the Council. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings via Pier2Peer. The Trans Inclusion Schools Toolkit is currently being updated.</p> <p>Allsorts update: Ongoing work in this area. We have made new connections with independent and private schools (secondary)</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>39. CAMHS providers and commissioners should review the service pathway and ensure it is centred on meeting the needs of children and young people and their families.</p>	<p>39. Update</p> <ul style="list-style-type: none"> • A review is underway looking at the whole pathway and vulnerable / targeted groups will be considered as part of that review and future provision. • A young person's gender identity can have a significant impact on their emotional wellbeing and where indicated during our assessment and/or intervention workers would explore whether gender identity or orientation is a contributory factor to the presentation. Com CAMHS will where needed refer or signpost young people (and/or their family or carers) who identify as "trans" to specialist services with their agreement. • Com CAMHS will invite Allsorts to a team meeting to support the team in being trans aware and will use this to inform service delivery. • As part of the Emotional Wellbeing in Schools Project, Com CAMHS and Public Health will promote LGBT issues and support schools in developing trans supportive pathways. 	<p>39. The Community CAMHS team is represented on the CAMHS Partnership Board where such pathways are considered.</p> <p>As part of our assessment with our young people are team are trained to identify potential mental health needs of the Trans community and respond appropriately. This may include referring to Allsorts or Specialist CAMHS. Furthermore, following the national mental health anti stigma campaign, the team is working in schools and the Student Voice to address stigma concerns.</p> <p>This was superseded by the training the team underwent with Allsorts.</p> <p>As above, we are seeking to actively engage the Student Voice within schools</p>
<p>BHCC – Adult Social care</p>	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be 	<p>5. Once up and running the Adult Social Care portal should be able to provide the vehicle for delivering a central information resource.</p> <p>This action needs to be linked to the other parts of the council to ensure integration of information.</p>	<p>5. My Life portal was launched on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community. The development of the portal has included close working with internal BHCC services as well as the CCG and the community & voluntary sector within the city.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>provided (including specialist information on housing, services for older people, employment and health services)</p> <ul style="list-style-type: none"> consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. <p>19. BHCC Adult Social Care should take into account the needs of trans carers in services and initiatives to support carers.</p> <p>20. BHCC Adult Social Care to ensure social care providers receive training in trans awareness.</p>	<p>19. Actions from this recommendation will be built into the Carers Strategy and Carers JSNA.</p> <p>20. 15 people attended a session on transgender awareness, largely attended by senior managers in Adult Social Care, all of whom rated the course as good or excellent. There was a further follow up evaluation of the course and in the light of this the Workforce Development Team arranged an expression of interest process for a training provider in accordance with the corporate procurement process, involving the Equalities Team. A new training provider (Allsorts) has been identified. On 3 September the council introduced new financial controls, placing restrictions upon "training, away days, conferences, seminars and course materials." Consequently there have not, as yet been</p>	<p>The site is maintained regularly and new information is regularly added. http://www.mylifebh.org.uk/support-groups-charities?fwp_charities=lesbian-gay-bisexual-transgender-lgbt</p> <p>No further development on holding a specific event. This will need discussion with our internal and external partners within the city to explore options.</p> <p>19. The new National Carers Strategy is due to be published in January 2017, following which we will develop our local carers strategy and ensure any relevant recommendations are included.</p> <p>20. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. There has been a lower rate of take up for these courses in comparison to overall course take up. 2 courses have run in the period, with 19 people receiving the training, "I already been able to put my learning in to practice. I was in contact with a service user that had identified themselves as trans person and I asked them how they wished to be addressed, they asked me to address them as she and for me to use their first name. The person thanked me for asking them. I am now also aware of legislation, including the Recognition Act 2004 and the</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>21. BHCC Adult Social Care to conduct an equalities audit of residential and other care services.</p> <p>34. The CCG and social care commissioners should consider how advocacy to support trans people to access</p>	<p>further training dates arranged this financial year, but we hope to be able to do so, budgets permitting from April 2016.</p> <p>21. The format used to monitor quality of care homes/ home care services contracted by Adult Social Care includes equalities as an area. This is considered in depth if specifically if raised by a service user, a professional or a whistle blower.</p> <p>All our contractual Terms and Conditions include Equal Opportunities – this requires an organisation contracting with us to have an Equal Opportunities policy that satisfies all statutory obligations on discrimination regarding recruitment/training/promotion and the provision of the service. We also require the provision of monitoring information if requested.</p> <p>All our service contracts go further than the above by asking for equalities data to be captured on a standard form which is returned to us. Service contracts tend to include KPIs with equalities specific detail (e.g. Specialist Advocacy and Engagement contracts).</p> <p>34. The CCG and Social Care commission advocacy from several community and voluntary sector organisations. Mind Out offer advocacy to trans people around their mental</p>	<p><i>Equality Act 2010 . I will also distribute a list of support services for transgender people to colleagues and encourage them to attend this excellent training.”</i></p> <p>21.As per update in December 2015 – ongoing approach.</p> <p>34. 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</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	health and social care services can be provided.	health and wellbeing. Other advocacy organisations support particular client groups: Age UK support older people, Speak Out and Impetus people with learning disabilities and / or autism and the Fed support people with a physical or sensory impairment. All of these organisations would support trans people to access health and social care services.	advocacy support for trans communities in the city. It offers advice, information, representation and case work support on all issues related to trans care pathways, including services and treatment at the Gender Identity Clinic, primary and secondary health care, Social Care, legal issues, family and relationships, employment, housing, hate crime, harassment and bullying, diagnosis, treatment options, referral systems and waiting times, as well as health issues not related to the trans care pathway.
BHCC – Public Health	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services) • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. <p>24. Brighton & Hove Healthy Weight Programme Board (including Sports</p>	<p>5. Further discussion needs to happen at a corporate level to enable this central hub and event to develop.</p> <p>24. The Healthy Weight Programme Board ensures that all services developing physical activity initiatives complete an Equality Impact</p>	<p>24. See updates for numbers 57, 58 and 59</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>Development) to consider how trans people's levels of physical activity can be improved.</p> <p>25. Public Health to ensure Stop Smoking services are</p>	<p>Assessment actively addressing inequalities and barriers to participation.</p> <p>The Sports Development team will liaise with the Health Inclusion Project (HIP) and the trans community on national campaigns around physical activity such as the forthcoming One You alongside local campaigns such as TAKEPART to improve engagement levels.</p> <p>The Sports Development Team has all attended trans awareness training and raise awareness of the needs of the trans people to physical activity providers when working collaboratively. The new cohort of Health Trainers will be trained in 2016.</p> <p>A new Sports Development training programme giving good practical advice on developing physical activity into people's lives will soon be offered to health professionals, employers, sports coaches, social care workers and volunteers.</p> <p>The Healthy Weight Programme Board will continue to develop and sustain programmes to increase participation in sport and physical activity to address known inequalities and maximise opportunities to improve health amongst inactive populations</p> <p>25. This recommendation will be embedded into the revised tobacco control action plan. A</p>	<p>25. This recommendation has been embedded in the new tobacco control action</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>targeted at trans people.</p> <p>26. Public Health and CCG to ensure trans community groups have access to mental health training.</p> <p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p>	<p>draft plan is intended to be completed by end of December.</p> <p>26. The training courses provided by Grassroots are free of charge for frontline staff or volunteers who work with groups at higher risk of mental illness or suicide. This explicitly includes people who identify as transgender. Up till 31 March 2015, access to these places was analysed by workers with groups that included 'LGBT' and therefore didn't separate out trans people as a risk group. That information will be available in future. Organisations whose staff or volunteers have attended the training include Allsorts and MindOut. This year, Grassroots have also provided a 'SafeTALK' half day suicide prevention course to local trans people, free of charge; this was funded in part by PH, with support from MindOut, Allsorts and Switchboard.</p> <p>32. The GP refresher scheme, PLS programme and the Sessional GP meetings that Public Health have run have all included mental health topics, including suicide risk. Previously they have generally included LGBT as an undifferentiated risk group, without specific consideration of the trans community. Sussex Partnership provides a seminar programme for GPs.</p> <p>A&E: There are representatives from both the</p>	<p>plan for Brighton and Hove through targeted health promotion and outreach by health trainers.</p> <p>26. Grassroots Suicide Prevention have provided the following information about places on their courses (subsidised by public health) between November 2015 and November 2016:</p> <ul style="list-style-type: none"> • When booking, 62 participants specified they worked with LGBT people • When booking 23 participants specified they work with trans* people (*including all transgender, non-binary, and gender non-conforming identities) • 4 participants identified as trans* on the Equalities Monitoring form <p>Around 300 people are trained per year on these courses.</p> <p>32. The Public Health Community Nursing Service has been reprocured and is awaiting confirmation to appoint the preferred bidder from the Health and Wellbeing Board. This includes the school nursing service. As part of the procurement process an EIA was completed and action was identified for the provider to address issues for trans people during contract mobilisation period. This has been shared with the preferred provided and actions will be agreed and in place by Dec /</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>Mental Health Liaison Team and the acute A&E staff on the Suicide prevention strategy group.</p> <p>The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p>	<p>January 2016/17. The national toolkit will form part of that negotiation.</p>
BHCC – Community Safety	<p>41. BHCC Community Safety to determine whether current processes and levels of awareness are sufficient to prevent and manage transphobic incidents in licensed premises. If required, engage with Business Crime Reduction Partnership to explore opportunities for improving safety and awareness in licensed premises and amongst security staff.</p> <p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online</p>	<p>For 41 & 44 & 48</p> <p>The Community Safety casework team have decided that increasing trust and confidence with regards to the Trans community will be the focus of the 2016/17 trust and confidence plan and those three recommendations will be implemented within that plan.</p> <p>The model will be the same as we have developed previously with the BME and Disabled communities. We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p> <p>44. The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse trans community.</p>	<p>41, 44 & 48</p> <p>Work on increasing trust and confidence has progressed directly with Trans community groups through direct contact and raising awareness of the importance of reporting and reporting options. This has included consideration of incidents that might occur in the night time economy and the continued promotion of the Self Evident reporting app.</p> <p>44. See update for 41 above</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>methods.</p> <p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p> <p>47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.</p> <p>48. BHCC Community Safety Team to consider how</p>	<p>46. Specialist domestic and sexual violence services have been commissioned, with the specification including consideration of issues for trans victims / survivors. A skills and training needs survey in relation to domestic and sexual violence is underway and will be used to develop a training strategy, this includes consideration of issues for trans victim/survivors. Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale research project into supporting trans survivors of sexual violence.</p> <p>47. This project is ongoing.</p> <p>48. See above (41)</p>	<p>46. There are specific requirements in the re-commissioned specialist domestic and sexual abuse service relating to provision for trans* service users, with this delivered through an LGBTQI service. A level 3 training session on work with LGB and T victim/survivors has been included in the multi-agency training programme.</p> <p>47. The pilot GBT* pilot project has come to an end and the final project report identified a range of best practice and learning relating to the needs of trans* people who experience domestic violence and abuse which will inform practice within specialist services. Moving forward, there is a specialist LGBT function within 'The Portal', which has also developed targeted publicity materials for these communities. The commissioner is working with other local and national partners to identify funding opportunities to develop a successor programme to the GBT* refuge.</p> <p>44. See update for 41 above</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>personal safety for trans people can be promoted.</p> <p>49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system, including custody/bail hostels and the courts, and support relevant organisations to do so.</p>	<p>49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video trans training produced by Sussex Police around addressing, respecting and understanding Trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.</p>	<p>49. Completed (see Dec 2015 update)</p>
BHCC – Housing	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services) • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. 	<p>5. A Trans Housing Guide is being produced and will be ready by Summer 2016. Lead: BHCC Housing</p> <p>Further work will need to be done across the council to ensure that this information hub and event are integrated.</p>	<p>5 On hold pending the outcome of the allocations policy. Consultation was completed at the trans conference in July. The feedback from this event will inform his and the intention is to complete this by the end of the financial year.</p> <p>The aim is to have this hosted both on the council website and by a local trans group. We would support the group to update this information as changes take place.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>50. Housing commissioners to improve the appropriateness and safety of emergency/hostel accommodation for trans people.</p> <p>51. BHCC to consider the recommendations of the Stonewall Housing research into LGBT rough sleepers.</p> <p>52. BHCC Housing should ensure trans tenants are provided with information explaining what can be done to address unacceptable behaviour by neighbours.</p> <p>53. BHCC Housing should take into account the specific needs and vulnerability of trans people in the 2015/16 review of housing allocation policy.</p>	<p>50. Hostel provision and supported accommodation services are being remodelled to include a strong focus on supporting health and wellbeing. This review will include ensuring they are appropriate and safe for trans people. Lead: BHCC Social Care</p> <p>51. The city is currently developing a new rough sleeping strategy for summer 2016. The Stonewall Housing recommendations will be considered as part of the review. Lead: BHCC Social Care</p> <p>52. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include how to take action against anti-social behaviour. Lead: BHCC Housing</p> <p>53. The housing allocation policy is currently under review. This review will include an Equality Impact Assessment that will consider the needs of the trans community. This review will complete Spring 2016. Lead: BHCC Housing</p>	<p>50 (Housing Related Support update). Hostels and Supported Accommodation: Services for single homeless people are due to be tendered throughout 2016/17. The need to provide services in which service users and staff feel safe is being written into the service specification and evaluated through the tender process. The specification also includes the need to provide personalised services which meet the needs of all communities of interest and the need to ensure that hate crime and incidents and robustly tackled.</p> <p>As above, update 50</p> <p>As above, update 5</p> <p>This is done and the allocation policy is currently being finalised. Trans people were encouraged to take part in the consultation. There was a specific meeting to promote this with the LGBT Community Safety Forum. This was also circulated to local trans groups. Where applicable transphobia is included as</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>54. The BHCC Homemove service should update their equal opportunities policy and monitoring data to include gender identity.</p> <p>55. BHCC to promote trans inclusive practice by landlords and letting agents.</p>	<p>54. This work will be done as part of the implementation of the new housing allocations policy and will complete Summer 2016. Lead: BHCC Housing</p> <p>55. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include information on trans inclusive practices. Lead: BHCC Housing</p>	<p>a form of harassment. An EIA was completed on the Allocations Policy, including assessment of impact on trans people.</p> <p>54. In the process of a retendering exercise. There are financial implications to this. Honorifics have been changed and are already on the system. There are also now improved processes and guidance for people transitioning. Any tender for the new ICT system will include an option to declare gender identity, but in the same way as ethnicity or disability, only relevant material will be used to assess eligibility. All information will be used for monitoring analysis and informing service improvement.</p> <p>As above, update 5.</p>
BHCC – Sports Development	57. BHCC Sports Development to consider how the profile of trans people in sport and physical activity can be increased.	<p>57. A case study highlighting the Brighton and Hove trans-swimming sessions has recently been submitted to the Sport and Recreational Alliance, which is the representative body for national sports organisations in the United Kingdom.</p> <p>The Sports Development team have produced a new Sport and Physical Activity brochure which provides information on how to get active, promotes the weekly accessible, trans friendly, activity programmes and signposts to other health services such as the</p>	<p>57, 58 and 59 <u>Active for Life Team, BHCC</u></p> <ul style="list-style-type: none"> • 22nd July – Shanni attended and gave a short presentation at the Trans inclusion in public services Conference - Audrey Emerton Building, Brighton. • 23rd July – Attended Trans Pride at Brunswick Square and was part of a BHCC stand, where we promoted the Trans Swim as well as our ‘Get Active’ Brochure for low cost weekly inclusive sessions and activities.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>58. BHCC Sports Development should liaise with trans community and voluntary sector to discuss how trans</p>	<p>free NHS Health Checks. The rainbow flag is on the front cover and hard copies have been distributed to key networks, doctor's surgeries etc. Social media has been used for promotion and the brochure is available on line and in an easy read format. Officers will liaise with HIP and the trans community in February 2016 to review the current brochure, discuss the use of the transgender flag and new publicity materials.</p> <p>Within the councils new activity finder sport and physical activity organisations are able to tag their opportunities as trans friendly.</p> <p>Meetings have taken place with LGBT Health Inclusion Project (HIP) to increase promotion of the trans swimming session and a new LGBT friendly Zumba session has been supported through the Sports Development, Active For Life project.</p> <p>Further meetings have been arranged in November 2015 with Pride and LGBT HIP to explore opportunities within TAKEPART, Brighton & Hove two week Festival of Sport and Physical activity and to consider ways of better promoting the sports and physical activity opportunities within the community.</p> <p>58. A factsheet on trans experience of community sport / physical activity and recommendations for sports clubs and providers will be developed by January 2016.</p>	<ul style="list-style-type: none"> Promotion of the Trans Swimming session, delivered by Freedom Leisure, promoted via social media, flyer production and promotion in our Get Active programme: distribution of 15,000 by Active For Life Team at BHCC. <p>Trans Can Sport Partnership Dedicated to transforming the well-being of trans people through physical activity. The sessions are trans specific, with friends, families and allies welcome.</p> <p>The sessions concentrate on providing a safer space to trans people to exercise in. The long term aim is to build confidence so that our service users feel empowered to use mainstream provision.</p> <p>Trans Can Sport does this by:</p> <ul style="list-style-type: none"> Providing safer and trans friendly environments for fitness activity Providing physical activities that empower individuals to continue beyond the project Providing group fitness sessions at low cost / free at point of access Educating and advising services that provide fitness and leisure facilities Consulting with the local trans community as to what activities they would like to do Providing sessions that meet the specific needs of trans people <p><i>Values:</i></p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>inclusivity could be promoted to private gyms/sports providers.</p> <p>59. BHCC Sports Development should monitor the uptake and accessibility of the trans swimming sessions</p>	<p>Through the TAKEPART festival registration process (January - March 2016) we will identify local providers wishing to advertise and develop trans friendly opportunities. There is a potential opportunity to deliver trans awareness training but currently there are not resources available to deliver this through the Sports Development Team.</p> <p>59. The trans/queer swimming sessions have continued to take place at St Luke's Swimming Pool and the Sports Development Team have continued to meet with and support members of the trans community in the delivery of these sessions. They attended an LGBT Roadshow hosted by the Amateur Swimming Association (ASA) in March 2015 to help raise awareness of the sessions and it was actively promoted at Trans* Pride.</p> <p>In addition officers held meetings with the local ASA officer around the possibility of incorporating Swim Fit (pool based fitness sessions) into the trans swimming initiative. Longer-term plans could include group members potentially training as Swim Fit instructors in order to deliver the sessions. External funding through the ASA is available to support this.</p> <p>The number of attendees at the swim sessions has been low, and the session timings have been changed to try and</p>	<ul style="list-style-type: none"> • Not for profit • Using local personal trainers and fitness facilities • Supporting organisations deliver trans friendly services • Strengthen community resilience through individual empowerment • Run for the wider trans community by the trans community and allies • Avoid making assumptions about gender identity, physical capabilities and mental health <p>The project began in September 2016:</p> <ul style="list-style-type: none"> • Numbers have been good • They will be designing monitoring forms based on ones they've previously used, which can help them benchmark how the project is faring. • They will also look at charging a small fee for sessions to ensure some income and increase awareness of session costs • delivered 3 of 4 Fighting Fit sessions (last one on 24/10) and 3 of 4 Yoga (last one on 20/10). • From November we will be delivering Pilates, Weightlifting and Circuits. We will 're-launch' in January to capitalise on New Year fitness resolutions. <p>Other Active For Life Team, as part of the Healthy Lifestyles Team, support::</p> <ul style="list-style-type: none"> • Shanni Collins will attend regular steering group meetings, bi-monthly.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>improve this.</p> <p>There are also currently discussions taking place between officers, the trans community and Allsorts around opening up the swim sessions to young people who identify as trans/queer. This will benefit those young people and will boost numbers at the sessions.</p> <p>Evaluation suggests that some of those who previously attended the sessions now have the confidence to access general public sessions and therefore no longer attend the exclusive sessions.</p> <p>The councils Sports Facilities team are currently evaluating proposals from two developers for the King Alfred Leisure Centre and hope to appoint a preferred developer in January 2016. Currently both proposals meet the council's specification to provide a separate pool capable of being screened to allow for exclusive sessions like those at St Luke's Swimming Pool. They also both provide a mixed 'changing village' and unisex accessible changing facilities.</p>	<ul style="list-style-type: none"> • We will work with Trans Can Sport to identify any further potential funding. • The Trans logo to feature on the front of the Get Active Programme, with a link to the Trans Can Sport project. Distribution reach 15,000 twice yearly. • Coaches and instructors are currently identified (for Boxing, Running, Cardio, Yoga, Pilates, weightlifting) and instructors manage venue/booking spaces. • We will support to ensure links with local clubs and organisations, ie: Albion in the Community, Active Sussex, and help identify other suitable coaches and instructors to deliver on the project. • We will support the Trans Can Sport project through social media links
BHCC – 'Cultural Services'	9. VisitBrighton could consider how it recognises and promotes Brighton & Hove as a trans inclusive destination, including practical information for trans visitors.	<p>9. VisitBrighton already highlight B&H as trans inclusive destination online and promote events such as Trans Pride. The team also plans:</p> <ul style="list-style-type: none"> • Specific 'trans' page within the LGBT section of the new visitbrighton.com website (due for launch early 2016). Will 	9. VisitBrighton: due to staff reductions no further actions have been completed, but all actions from last year are finalised.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	60. Museums and libraries to continue to support inclusion of trans people in permanent and other exhibitions and events.	<p>highlight bars, accommodation, shops, resources.</p> <ul style="list-style-type: none"> • Aim to host a trans press visit; might be specific publication or blog for trans community. Likely to be in the run up to Trans* Pride. • Will work with trans community and appropriate groups and ensure appropriate language is used and shared. Already making initial contacts. • Increase information on support available and other relevant services to the trans community via our LGBT information sheet <p>60. Awaiting information</p>	<p>60. Libraries</p> <ul style="list-style-type: none"> • <i>Into the Outside, the story so far</i>, is a multi-partner heritage-learning project with local young people, re-examining the city's rich LGBTQ+ past and creating a new archive of queer youth experiences. Workshops took place in Jubilee Library for young people to explore their experiences of growing up LGBTQ+ in Brighton & Hove, an exhibition took place at Brighton University and the archive will be held at The Keep. The project is funded by HLF. • Pride Launch 22nd July, followed by a two week exhibition in the foyer and front windows at Jubilee Library • An exhibition in the foyer at Jubilee Library

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
			<p>for LGBT History Month in February</p> <ul style="list-style-type: none"> • 1st Oct–6th Nov libraries were a partner in Brighton Photo Biennial 2016 - theme <i>Beyond the Bias-Reshaping Image</i>, exploring photography’s role in defining and informing our understanding of subjects such as: gender and sexuality, the representation of the body, the politics of style, subcultures and the subversion of social and cultural norms. Jubilee Library hosted the State of Control exhibition of new work by young people from Brighton & Hove who had been considering their individual and collective identity. The group also created a new moving image piece, to be screened at Fabrica during Cinecity November 2016. Creative workshops for children also took place on Saturdays throughout October at Jubilee Library • Polari LGBT Literary Salon came to Hove Library in November on its national tour, funded by The Arts Council. A creative writing workshop was followed by a literary evening with five authors.
<p>BHCC – Communities, Equality & Third Sector team</p>	<p>13. BHCC Communities, Equality and Third Sector (CETS) Team to review the role of mediation in relation to trans people and their families.</p>	<p>13. The CETS team does not fund the Mediation Service, but has highlighted this recommendation to them. The service has acknowledged the need for a more inclusive approach and are planning to run trans awareness training for their staff and</p>	<p>13. Trans training was commissioned by Mediation services and delivered by Trans Alliance and mediation services have developed a plan for going forward. The role of mediation will be looked at within the scoping of the Advocacy Needs assessment</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>61. The Brighton & Hove Economic Partnership and the Brighton & Hove Business Forum, with the support of Brighton & Hove Connected and the Communities, Equality and Third Sector Team to consider how local businesses can be supported to be trans inclusive and to meet the requirements of the Equality Act.</p>	<p>volunteers in the next six months. The CETS team will also find out more about this recommendation and see whether liaison with Children's Services would help progress this.</p> <p>61. May be possible to link in with the kite-marking scheme and use this to raise awareness and standards.</p>	<p>going forward.</p> <p>61. See update 62 on kite-mark. As this scheme develops relevant teams will advertise it and encourage its use.</p>
<p>Universities / Higher Education</p>	<p>17. Higher education establishments should consider how further progress can be made to tackle transphobia and promote trans equality including:</p> <ul style="list-style-type: none"> • ensuring clear guidance is made available regarding transphobic bullying. • ensuring information about local groups and services for trans people is accessible to trans students (also via Students' Unions). • ensuring counselling 	<p>17. [University of Brighton info] The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> include guidance about how to report transphobic bullying and where to access support. The policy and procedure are available on the UoB website and in the Student Contract.</p> <p>The UoB is also currently developing guidance for staff on how to effectively support trans students. This will include further information about the reporting procedure for transphobic bullying.</p> <p>Information about local groups and services</p>	<p>17. University of Brighton: The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> has recently been updated to include more information about transphobic bullying (for example, in the Appendix – Types of Bullying and Harassment: https://staff.brighton.ac.uk/ss/Documents/Student_Bullying_Harassment_Procedure.pdf)</p> <p>Student Services are currently developing guidance for staff on how to effectively support trans students (including how to prevent and respond to transphobic bullying). This will be launched in Feb/Mar 2017.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>services are trans inclusive/appropriate.</p> <ul style="list-style-type: none"> considering the role of peer mentoring for trans students. considering how trans people are represented in the curriculum. 	<p>for trans people is provided at UoB Student Centres, Counselling Service, Student Advice Service, and the Student Support and Guidance Tutor Scheme based in academic schools. LGBrihTon (Students' Union LGBT+ Student Society) also provides this information.</p> <p>All UoB Counsellors (plus other support staff such as the Student Support and Guidance Tutors) have received Trans Awareness training from Allsorts Youth Project. The Head of Counselling and Wellbeing also works closely with the Student Development Officer (Student Experience and Equalities) to ensure that the service is trans inclusive.</p> <p>UoB currently does not provide peer mentoring for trans students. However, the Careers Service runs a professional-to-student mentoring scheme specifically for lesbian, gay, bisexual and trans (LGBT) students in partnership with American Express. It aims to pair current University of Brighton students who identify as LGBT, and who wish to gain employability skills and confidence, with professionals and managers from the LGBT Pride Network in American Express who wish to share their experience.</p> <p>The UoB Centre for Learning and Teaching (CLT) provide academic staff with up-to-date guidance on inclusive teaching, learning and assessment practices through their</p>	<p>Information about local groups and services for trans people (including Allsorts Youth Project/Transformers, Mind Out, Clare Project) is provided at UoB Student Centres, Counselling Service, Student Advice Service, and the Student Support and Guidance Tutor Scheme based in academic schools. The Students' Union's LGBT+ Student Society also provides this information.</p> <p>All Student Services staff (including counsellors) have now received Trans Awareness training from Allsorts Youth Project. Further training is planned for our Student Residential Advisors based in Halls of Residence in January 2017.</p> <p>The Careers Service continues to run their professional-to-student mentoring scheme specifically for lesbian, gay, bisexual and trans (LGBT) students in partnership with American Express. It aims to pair current University of Brighton students who identify as LGBT, and who wish to gain employability skills and confidence, with professionals and managers from the LGBT Pride Network in American Express who wish to share their experience. The LGBT mentoring programme has recently been extended to the University of Sussex.</p> <p>17. University of Sussex:</p> <ul style="list-style-type: none"> The Deputy Director of HR is developing Trans staff guidance.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	18. Student health and related services to ensure information	<p>Continuing Professional Education (CPD) programme. The CPD programme includes modules and assessments whereby teaching staff are required to consider how to embed inclusive practice (in relation to disability, race, sexual orientation, gender identity etc.) in their curriculum. For example, a Senior Lecturer in Social Work, carried out research as part of her PGCert into embedding awareness of trans issues into the University's social work curriculum and preparing social workers to work with trans clients.</p> <p>[University of Sussex info]</p> <ul style="list-style-type: none"> • Guidance on harassment/bullying procedures is available online for students. This paper will be passed on to HR for staff guidance on transphobic bullying and transitioning. • The University Counselling service for students currently has a trans counsellor • Will ask Students' Union & Sussex LGBTQ to consider peer mentoring for trans students • The recommendation relating to presentation of trans people in the curriculum will be passed on to the Equality Committee. <p>18. [University of Brighton info] A range of information related to trans health issues is</p>	<ul style="list-style-type: none"> • The Students' Union & Sussex LGBTQ is considering peer mentoring for trans students. • We have appointed two academics into the new role of Deputy Pro-Vice Chancellor for Equality and Diversity. They are going to look inclusive teaching, learning and assessment practices and to consider how best to embed trans issues into the curriculum • Student Life Centre Advisors have been trained to support trans students through transitioning. • The Student Life Centre has produced a training package to help staff support trans students. They have delivered this to Student Services and Students' Union staff. • Some Student Services staff have attended Grass Roots Trans suicide training. • Trans guidance leaflets from Allsorts and Terrence Higgins are available in Student Services offices. • The Careers Service would be happy to approach any trans-friendly local employers on behalf of trans students to arrange mentoring. They are aware of the Stonewall workplace equality index. <p>18. University of Brighton: Various information related to trans health issues continues to be</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	related to trans health issues is made available online and at relevant sites including university GP practices.	<p>made available at University GP practices - for example, sexual health information leaflets specifically aimed at trans people.</p> <p>[University of Sussex info] Will update Wellbeing website and pass request to Health Centre.</p>	<p>made available at University GP practices - for example, sexual health information leaflets specifically aimed at trans people.</p> <p>18. University of Sussex:</p> <ul style="list-style-type: none"> The NHS Health Centre on campus has ordered trans leaflets and posters for their waiting room. They are restricted in gender expression in online forms due to the nature of clinical IT systems. They are working on a new Mental Health service for young people with complex needs. The LGBTQ society has a weekly welfare drop-in in the Student Life Centre which includes sexual health advice and free contraception. An elected trans officer can be asked to attend these to talk to students.
Third Sector	3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.	<p>3. LGBT HIP sub-contracted by Community Works to deliver infrastructure support / capacity building to LGBT groups and organisations in the city. Initiatives already taken include, Policy Bank, Bid-writing Workshop and 2 workshops for Trans groups development. Upcoming initiatives include, Train the Trainer, Volunteer Management, Group Work training.</p> <p>LGBT Groups Network helps smaller not-for profit groups get to know and support each other, share opportunities and resources, and to access specialist advice, information and support.</p>	<p>3. LGBT HIP has delivered Train the Trainer and worked with Community Works to offer Volunteer Management training attended by several trans groups.</p> <p>LGBT HIP and Community works brokered bespoke development support to Trans Alliance via one-to-one advice around staff recruitment, line management and registering as a CIC.</p> <p>Mindout's work with The Clare Project is ongoing, feedback from the Clare Project is very positive.</p> <p>[Community Works] Current development</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>7. LGBT organisations should demonstrate how they are promoting trans inclusion (eg. in annual reports).</p>	<p>MindOut is working in partnership with The Clare Project to develop their governance, policies, procedures and office systems, as well as supporting development of Trans peer support groups and providing operational advice.</p> <p>7. LGBT organisations to collect data on Trans use of services where possible.</p> <ul style="list-style-type: none"> • LGBT groups to increase volunteering opportunities for Trans people and develop guidance and training around trans inclusion. • LGBT groups to work with trans groups to promote and communicate reciprocally through social media. • Small Groups Network to facilitate discussion around how groups are trans-inclusive, to gether feedback and raise 	<p>support to Clare Project being developed</p> <p>Community Works delivered Governance workshop to LGBT groups</p> <p>Activity to support engagement of Trans group representatives within Community Works learning and networking activity including volunteer co-ordinators' forum and mentoring programme</p> <p>Training to full Community Works membership on Trans Awareness and LGBT Awareness</p> <p>Delivery of Equalities Symposium, with an incorporated workshop on Trans and Gender Complexity</p> <p>Trans representation on EQUIP via newly recruited LGBT Community Works rep</p> <p>7. LGBT HIP has supported a pool of Switchboard volunteers to support and lead on Switchboard's trans awareness training.</p> <p>LGBT HIP has delivered Trans Awareness training to volunteers from Switchboard, MindOut, THT and Over 35 Lesbian and Queer Gathering</p> <p>LGBT HIP has continued to consult with Trans communities and have produced two trans specific reports: Trans peoples</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>awareness (Feb 16).</p> <ul style="list-style-type: none"> • Offer of a trans inclusion training workshop to be developed to help groups be more inclusive and in the process develop a set of resources they can use in the future • Possible option to develop a wider equalities session which has separate workshops on a number of equalities strands, eg LD, BME, disabilities, and trans • LGBT organisations' service delivery needs to appropriately meet the needs of trans people. • LGBT community groups to be proactive in recruiting trans identified volunteers, employees and trustees to ensure trans people are represented at all levels within the LGBT community and voluntary sector. • Where there is a genuine occupational requirement community + voluntary sector orgs to specifically recruit trans people – e.g. trans counsellors for LGBT Switchboard's counselling service • LGBT community groups to raise understanding and awareness of trans identities and the issues that affect trans people within their own organisations e.g. through training for staff, trustees + volunteers. • LGBT community groups to ensure leaders/key members of the organisations 	<p>experience of hospital care and Trans Drugs and Alcohol Report.</p> <p>LGBT HIP has delivered in-house Trans Awareness training for Pavilions following a consultation into Trans peoples experiences of using drugs and alcohol services in Brighton.</p> <p>LGBT Switchboard has reviewed forms and processes to provide opportunities for volunteers/ service users to share pronouns on application forms/ assessments at first point of contact.</p> <p>MindOut collects data, published in our Annual Report which is out soon.</p> <p>MindOut has provided Trans Awareness training for Brighton & Hove Advocacy Partnership.</p> <p>MindOut has run a non-binary peer support group and has appointed a Trans Advocacy worker.</p> <p>MindOut has appointed three trans identified and one genderqueer members of staff, trans representation on the Trustee Board. We had 6 trans themed 'books' at our last living library. We have 4 trans identified volunteers working with our Peer Mentoring and online services.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p> <p>30. NHS and CVS mental health services should ensure that they are trans inclusive.</p>	<p>have an understanding of trans identities through trans inclusive recruitment procedures.</p> <ul style="list-style-type: none"> • LGBT organisations should take steps to identify needs of trans communities, identify any internal access barriers and take measures to overcome barriers • HIP to explore working with partners to produce 10 top tips resource on being trans inclusive, or signpost to existing resources <p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p> <p>30. LGBT HIP's ongoing engagement work around trans inclusion includes recent consultations on trans people's experience of drugs and alcohol services and trans people's experiences of Hospital Care.</p> <p>44. The development and implementation of</p>	<p>MindOut has recruited a Trans Advocacy worker.</p> <p>MindOut has published a leaflet on all our Trans work, about to be distributed throughout the city. We have piloted a trans specific online session and will be running regular trans sessions from November onwards.</p> <p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p> <p>30. LGBT HIP supported the development and the launch of the GP Guide for Supporting Trans Patients by developing patient guidelines and consultation for press release.</p> <p>LGBT HIP provided Trans Awareness Training at the CCG Protected Learning Scheme to 40 non-clinical workers.</p> <p>LGBT HIP provided trans-inclusion consultation to NHS Cancer Prevention Team to update Trans Cancer resource</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p>	<p>the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse Trans community.</p> <p>Several LGBT groups provide third-party hate-crime reporting service. The LGBT Community Safety Forum annual Trust and Confidence Survey monitors confidence in police and council services to respond to heat-crime reports.</p>	<p>44. LGBT Switchboard helpline volunteers have had Hate Crime Reporting training and this is a way for people to report transphobic hate crime.</p> <p>New training dates for Hate Crime reporting in early 2017 (potentially with LGBT Liaison Officer TBC)</p>
<p>Trans organisations</p>	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services) • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. 	<p>5. Awaiting information</p>	<p>5. Clare Project website has section <u>Know your Rights</u>- developed by LGBT Liaison Officer. This includes information on the Equality Act, Hate Crime reporting and Deed of Name Change.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project. These were distributed at Trans Pride 2015 and 2016: What can I do about transphobia?</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p> <p>11. Trans community groups to provide briefing sessions as part of inductions of elected members and other city leaders.</p> <p>22. Trans community groups to engage with Job Centre Plus and DWP to ensure awareness and understanding of rights, especially with regard to access and sustaining employment.</p>	<p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p> <p>11. Awaiting information</p> <p>22. Awaiting information</p>	<p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p> <p>11. Trans Alliance provided training for elected members and further opportunities for this will be identified.</p> <p>22. When capacity within trans groups allows this work will be developed.</p>
NHS England	<p>28: NHS England should produce a resource for trans people and clinicians describing eligibility for health screening services.</p> <p>29. NHS England should issue best practice guidance for GPs, including regarding the collection and storage of personal information related to trans people.</p>	Awaiting information	<p>28, 35 and 36. NHSE Updates: 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.</p> <p>One of the clinicians from the Charing Cross clinic is meeting with trans groups in London</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>35. NHS England should improve the quality and configuration of Specialist Gender Identity Services (SGIS) for the Brighton & Hove population:</p> <ul style="list-style-type: none"> • Progress should be reported to the Health and Wellbeing Board. • Waiting times and achievement against national standards should be reported publically. • Services should be required to run service user groups. • Services should take into account the needs of people with non-binary gender identities and from BME groups. <p>36. NHS England and the CCG should continue to consider what local action can improve the service pathway, including exploring the development of local specialised gender identity services as well as counselling services following referral.</p>	<p>36. A recommendation was referred by the council's Neighbourhoods, Communities and Equality Committee to the Health & Well-Being Board, and was considered at the meeting earlier this week:</p> <ul style="list-style-type: none"> • That the Committee's concerns and frustrations in respect of waiting lists and access to health pathways especially in relation to specialist services be conveyed to the Health and Wellbeing Board requesting that that they seek to bring 	<p>to explain the current situation. Local trans people will aim to find out what is said and will circulate as appropriate.</p> <p>NHSE will be attending the Health & Well-Being Board to update on their progress against the TNA recommendations.</p> <p>A further update from NHS England is attached below, at the end of this document.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>leverage to bear to facilitate innovative solutions by NHS England.</p> <p>The details are available here: http://present.brighton-hove.gov.uk/ieListDocuments.aspx?CId=826&MId=5746&Ver=4 - You can view a video feed of the item.</p> <p>It was agreed that NHS England will bring an item to the HWB in 2016. It was also mentioned that Brighton & Hove CCG has been invited to be the local commissioning representative on the national group redesigning the gender identity pathway.</p>	
Clinical Commissioning Group	<p>3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p> <p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.</p>	<p>3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.</p> <p>4. The CCG commission the LGBT Health and Inclusion project for engagement with the LGB and T communities. Currently they are consulting on experiences of trans people in hospital settings. It is currently being considered as to whether there needs to be a separate trans engagement mechanism when this work is recommissioned (for April 2017)</p>	<p>3. The Third Sector prospectus includes a specific requirement on engaging with, and supporting capacity building for, trans communities. This work will start in April 2017 (dependent on receiving satisfactory proposals)</p> <p>4. As above</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services) • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. <p>30. NHS and CVS mental health services should ensure that they are trans inclusive.</p> <p>31. The CCG should review:</p> <ul style="list-style-type: none"> • access to mental health support in crisis and/or out of hours • access to counselling and CVS mental health service provision. 	<p>5. The CCG will be speaking to Switchboard about what kind of information is needed and where it is best held. This could potentially be included on the My Life portal</p> <p>Event: to be confirmed.</p> <p>Work will need to be done to ensure all parts of this hub and event are effectively linked.</p> <p>30. The CCG agrees that this should be the case, and commissions all of our services to be inclusive of all communities. Should there be specific feedback from the Trans community relating to MH services, the CCG would be more than happy to discuss further.</p> <p>31. There have been significant developments in mental health crisis services over the past few years and the Crisis Care Concordat has created an additional momentum to this. Services are continuing to evolve. A good example of this is the change in how the mental health urgent services work with the police: the police now</p>	<p>5. To be confirmed</p> <p>30. As per update Dec 2015. Commissioners have embedded responding to trans issues within the procurement for the new Wellbeing service.</p> <p>31. As per update Dec 2015</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>33. All General Practices should receive trans awareness training and the CCG should work with the Local Pharmaceutical</p>	<p>regularly call the Mental Health Rapid Response Service for assistance and advice with people experiencing a mental health crisis. So whilst this isn't a service change it is an example of how a change in behaviour is having a significant impact on patient care.</p> <p>The CCG does commission Mind Out to support LGBT people with MH needs, including support out of hours.</p> <p>The CCG will be re-procuring the primary care mental health service next year and will also be reviewing all of psychosocial, advocacy and day services contracts that we hold with the third sector. A key element of this process will be engaging with stakeholders, and we will ensure we specifically engage with the Trans community.</p> <p>32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p> <p>33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016. Further opportunities may come at internal</p>	<p>32. As per update Dec 2015</p> <p>33. An LGBTQ kitemark is being developed, to be piloted in a number of GP practices; the "gold" level will include training – including trans awareness – for practice staff</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>Committee to improve trans awareness in community pharmacy staff.</p> <p>34. The CCG and social care commissioners should consider how advocacy to support trans people to access health and social care services can be provided.</p> <p>36. NHS England and the CCG should continue to consider what local action can improve the service pathway, including exploring the development of local specialised gender identity services as well as</p>	<p>PLS in practices during 2016. A guide: 'Preventing Suicide Among Trans Young People - A Toolkit for Nurses' is being made available by Brighton & Sussex University Hospitals trust to all staff inf the Children's Emergency Department, as well as being forwarded to the Paediatric Mental Health Team.</p> <p>A guide for GPs on supporting people accessing gender identity services is now on the CCG website. It has been advertised internally and will be advertised in the next Primary Care bulletin that goes out to all practices.</p> <p>The Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.</p> <p>34. The CCG is currently in negotiation with BHCC about jointly funding trans advocacy, based on a proposal by Mind Out</p> <p>36. The CCG is in discussion with specialised commissioning (NHSE) and is part of the group to review the pathway.</p>	<p>34. Trans advocacy is now operational. CCG funding confirmed for 2017/18. See update 34.</p> <p>36. See update for 28 above re NHSE</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>counselling services following referral.</p> <p>37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.</p> <p>38. CCG to facilitate providing training and guidance for GPs in relation to hormone therapy and other clinical issues.</p>	<p>37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at this point as it still sits with specialised commissioning.</p> <p>38. There is a training event planned for primary care in Spring 2016 at the Nuffield hospital to be delivered by trans clinicians including surgeons and endocrinologists</p>	<p>37. See update for 28 above re NHSE</p> <p>38. The GP training session at the Nuffield was very successful with good attendance by GPs and practice nurses with talks from endocrinologist and psychiatrist from Charing Cross and local surgeons.</p>
General Practitioners (GPs)	<p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>33. All General Practices should receive trans awareness training and the CCG should work with the Local Pharmaceutical Committee to improve trans awareness in community pharmacy staff.</p>	<p>32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p> <p>33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016. Further opportunities may come at internal PLS in practices during 2016.</p> <p>Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.</p>	<p>32. Awaiting update.</p> <p>33. Trans advocacy is now operational. CCG funding confirmed for 2017/18</p>
Brighton &	27. Clinic T should review how the sexual health service is	27. Clinic T has been promoted to the Trans groups in Brighton, an outreach session was	27, 32 and 37. Awaiting update

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
Sussex University Hospitals Trust	<p>promoted to the trans community and data from the service (and other sexual health services) should be used to inform Public Health of the sexual health needs of the trans community.</p> <p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.</p>	<p>held with Allsorts, and had a stall at Trans Pride. THT also promoted the clinic during HIV Testing Week and on some of their publicity. Links to Trans Alliance committee now. Clinic-T is also mentioned in the recently published CCG guidance (section 6.1- http://www.gp.brightonandhoveccg.nhs.uk/pri-mary-care/supporting-patients-accessing-gender-identity-services). Plans for more training days with GPs.</p> <p>32. The Preventing Suicide Among Trans Young People - A Toolkit for Nurses' has been discussed with the Paediatric Nurse Consultant at the children's hospital, and will be made available to all staff that are part of the Children's Emergency Department, as well as being forwarded to the Paediatric Mental Health Team.</p> <p>37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at this point as it still sits with specialised commissioning.</p>	
Health watch	<p>40. Healthwatch Brighton & Hove should monitor progress in improving the SGIS pathway and other health services for local trans residents.</p>	<p>A number of work strands are underway:</p> <ul style="list-style-type: none"> • Feeding into NHS England national consultation on gender identity services and also linking NHS England to local patient reps. • Ensuring NHS England aware of Trans Needs Assessment, Scrutiny etc. 	<p>Healthwatch Brighton and Hove have continued to support and promote this work:</p> <ul style="list-style-type: none"> • HWBH met with David Behan CEO of the Care Quality Commission and briefed him about the Trans advocacy work in B&H, also issues trans people have raised with

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<ul style="list-style-type: none"> • The council allocated £5k to HW last year to be used to fund trans advocacy work in partnership with Mind Out. We are seeking a further £15k from the CCG to ensure that we can employ a full time advocate. The advocate will work with trans people going through the GIC pathways and experience/data from this will continue to inform our feedback to NHS England and the CCG. • Meeting with the Trans Alliance with regard to supporting their project in pharmacies. • Meeting with two trans people regarding their concerns about health services and referring these onto ICAS • Attending Trans* Pride to undertake outreach in relation to our helpline and consultation work • 10 people from HW attended a trans awareness session plus a member of HW West Sussex staff and 2 external vol sector colleagues. Due to the volume of interest another session will be offered in the New Year 	<p>us about deficits in NHS services - particularly long waits and intrusive psychological assessments - June 2016</p> <ul style="list-style-type: none"> • Similar to the above but with the local CQC inspection team for B&H - all three CQC Directorates - July 2016 • HWBH staff 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 - issues have been passed on [anonymised] to relevant local service providers. • The Trans Advocacy project won a national commendation at the Healthwatch Annual Conference and Awards Ceremony 2016 • 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 - this included Jan Fowler, NHS Director of Nursing [South] and Nigel Acheson, NHS Regional Medical Director [South] - Nov 2016 <p>HWBH in the next year will be looking to include trans people in our new Spokes programme to be rolled out over the next 18 months.</p>
Sussex Police	44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety	44. The Community Safety casework team have decided that increasing trust and confidence with regards to the Trans	44, 46, 47 and 49. Awaiting information.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p> <p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p>	<p>community will be the focus of the 2016/17 trust and confidence plan and those three recommendations will be implemented within that plan.</p> <p>The model will be the same as we have developed previously with the BME and Disabled communities. We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p> <p>The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse trans community.</p> <p>46. Specialist domestic and sexual violence services have been commissioned, with the specification including consideration of issues for trans victim/survivors. A skills and training needs survey in relation to domestic and sexual violence is underway and will be used to develop a training strategy, this includes consideration of issues for trans victim/survivors. Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale</p>	

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.</p> <p>49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system, including custody/bail hostels and the courts, and support relevant organisations to do so.</p>	<p>research project into supporting trans survivors of sexual violence.</p> <p>47. This project is ongoing.</p> <p>49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video Trans training produced by Sussex Police around addressing, respecting and understanding trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.</p>	
Other	<p>1. The Equality and Inclusion Partnership (EQUIP) and other city partnerships should maintain an overview of action on the basis of the needs assessment.</p> <p>6. Brighton Pride should maintain a focus on promoting trans inclusion.</p>	<p>1. Equip will receive regular reports from the trans sub-group overseeing the implementation of these recommendations and will support city-wide completion of the actions.</p> <p>6. Awaiting information</p>	<p>1. Ongoing: the group meets regularly with representation from all the groups and organisations with recommendations within the TNA. It is chaired by the Lead Members for Neighbourhoods, Communities and Equality.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>23. Employers (both public and private sector) to:</p> <ul style="list-style-type: none"> to promote and ensure access to apprenticeships for trans people. to develop advocacy and mentoring in the workplace, both whilst in employment and to promote access. <p>45. BHCC Transport team to advise on liaising with Brighton Area Buswatch and Brighton & Hove Buses over improving feelings of safety on buses.</p> <p>61. The Brighton & Hove Economic Partnership and the Brighton & Hove Business Forum, with the support of Brighton & Hove Connected and the Communities, Equality and Third Sector Team to</p>	<p>23. BHCC: The council proposes to include a positive action statement in its job adverts for apprentices stating that it particularly welcomes applications from groups currently under-represented within its workforce including those identifying as trans. Similar diversity messaging will also be included on the Apprenticeship section of its jobs site.</p> <p>The council will also publish its Supporting Transgender Staff Policy on its jobs site.</p> <p>Regrettably, the council's dedicated diversity mentoring scheme is currently discontinued due to a lack of resources and available funding.</p> <p>45. A meeting is planned in January of the Transport team, Brighton & Hove Buses and members of the trans sub-group to discuss this recommendation. The 'Helping Hands Scheme' may be a suitable scheme to be extended to this community. Details of the scheme (as currently is) can be found at: http://buses.co.uk/page.aspx?pageid=461 – other options will also be considered.</p> <p>61. May be possible to link in with the kite-marking scheme and use this to raise awareness and standards.</p>	<p>45. The meeting in January 2016 was held and established links between trans groups and the bus company. Training and the extension of existing schemes were discussed and further work will be completed, as capacity permits.</p> <p>61. See update 62 for kite-mark information.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	consider how local businesses can be supported to be trans inclusive and to meet the requirements of the Equality Act.		

Additional work not covered in the recommendations above		
Organisation	Activity and outcomes	Next steps
BHCC – Hove Town Hall	<p>Following the redevelopment of Hove Town Hall there has been a significant increase in the number of accessible and gender neutral toilets ('Toilets for Everyone') in the building. Each floor of the redesigned civic office now has at least one accessible toilet, and one Toilet for Everyone. This provision was based on the portfolio of Equalities Impact Assessments that every service completed as part of their move from Kings House. The Workstyles team has worked closely with colleagues from the Equalities Team, Print & Design, and unions to ensure that provision meets the needs of all staff employed by the council.</p>	
BHCC – Brighton Centre	<p>We've built two new single stalls Toilets for Everyone into our main bar areas; one in the East and one in the West. This is following feedback from our conference clients (particularly union events including UNISON and the NUS) that they'd like options for GN toilets for their delegates. Prior to that we've had to use temporary signage and change a multi-stall male toilet into a GN options which we didn't think was suitable. We've also had feedback from customers at live music events that an option for GN toilets would be appreciated.</p> <p>Alongside this we have made 3 existing toilet facilities (one single stall, two double stall) Toilets for Everyone in our backstage areas (second floor and third floor, these are the double stalls, private from the public) and in our Wing (single stall). These are to ensure that if these spaces are being used independently from the main venue GN options are still available without having to travel to another part of the building.</p> <p>The Toilets for Everyone are not listed as GN as we felt alongside being GN toilets they offer options to a large range of customers that we welcome into the venue; including but not limited to –</p> <ul style="list-style-type: none"> • Parents who are bringing children to events who are of the opposite sex • People who fear aggression in their assigned gender's toilets • People with hidden impairments, such as Crohn's Disease or IBS who do not feel comfortable using the disabled toilet for fear of being pulled up on it by other users because their disability is not visible 	<p>We will monitor usage of these toilets, take on feedback, review with our clients, and ensure staff are supporting users correctly.</p>

Additional work not covered in the recommendations above

Organisation	Activity and outcomes	Next steps
	<ul style="list-style-type: none"> • People with mental health problems who may suffer anxiety in multi-stall toilets • Elderly or disabled people who may need assistance when using facilities (the single stall toilets are large) 	
BHCC: Customer Service Team	<p>A query was received from a customer who has changed their name and gender and wanted to change the details on their concessionary bus pass accordingly. There is a standard charge for changes to a card or replacements if the card is lost, to cover postage and administration. However, the charge is waived if the pass has been stolen, reflecting the fact that theft is beyond an individual's control. Having considered this and the customer query, the Customer Service Team identified that for a trans person the process of aligning their name and physical appearance to their own sense of their gender identity is similarly not a choice. Therefore, it was agreed that the policy would be changed and a waiver allowed for changes of name and other details for trans people.</p>	<p>This has been agreed. The specific customer is going through the process of changing details and any future trans people applying will also have their charges waived for detail changes of this kind.</p>
Sussex Partnership NHS Foundation Trust	<ul style="list-style-type: none"> • Trans Working Group – a newly established & consisting of trans staff, equality team members, senior managers and doctors. At the moment the plan is to produce clear guidelines for all our teams about to support trans patients and colleagues – using a wide variety of resources including government recommendations following last year's Women & Equalities Select Committee Inquiry. We will also be reviewing some of our policies to include more specific references to all of this. • Trans Awareness Training application – this is being made bespoke at the moment. We are focusing on areas where we know trans people are using services or where we know there have been problems with lack of clarity or understanding in the past. • B&H plans to bid for Gender Identity Clinic in the city. Our Service Manager for B&H and a colleague with specialist knowledge in providing trans services are actively involved in this bid. 	<ul style="list-style-type: none"> • We will also be reviewing some of our policies to include more specific references to all of this. • Senior managers will be included and HR colleagues. • They are planning to hold a public event on this topic in January.
LGBT Switchboard	<ul style="list-style-type: none"> • LGBT HIP is working with Trans Alliance to develop a city-wide kitemark around LGBT inclusion with specific trans-inclusion guidelines. 	<ul style="list-style-type: none"> • LGBT HIP and Trans Alliance to meet and discuss the next steps of the project including securing funding and launching pilot scheme.

Additional work not covered in the recommendations above

Organisation	Activity and outcomes	Next steps
	<ul style="list-style-type: none"> • LGBT Switchboard worked with Survivors Network to launch a Trans Survivors Helpline for trans survivors of sexual violence, run by trans volunteers. • The Older LGBT project has identified gaps in knowledge and services for older trans people in the city. 	<ul style="list-style-type: none"> • Switchboard is currently recruiting a new intake of volunteers to strengthen the service, training in January 2017. • Older LGBT Project is working with Trans Alliance, Clare Project BHCC, CCG and other voluntary and statutory agencies to collate more information to inform a planned response.
Brighton and Hove Independent Mediation Service	BHIMS mediators received trans awareness training from the Trans Alliance. This empowered them to start making a clear plan to make BHIMS a safer and more supportive service for trans people.	
University of Brighton	<ul style="list-style-type: none"> • Trans awareness training has been provided to the university's HR team • Student data collection at online enrolment has recently been expanded to include students' gender identity, along with their sexual orientation and religion. • In April 2016 the university became of the first higher education institutions to hold an institutional award under the recently expanded version of the 'Athena SWAN' higher education gender equality charter, which since its expansion has included a dedicated section on supporting trans people. (See pgs. 64-65 of: https://about.brighton.ac.uk/equality/UoB_Institution_Bronze_April%202016%20FINAL(publication).pdf). Findings from the Athena SWAN submission will be considered along with feedback from our 2017 Stonewall Workplace Equality Index submission, to help ensure that identified activities for promoting trans equality are coordinated and appropriately targeted. • The University is currently working with Brighton and Hove City Council, Sussex Police, and Brighton and Sussex University Hospitals (BSUH) 	<ul style="list-style-type: none"> • Following the training, the team has started to review its policies and procedures for trans staff. • The new data on gender identity will be analysed in the Student Equalities Report for the 2016-17 academic year. • Implement Athena SWAN action items relating to trans equality, as detailed in the institutional Athena SWAN action plan. Produce and implement action plan for supporting trans equality (as part of a broader LGBT equality action plan), following feedback from our 2017 Workplace Equality Index submission (expected January 2017). Coordinate this with trans-related actions from the institutional Athena SWAN action plan.

Additional work not covered in the recommendations above		
Organisation	Activity and outcomes	Next steps
	to organise the Trans Needs Assessment Conference in 2017. The conference will include contributions from trans and non-binary contributors, research on trans/non-binary issues, and training for staff and allies.	

NHS England Update

2017: a key year for gender identity services – Will Huxter

19 December 2016 - 13:57

It has been a busy year and I want to thank all those who have taken the time to work with us in our various initiatives to improve services for transgender and non-binary people.

They include members of the Transgender Network; members of the [Clinical Reference Group](#) and its various working groups; the organisations that have joined our symposiums; and the staff who work in the services.

2016 saw publication of the report and recommendations of the Women and Equalities Select Committee on Transgender Equality, and we have used those recommendations to inform our work in developing new service specifications for gender identity services.

I am very pleased about the quality of engagement with partner organisations at our symposiums during the year, which has resulted in a joint initiative with [Health Education England](#) to progress training and education, for specialist staff and for others more widely across the health service.

The applicability of the 18 week waiting standard is now established in the transgender pathway. The surgical providers are now required to publish their monthly waiting time data, measuring compliance with the 18 week waiting standard, and Gender Identity Clinics will begin reporting in 2017 – though the requirement to meet the 18 week standard applies to them now.

NHS England invested an additional £6.5m in gender identity services in this financial year, and we will continue to hold the providers to account in demonstrating how that money is being used to tackle long waiting lists.

Looking ahead to 2017, we will be going out to consultation on new service specifications for both the adult gender identity clinics and the gender surgical services by the Spring. I will publicise the consultation in a future blog.

The Clinical Reference Group has been given the challenge of delivering new specifications that will give us an innovation and new models for care, addressing the concerns identified by the Select Committee and Transgender Network.

We have convened a stakeholder testing group on 5 January for registered stakeholders to help shape the specifications for the purpose of consultation. Once the specifications have been agreed, NHS England will begin a process of national procurement to identify providers and agree new contracts for the delivery of services in line with the requirements set out in them.

I reported previously that West London Mental Health NHS Trust, which currently hosts the Charing Cross Gender Identity Clinic, had decided it no longer wished to provide gender identity services in future. Since that time, we have been working closely with the Trust, and with the staff of the GIC, to identify an appropriate organisation to host the service. Our commitment throughout has been to ensure there is no disruption or reduction to the service provided by the GIC.

I am very pleased to report that, following discussions with a number of different organisations, NHS England has agreed the [Tavistock and Portman NHS Foundation Trust will host the Charing Cross Clinic from April 2017](#).

This will be on an interim basis, pending the outcome of the national procurement which NHS England will undertake in 2017. The focus for the Tavistock and Portman will be to assume the service with minimum disruption to patients and staff, combining their expertise with the knowledge, skill and experience of the current Charing Cross staff. The service will continue to be delivered from the same location as now, and there will be continuity in the clinical and non-clinical team. The change will not have any impact on appointments that have already been scheduled or treatment plans.

There are many advantages to the Tavistock and Portman as the new host for the service, given their experience in delivering the children and young people's gender identity service, and its links with the adult services.

Making the transfer from children to adult services as smooth as possible will be one of the expectations in the specifications to be issued in the new year and, dependent on the outcome of the procurement process, the experience of having both services in a single provider should help us to understand how to do this better, to the benefit of all people seeking support.

I wish you a Merry Christmas and a Happy NewYear, and I look forward to working with you all in a busy 2017.

- Please let me have any observations or questions about this blog via Twitter at [#nhsgenderid](#)

Will Huxter is Regional Director of Specialised Commissioning (London) at NHS England and currently chair of the NHS England Gender Task & Finish Group.

Prior to joining NHS England in June 2014, Will worked in a range of commissioning roles within the NHS, and for five years at an NHS Trust.

He has also spent eight years working in the voluntary sector

Subject:	Brighton & Hove City Council Equality & Inclusion Policy Statement and Strategy		
Date of Meeting:	23 January 2017 – Neighbourhoods, Communities & Equalities Committee 26 January 2017 – Council		
Report of:	Executive Director for Adult Social Care & Health		
Contact Officer:	Name:	Sarah Tighe-Ford	Tel: 29-2301
	Email:	sarah.tighe-ford@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1. This report presents the new Equality & Inclusion Policy Statement and Strategy ('the policy') for the city council (appendix 1). The policy refreshes and updates the council's previous Equality & Inclusion Policy 2012-2015.
- 1.2. To ensure that the new policy incorporated the findings of both the Fairness Commission and the Equality Framework for Local Government assessment, an extension to the 2012-15 policy was agreed by the Neighbourhoods, Communities and Equalities Committee on 5th October 2015.
- 1.3. The policy addresses key priorities and city issues from the Corporate Plan 2015-19, and draws on the recommendations of the 2016 Fairness Commission and Equality Framework for Local Government (EFLG) peer assessment of the council in September 2016.
- 1.4. The policy describes the council's vision and defines a measurable corporate objective to promote, facilitate and deliver equality within the council and in the city. This ensures that the council meets a legal obligation under the Equality Act 2010: for the local authority to set a minimum of one equality objective.
- 1.5. High level strategic improvements are also identified within the strategy. These are underpinned by directorate level and service level actions defined annually and monitored through the council's business planning process.
- 1.6. Equality and inclusion is a central priority for the city council. This new policy and strategy builds on good work and processes already underway, defines a clear corporate objective for the council and defines how the council will achieve this.

2. RECOMMENDATIONS:

- 2.1 That Committee welcomes and provides comment on the new Equality & Inclusion Policy Statement and Strategy as set out in appendix 1.
- 2.2 That Committee recommend the new Equality & Inclusion Policy Statement and Strategy for approval by Full Council.
- 2.3 That Committee instruct officers to provide an annual update to this committee on progress on the actions identified within the strategy to achieve excellent.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1. The previous Equality & Inclusion Policy covered the period 2012- 2015 and was due for review at the end of that time. However in order to ensure that the new policy incorporated the recommendations of both the Fairness Commission report and Equality Framework for Local Government external peer assessment, an extension to the policy was agreed by the Neighbourhoods, Communities and Equalities Committee on 5th October 2015.
- 3.2. To ensure ongoing accountability, progress updates for all the actions in the last policy were provided through Community Works and circulated to community and voluntary sector groups in the city. Equality actions have continued, along with Equality Impact Assessments and all other work within the policy.
- 3.3. Our Equality Impact Assessment (EIA) process will continue to support the refreshed policy and its objective and actions, informing all council services, policies, strategies and employment practices. This will make sure that barriers, needs and opportunities relating to people's protected characteristics are identified in all aspects of the council's work and appropriate actions defined and completed.
- 3.4. The policy aligns with and complements the Workforce Equality Action Plan (WEAP) 2013-19 which specifically describes how the organisation will improve equality in employment.
- 3.5. The Equality Framework for Local Government (EFLG) Assessment, run by the Local Government Association, is an external peer assessment that judges local authorities' performance in relation to equality in five key areas:
 - Knowing your communities
 - Leadership, partnership and organisational commitment
 - Involving your communities
 - Responsive services and customer care
 - A skilled and committed workforce.
- 3.6. This policy is structured around and builds on these five headings, ensuring it covers all aspects of the council's work.

3.7. BHCC was assessed by external peers on 28th / 29th September 2016. The council was found to be 'achieving' in line with its self-assessment in preparation for the assessment. See appendix 2 for the draft report of the EFLG assessors.

3.8. Key findings of the EFLG assessors:

3.8.1. Strengths

- Data, specifically the JSNA, is strong, and readily available
- Strong awareness of and commitment to equality throughout the council
- Good examples of engagement
- Equality Impact Assessment (EIA) process is well-embedded and partners recognise the value of the process, especially budget EIAs and redesigning services
- After Global HPO report, the issues and actions are clearly identified

3.8.2. Weaknesses and where these have been addressed in the new policy

- Consistency (eg: use of data and application of equality approaches)
 - See section 3.1: We will make more of the data we have so that it is analysed and used to inform service planning and delivery and helps us identify who is and is not accessing our services and who could be getting more from them.
 - And see section 3.3: We will continue to work with residents, partners and others to identify and complete needs assessments on different groups so that we keep an up-to-date picture of the city's populations.
- Improve work to improve communication between different levels in the organisation
 - See section H3: We use our communications methods to deliver our equality priorities, respond to the needs of our communities and foster good relations. This is essential to achieving our equality and inclusion objectives.
- Little evaluation of impact of strategies
 - See section 1.2: We will ensure that we better monitor outcomes and can demonstrate how our actions are leading to improvements.
 - See section 4.1:
- Relationships with BME communities need improvement
 - See section 3.2: We will establish stronger links with BME groups and communities so we work better together, hear different people's views, and learn from what is working well or not.
- Using customer data effectively, also identify who isn't using our services
 - See section 3.1: We will make more of the data we have so that it is analysed and used to inform service planning and delivery and helps us identify who is and is not accessing our services and who could be getting more from them.
- Need for consistency in approach to culture change and corporate programmes, even when senior leadership changes
 - See section 2.2: We will introduce our new behaviour framework, which will be supported by a range of tools for staff and managers including short courses, toolkits, guidance and e-learning. We will also identify areas across the council which will receive focused equality learning and development; revise and improve our e-learning offer; and increase opportunities for formal and informal equality learning opportunities.

3.9. The recommendations and findings from the peer assessment (see appendix 2 of report) have been used to inform and shape the policy and to improve and strengthen equality aims throughout the council.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 There are no alternatives. As well as being best practice and a legal requirement the council has prioritised 'Increasing Equality' within its current Corporate Plan.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 A consultation document was widely circulated twice to over 100 community and voluntary sector organisations via a Community Works mailshot. This also gave information on how to access the consultation via the online consultation portal and dates, times and venues of staffed drop-in events across the city for people to feed back in person if preferred.

5.2 The policy and short survey were available from May to the end of September on the consultation portal; this was promoted externally via Community Works and the Equality & Inclusion Partnership (EquiP) and internally through council's staff forums, Equality Steering Group and Departmental Equality Groups.

5.3 During June and September six staffed drop-in sessions were held at accessible libraries in central, west and east venues across the city

5.4 The following table details the key themes that emerged from the consultation:

Key themes	How have these been incorporated into the policy
Include groups outside of the legally protected characteristics i.e. poverty, homeless, substance misuse.	We are referencing groups beyond those covered by the law; this was also picked up in Fairness Commission findings.
Accessibility: make the policy available in alternative formats if requested, using Plain English and avoiding academic/business language	The Policy will be available in different formats on request and the language has been simplified. Use of BSL was also picked up in the Fairness Commission and the council is considering how to take this forward
Ensure references to all groups in the policy	The policy is inclusive and actions cover all people: staff, residents and elected members.

5.5 Thanks and responses to feedback have been provided to the community and voluntary sector via Community Works and to named individuals. Also a feedback statement was added to the council's portal and Intranet.

5.6 As part of the council's commitment to measuring and reporting on the impact and effectiveness of the Policy an annual consultation event will continue to be

held with community and voluntary groups, organised and supported by the Communities, Equality & Third Sector Team.

6. CONCLUSION

- 6.1 The council is required by law to approve an equality policy setting at least one objective.
- 6.2 Full Council is required to approve the policy as stated in Part 3.1, paragraph 3.20 (ii) of the council's constitution.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no direct financial implications arising from the recommendations made in this report. The objectives set out in the policy are expected to be delivered within existing resources and reflected by services in budget planning.

Finance Officer Consulted: Name: Mike Bentley

Date: 04/10/16

Legal Implications:

- 7.2 The policy recommended for approval is an important element of the authority's discharge of its statutory public sector equality duty, Approving and publishing the policy ensures that the Council meets the requirements of regulations made under section 153 of the Equality Act 2010.

Lawyer Consulted: Name: Victoria Simpson

Date: 20/12/16

Equalities Implications:

- 7.3 The purpose of the policy is to set out the council's vision, objective and actions for promoting, delivering, measuring and reporting progress on equality in the council and the city. Equality groups throughout the city have been consulted on the refresh of the policy and will have an opportunity to continue being involved in the review and progress of equalities actions.

Sustainability Implications:

- 7.4 Communities in which different groups of individuals face inequality and exclusion and/or where relations between groups are not good are unsustainable socially and economically and present both an immediate and long term financial, legal and reputational risk to the local authority.

Any Other Significant Implications:

- 7.5 These are listed in appendix 1.

SUPPORTING DOCUMENTATION

Appendices:

1. Other implications (below).
2. Brighton & Hove City Council Equality & Inclusion Policy Statement and Strategy
3. Equality Framework for Local Government report from the Local Government Association

Documents in Members' Rooms

1. None

Background Documents

1. None

Appendix 1

Crime & Disorder Implications:

- 1.1 The policy has a direct relationship with helping to tackle and reduce hate crime and discrimination in the city.

Risk and Opportunity Management Implications:

- 1.2 The Equality Act 2010 provides the council with the opportunity to refresh its equality and inclusion priorities and make sure that they reflect those of the city's different communities.

Public Health Implications:

- 1.3 Having a set of clear corporate equality and inclusion objectives that all teams in the council are working towards will help to prevent and reduce health inequalities.

Corporate / Citywide Implications:

- 1.4 The policy has set the council's corporate position on equality and inclusion and therefore has implications for and is the responsibility of all teams across the council.

Brighton & Hove City Council Equality & Inclusion Policy Statement and Strategy



Contents

1. Our vision for equality and inclusion in Brighton & Hove
2. Our successes so far
3. Our challenges and opportunities going forward
4. Our equality objective
5. Achieving our objective
6. Accountability and Communication
7. Further Information

A. Our Vision for Equality and Inclusion in Brighton & Hove

Brighton & Hove is a vibrant city that is culturally, economically and socially diverse. The council values this diversity and aims to support and encourage it. We also take a leading role in seeking to increase equality, inclusion and fairness in the city.

'Increasing Equality' is a central principle informing how we plan, finance, deliver, commission and review our services.

Our commitment to equality and inclusion is unwavering even with the financial challenges we face. Our aspiration is for a more equal city where no-one is left behind, and where everyone shares in the city's prosperity and is respected.

To achieve our vision for inclusion, equality and fairness in the city we will lead by example, work with others, invest in communities, and listen and act when people tell us how we can do better.

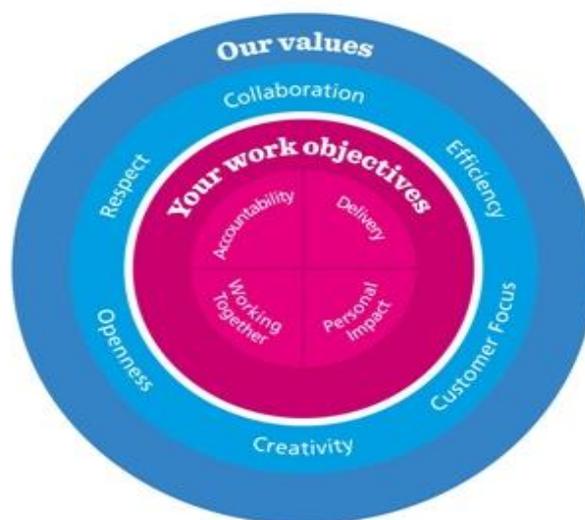
The council has an important role in tackling inequality. We will continue to ensure services are provided to those people experiencing greatest disadvantage and we will work with people to reduce their exclusion and ensure equality of opportunity.

We are committed to increasing equality, opportunities and fairness inside our organisation, within our services and in the city, and to eliminating discrimination. We will promote and support good relations and cohesion between all communities in the city so that everyone feels part of Brighton & Hove and can benefit from and contribute to our city.

This strategy sets out our equality objective and areas of focus and action. It guides the work of all staff and elected members in the council as we deliver public services. By defining our priorities for the coming years we enable a consistent corporate focus on achieving greater equality and inclusion in our city.

Our Purpose: to provide strong civic leadership for the wellbeing and aspiration of Brighton & Hove

Our Values:



Our successes so far

We have taken significant steps to improve equality and inclusion through the following strategic activities:

- Understanding our communities, their needs and assets through our programme of needs assessments;
- Embedding equalities monitoring into our services and consultations and using this information to improve;
- Listening to the views of diverse communities through our membership of city-wide partnerships and engagement activities;
- Supporting community activity, volunteering and local improvements through our programme of funding community and voluntary organisations;
- Mainstreaming equality and inclusion principles and work into our Corporate, Directorate and Service plans;
- Proactively taking forward national opportunities: we were the first council to hold a same sex marriage ceremony, and we have also responded when national developments may negatively impact on vulnerable people, such as establishing a new money advice and support service for those facing financial difficulty
- Retaining our commitment to complete Equality Impact Assessments (EIAs) to inform service and budget changes;
- Inviting external and independent assessment of our work by taking part in equality charters such as Stonewall Education Equality Index and the Local Government Association's Equality Framework for Local Government ;
- Setting up an independent Fairness Commission to hear the public's views on how to make the city a fairer place to live;
- Introducing a culture change programme to enhance managers' leadership skills, to model and demonstrate [our corporate values](#) and help us to deliver improved services across the city;
- Responding to community feedback, we have re viewed our recruitment and selection policy and processes to improve the success rates for groups under-represented within our workforce, particularly those from a BME and White Other background and those who are disabled, so that our workforce more closely reflects the diversity of the community we serve;
- Improving the collection and analysis of our workforce and recruitment data has given us a better understanding of the issues affecting our workforce so that we can focus our work in those areas that are key to delivering improved, tangible equality outcomes for our staff;
- Using positive action initiatives as part of a recruitment campaign for newly-qualified social workers resulting in a doubling of applicants from a BME background.

Feedback from our recent assessment within the Equality Framework has been built into this strategy. The full report is available here: [hyperlink](#)

C. Our Challenges and Opportunities Going Forward

Local government is going through **immense changes**. Budgets from central government are reducing significantly. Services must change radically and some may have to stop altogether. Elected members have difficult decisions to make; many of which will have significant impact on people in the city. There has, therefore, never been a more important time to ensure that equality and inclusion issues directly inform decision making.

The **national and international context** for the council and city is challenging. Changes to welfare and benefit systems and the costs of living and especially housing in the city are putting many people under pressure. The result of the referendum on leaving the EU raises many questions about how the city and the country will interact with the rest of the continent and the wider world. Events across the UK and the world have local consequences and impacts on individuals and communities for good or ill, affecting community cohesion and relations between people.

Geographically, Brighton & Hove is a tightly constrained urban area: the sea and the South Downs National Park mean there are few opportunities for the city to expand. Despite this, our population is predicted to rise from 273,400 to 298,400 by 2024, increasing the demand on public services. This means we will have to work even harder to ensure that the right services meet diverse needs at the right times, in the right ways.

Having an **in-depth, current understanding** of our communities, their diversity, identities, assets and needs helps us to consider how best to design and deliver our services. We know that the city includes some of the most deprived areas in the South East with significant inequalities facing certain neighbourhoods and communities of identity.

- We have a growing Black and minority ethnic (BME) population which is very diverse and relatively young;
- Disabled people face specific problems in the city linked to geography and heritage buildings. There are also significant issues for people in the city relating to mental health;
- The city is generally trans-friendly but discrimination, abuse and isolation are still problems;
- There is a relatively large and well-established lesbian, gay, bisexual (LGB) community in the city, but there are still issues in relation to discrimination and disadvantage;
- The migrant community grew more in Brighton & Hove than anywhere else in England between the 2001 and 2011 censuses;
- The age demographic in the city is unusual with a large population of young adults (linked to the universities) and also a growing number of people who can be described as the 'oldest old';
- In the 2011 census the city had the second largest percentage of people who said they had no religion or belief (roughly the same as those who said they were Christian).

With the diversity of the city comes opportunity, in the form of a wide range of skills, talents, experience, knowledge and abilities. We have strong and cohesive communities who work to support each other and a diverse business sector responding to a range of customer interests. The city is aspirational and outward-looking. It is seen as a destination of choice for international tourists and students, both at language schools and the universities. Our reputation as a city for diversity and inclusion is economically advantageous as well as socially beneficial.

In terms of the **council's workforce**, we are committed to ensuring our recruitment and selection process is fair, consistent and transparent and that job opportunities are accessible to as wide and diverse an audience as possible. However we know that certain equality groups, particularly BME people, are under-represented in our workforce, especially at more senior levels. We are using [positive action](#) to increase the diversity of new recruits with the aim of building a workforce with an equality profile that reflects the city's economically active population. We recognise that this is a challenge given there will be fewer job opportunities in the future as the council decreases in size.

There are advantages in the council being an employer that actively values and promotes a diverse workforce. We perform best by harnessing the complementary skills, knowledge, backgrounds and networks of a rich mix of people who work together in an environment that is fully inclusive and respecting of individuals. People from different backgrounds can bring fresh ideas and perceptions which can make the way we work more efficient and products and services better. Our commitment to diversity and equality is to our own staff as well as to the communities we serve, driven partly by purpose as a local authority but also by our business need to attract talented people into the organisation.

There are high levels of correlation between income inequality and social mobility, teenage births, imprisonment, trust, mental illness and obesity. Addressing and reducing inequality means benefits for individuals, communities, the city and the council.

D. Our Equality Objective

The Equality Act 2010 requires councils (and other public sector organisations) to set at least one equality objective every four years. Our objective covers all aspects of our work, all our services and everyone protected by the law.

Our objective:

To achieve excellence in our equality practice, as measured by the Equality Framework for Local Government, by 2020

The Equality Framework for Local Government (EFLG) is the only nationally recognised, comprehensive, external equality assessment specifically for local authorities.

It assesses councils' performance in relation to equality in five key areas:

- Knowing your communities
- Leadership, partnership and organisational commitment
- Involving your communities
- Responsive services and customer care
- A skilled and committed workforce.

The purpose of the EFLG is to help organisations, in discussion with local partners and local people, review and improve their performance in relation to the protected characteristics within the Equality Act 2010. The EFLG focuses on how councils respond to local issues and problems, and encourages learning from good practice.

Councils can be assessed as Developing, Achieving or Excellent under the EFLG. In 2016 the council was assessed as 'Achieving'. This strategy provides the focus, direction and activities for us to achieve 'Excellent' by 2020.

Working towards achieving our equality objective will also help ensure the council meets its requirements under the Equality Act 2010 [public sector equality duty \(PSED\)](#), which requires councils to show how they have paid conscious attention to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out all their activities.

E. Social, economic and legal drivers for this strategy

There is a strong moral case for the council to excel in our equality and diversity practices. Brighton & Hove is a city that has long held a reputation for inclusion, being welcoming and openness to difference – and the city council should and must reflect, support and strengthen those principles.

An inclusive society where everyone is treated with dignity and respect would be a society with less conflict and insecurity. A society where diversity is celebrated would encourage active participation from all, where everyone would demonstrate their social and moral responsibility from a basis of shared values.

People are more likely to have better confidence and trust in services if they believe that they will be treated with dignity and respect and they will be more satisfied with these services, which is important at a time when public funding is being scrutinised more than ever.

Good equality and diversity practice avoids wasting resources by providing services that people want or need and which are inappropriate.

The council is more likely to attract people from a wider pool of talent if it is explicit in its commitment to diversity and is demonstrating this through how it operates. Staff are more likely to perform well, feel motivated and committed and therefore be retained if they feel valued and respected in their working environment.

Finally, in legal terms, the council has legal duties (in the Equality Act 2010, more details below) to ensure that it assesses and pays attention to the impacts of its work on people, linked to their legally protected characteristics.

F. How will we achieve the aims of this strategy?

Everybody has a role play in achieving this strategy because all council staff have legal duties and individual responsibilities in relation to equality. They are:

All staff:

- Being aware of the council's legal equality duties and our organisations commitments and what they mean practically for them in their roles.
- Treating service users, colleagues and residents with dignity and respect whilst responding positively and appropriately to meet diverse needs.
- Challenging and report to managers incidents where equality practice has not been followed, including discrimination, harassment and bullying.

All managers:

- Ensuring all staff are aware of their personal responsibilities in relation to promoting equalities.
- Ensuring continued improvement and equality outcomes in relation to the accessibility and delivery of services to residents.
- Creating an inclusive workplace culture in which all staff can thrive and reach their potential.

- Ensuring all staff are supported and trained so that they can perform their jobs effectively.
- Managing all staff fairly and equitably through the consistent and fair application of HR policies and procedures.
- Setting clear standards of behaviours in line with the council's values and promptly dealing with any instances of inappropriate behaviour, including discrimination, harassment and bullying.

All elected members:

- Championing equality within the council, including undertaking a scrutiny role to ensure that equality considerations are integrated in the decision making and governance of the council
- Leading, supporting and advocating for the diverse people and communities they represent
- Using equality impact assessments to inform decision making to avoid discrimination, promote inclusion and wherever possible increase fairness in the city.

G. Achieving our Equality Objective

Our objective:

To achieve excellence in our equality practice, as measured by the Equality Framework for Local Government, by 2020

The Equality Framework identifies best practice in five areas. We will use these as guides for our five areas of focus. We will combine our knowledge of city issues and challenges with the feedback from our partners and staff along with our 2016 EFLG assessment to define our priorities and actions.

Our five areas of focus are:

1. Open and equitable services
2. Inclusive employer
3. Services that understand our diverse population
4. Strong and fair leadership
5. Effective partnership working to reduce inequality

1. Open and equitable services

We aim to improve:

- Targeting of services and interventions
- Quality and relevance of services
- The ability of services to respond effectively to changes in the city and to individual people's needs
- Customer satisfaction
- Accessibility of services

We will do this in the following ways:

1.1 Equality Impact Assessments (EIA)

Carrying out EIAs helps us to pay conscious attention to the potential impact of our actions on all people relating to their protected characteristics in service delivery, commissioning services and in our role as an employer. EIAs are a tool to help us identify how different people might be affected in different ways and take action to increase positive impacts and reduce negative ones.

We assess equality impact before introducing a new service or making changes to services, when developing or revising policies or strategies, and where there is or might be any impact on service-users and/or staff.

Keeping a record of how decisions are reached helps us to demonstrate that we have considered the aims of the equality duty and are delivering services which are appropriate, flexible and responsive to the needs of our diverse community. [Completed EIAs](#) are listed on the council's website and are available on request.

Importantly, EIAs help us to continuously improve our customer service and ensure high levels of satisfaction.

To achieve excellence:

We will better share findings of EIAs between relevant services and monitor planned actions.

We will also increase our assessment of the cumulative impacts of changes to service provision, whether commissioned from others or provided by the council.

1.2 Service delivery and performance monitoring

To ensure open and equitable services, Directorate and Service Plans are set each year as part of the council's overall business planning process. These are monitored and reported quarterly to the Executive Leadership Team and Directorate Management Teams respectively.

Equality actions and progress monitoring are embedded within this process. All Directorate Plans must include this action:

- Services in the directorate will use data, engagement and EIAs to identify differences in access or outcome for service-users relating to their legally protected characteristics and prioritise areas for action. This should include: planning, completion, implementation and outcome monitoring in all services; implementation of budget EIAs; engagement contributing to service improvement; defined priority gaps in outcomes are removed or reduced. (Measures of success: EIAs are delivered to agreed timetable; budget EIAs are completed and actions implemented; and any other specific equalities targets for the service). There may be some directorate specific actions and targets that your Directorate Equalities Group can help identify.

As part of our legal duty we meet annually with the community and voluntary sector to describe progress against these actions and hear feedback.

To achieve excellence:

We will ensure that we better monitor outcomes and can demonstrate how our actions are leading to improvements.

1.3 Procurement and Contracts

All contracts and service agreements include arrangements which make sure our funded providers are able to meet our legal duties for equality and inclusion. This includes a requirement to monitor services by protected characteristic and use this to inform service improvement. In addition the council's commitment to [social value](#) ensures that where possible and applicable our contracts secure additional outcomes for vulnerable groups including for example, training and employment opportunities.

To achieve excellence:

We will look for opportunities to use the provisions of the Social Value Act and Framework to address inequalities, design better services, find new solutions and improve outcomes.

1.4 Customer feedback

In 2016-17 the customer insight data gathering guidance was revised and advises services to analyse customer satisfaction survey results, particularly in relation to protected characteristics. Any observations around equalities (e.g. that customers aged 18–24 were less satisfied on the whole than those aged 65+) should be reported through Interplan (the council's performance monitoring system) annually, along with actions to address any disproportionate under or over representation of particular groups. This will then also enable organisation-wide analysis of customer satisfaction by protected characteristics for necessary improvement actions to be taken.

To support services in ensuring that they aren't disadvantaging any particular group, the Customer Feedback team (CFT) will drill down further into areas of complaint and compare the profile of the complainants with their case-load data to ascertain if there are disproportionate numbers of complaints from any group CFT can then support the service to address any areas of concern.

To achieve excellence:

We will move more customer contact from unstructured emails to an online form and embed gathering of equalities information.

1.5 Digital First

Our aim is to make everything we do as customer focused as we can, providing digital services based on the needs of the people who live, work and visit the city of Brighton & Hove. We want to improve people's experiences of online services.

A small team of web developers, designers, writers and editors are working with various teams and services across the council to redesign how we deliver our services to citizens and to develop new online customer focused services. We are developing a

customer account area, where you can see council services in one place, and simplifying our online forms

To achieve excellence:

We will ensure that alternative communication routes remain available for people with specific requirements.

We will also ensure that digital options are adaptable and comply with digital standards of accessibility.

2. Inclusive employer

We aim for a workforce that is:

- More closely representative of the communities we serve
- skilled, capable and motivated to deliver the best services for everyone in the city
- confident and skilled in achieving council priorities
- focused on continually improving performance

We also aim to build a more inclusive workplace culture in which everyone can thrive and flourish and reach their potential.

We will do this in the following ways:

2.1 [Workforce Equality Action Plan \(WEAP\)](#)

This Plan is the council's response to the findings of a council-commissioned external assessment of the experiences of Black and Minority Ethnic (BME) employees. The findings identified specific issues in relation to race equality, but many (about broader performance and cultural issues) were also relevant to other equality groups in the workforce.

It supports the council's modernisation agenda and the associated culture change programme. It describes how the organisation will improve equality in employment within the overall framework of this Equality and Inclusion Policy Statement and Strategy.

Progress against the WEAP is monitored through a dedicated Workforce Equalities Group (WEG) that meets on a quarterly basis. This group comprises representatives from the Staff Workers' Forums; Trade Unions; Human Resources & Organisational Development; and the Communities, Equality & Third Sector and Communications teams.

The current WEAP has the following five priorities:

- Use positive action to build a workforce which has an equality profile that broadly reflects the economically active population within the City

- Use robust employment data to inform the council's workforce strategy to improve employment outcomes¹ for staff of all equality groups
- Have a framework of employment policies and procedures that are compliant with equalities legislation and best practice and which managers apply consistently to promote equality in the workplace
- Mainstream equalities within all learning and development activity to ensure that employees understand their individual equality duties, and have the knowledge and skills to meet the needs of the diverse communities they serve
- Build an inclusive workplace culture in which employees across all equality groups show high levels of engagement and satisfaction with the council as an employer

To achieve excellence:

We will continue to implement the Workforce Equality Action Plan (WEAP), monitor and report progress against its aims to the workforce and wider community and respond to where we are not achieving.

We will identify how services across the council can contribute to the WEAP's aims and will provide support to enable them to achieve tangible outcomes.

2.2 A skilled, capable and motivated workforce working to deliver the council's priorities

The council's Workforce Development Team provides a blended approach to equality and diversity learning and development, using both online learning and skills workshops. Equality and diversity is integrated into all modules of the council's learning and development programme to help staff provide fair and consistent customer service and work effectively in a diverse workforce.

Having developed our corporate values and used a management development programme to develop the shared vision for the organisation, the second phase of the programme will focus on performance; looking beyond what we do, to how we do it, to get the best outcome. It will also ensure that issues related to unconscious bias will be addressed.

To achieve excellence:

We will introduce our new behaviour framework, which will be supported by a range of tools and opportunities for discussion for staff and managers, including short courses, toolkits, guidance and e-learning.

We will also identify areas across the council which will receive focused equality learning and development; revise and improve our e-learning offer; and increase opportunities for formal and informal equality learning opportunities, to encourage conversations and engagement on how equality and inclusion work in practice.

2.3 A robust set of Human Resources policies and procedures

¹ 'Employment outcomes' means both increasing the diversity of people employed by the council, ensuring that progression, secondment and other opportunities are fairly available, and that policies are fairly applied.

The recent Equality Framework for Local Government assessment stated that we have a robust set of employment policy and procedures that promote equality by providing support for staff and providing a legal and best practice framework to enable managers to promote equality when recruiting and managing their staff. Policies include:

- Recruitment and selection
- Attendance management
- Performance management
- Reasonable adjustments guidance
- Supporting transgender employees
- Dignity and respect at work

To achieve excellence:

We will increase awareness of policies and procedures, targeting interventions and support where data suggests policies are being applied inconsistently.

2.4 Performance monitoring

Equality actions and progress monitoring are embedded within our service planning process. For 2017-18 all Service Plans must include the following:

- Service managers will actively support the corporate aim of diversifying the workforce, recruiting and retaining staff from all the city's communities (Measures of success: Actions taken to increase diversity (eg: job fairs, positive actions statements etc), numbers of people recruited and percentage of those who are BME and disabled at application, interview and appointment stages as monitored by HR, percentage of managers who recruit who have been trained)

2.4 Performance Development Plans (PDP)

PDPs encourage a review of successes and challenges over the previous six months, provide an opportunity for managers and staff to give and receive feedback, and enable the setting of planned objectives with time frames.

These specifically reference equality questions within the context of the 'respect' value. They contain guidance questions and prompts for managers and staff to encourage discussion.

To achieve excellence:

We will introduce new methods of assessing performance and improve rates of PDP completion and the standard of PDPs.

3. Services that understand our diverse population

Brighton & Hove has a very specific and diverse population. Understanding better who lives and works in the city and who visits it enables us to plan and deliver services that anticipate and meet people’s needs better.

We aim to:

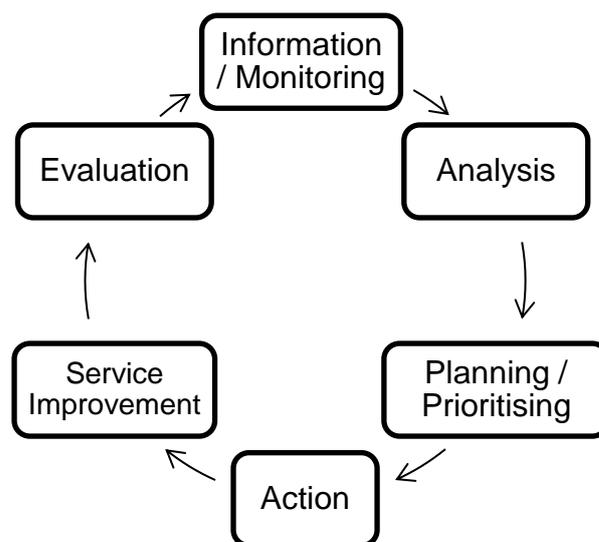
- deepen our understanding about the diverse and changing communities in the city through needs assessments and data, as well as through engagement and on-going relationships
- be creative and confident in engaging with diverse residents and partners by having the right approach and skills in our workforce
- embed learning approaches to ensure that customer feedback is used to improve services.

We will do this in the following ways:

3.1 Monitoring and analysis of equality data

By law the council must consider how different people will be affected by the decisions we make and services we provide.

After we collect equality data we analyse it to find out about our service users. We can compare data on different communities in the city; see whether there are differences in which people know about services; which use them; what they think of them; and the difference this makes to their lives.



We then take action to address any barriers or gaps to help the service meet different people’s needs better. Through our data analysis we can demonstrate that we have identified, considered and responded to diverse needs, and improved services wherever possible.

To achieve excellence:

We will make more of the data we have. We will analyse it so it informs service planning and delivery; helps us identify who is and is not accessing our services; and to identify who could be getting more from them.

3.2 Communities and Third Sector Policy and Investment

The Communities & Third Sector Policy sets out the council’s recognition of, and need for, resilient communities and a thriving and diverse Third Sector (Community and Voluntary Sector (CVS) groups in the city).

The Third Sector Investment Programme brings together investment from across the council and the local Clinical Commissioning Group (CCG) to fund communities directly and capacity building support for CVS organisations, with the aim of developing the assets of people in communities. This means investing in support for communities so they can create their own solutions, with and without public sector organisations.

We also invest in the Third Sector, as a bridge to the most disadvantaged people and those who do not traditionally access council services.

The council seeks to involve all parts of our community in the design, review and scrutiny of service delivery. The council recognises the unique role the sector plays in tackling inequality and promoting inclusion.

As part of the council's changing approach we understand that we will need to release and share more of the control that we have traditionally held. We will need to build more collaborative relationships with community and voluntary groups and communities. By designing, producing and delivering services together we aim to empower and enable residents from all communities to build on and increase their own resources and assets and take action across the city.

To achieve this, the council's [Collaboration Programme](#) aims to transform our approach, providing a strategy that will encourage and support 'active citizenship', volunteering and communities working together and with us.

Furthermore, the programme aims to support service redesign and develop the right staff skills, systems and processes to become a council where we act with our residents and communities not for them.

To achieve excellence:

We will establish stronger links with BME groups and communities so we work better together, hear different people's views, and learn from what is working well or not.

We will also work more closely with the faith sector to ensure we hear from people of all faiths and none.

3.3 Needs Assessments and Community Insight

The city's [Joint Strategic Needs Assessment](#) (JSNA) provides a comprehensive analysis of the current and future needs of local people. It is used to inform the commissioning of services that will improve outcomes for residents and reduce inequality. Needs assessments collate and analyse local data and evidence from the public, patients, service users and professionals, and include a review of local and national research and best practice. The JSNA programme specifically considers the needs and assets of vulnerable groups including those with protected characteristics.

[Community Insight](#) is a free online tool available to anyone to use. It maps data available at city, ward, neighbourhood and street level, including equalities data where available. The site also allows users to look at data (for example, numbers of children) for their neighbourhood through the ability to draw bespoke neighbourhoods.

There are also a number of specific projects which provide an opportunity for engagement and shared understanding of available data to better understand the local population and their specific needs. Examples include:

- The [Trans Needs Assessment \(TNA\) 2015](#) highlighted not only the level of discrimination and prejudice ongoing in our city, but also the strengths of the local trans community and the opportunities for action.
- Representatives from the city's Black & Minority Ethnic (BME) communities worked with the council, Sussex Police and the NHS Clinical Commissioning Group (CCG) to better understand the city's growing BME population. The [Black and Minority Ethnic Communities in Brighton & Hove: a snapshot report](#) 2015, led to additional research to understand barriers to employment in the city.
- [2015 Disability in Brighton & Hove](#) report (based on the social model of disability) provides an accessible overview of local and national statistics and trends about disabled people living, working or studying in Brighton & Hove.

To achieve excellence:

We will continue to work with residents, partners and others to identify and complete needs assessments on different groups so that we keep an up-to-date picture of the city's populations.

4. Strong and Fair Leadership

We aim to provide leadership that is –

- focussed on tackling inequality, promoting fairness and inclusion
- trusted to make fair decisions
- able to balance competing interests and priorities in the city
- confident in its role in improving relations between communities

We will do this in the following ways:

4.1 Fairness Commission

In 2015 an independent [Fairness Commission](#) was set up to explore how to make Brighton & Hove a fairer and more equal place to live and work. The Commission heard the concerns of diverse residents, community groups and businesses across the city. It concluded that whilst the city was thriving economically there were considerable issues related to poverty, inequality and fairness for many residents. In particular it found that child poverty remained a significant issue for families across the city and continues to affect life chances.

The findings of the Commission will influence how the council's budgets are spent over the next three years to tackle inequality and increase opportunities. *[Currently being prioritised and action plan developed so be will appended to this strategy when available].*

4.2 Strategies

As new strategies are developed or existing ones revised, we ensure that an equality impact assessment process is used, so that differences in prevalence, impact, access or outcome for people in relation to their protected characteristics are identified and

addressed. Actions can then be tailored to meet these differences and to effectively and appropriately target interventions to meet needs.

To achieve excellence:

We will ensure that actions from strategies are appropriately prioritised, so that they can be implemented effectively and their impacts monitored.

4.3 Budget EIA process

Each year as we set our annual budget we use Equality Impact Assessments (EIAs) to ensure we meet our [public sector equality duties](#) under the Equality Act 2010. We assess the impact of budget proposals and changes to services on protected groups, and define actions to reduce negative impacts and increase positive outcomes. Budget EIAs are considered by elected members as part of the decision-making process and in addition a cumulative impact assessment is presented as part of the papers for budget council.

Understanding communities' views is essential and before final decisions are taken on budget decisions we consult with partners and community groups. These range from consultation events to community and partner representation on service review boards.

Mitigating actions are monitored and reported on through our performance system. In addition we report progress on our equality work through an annual event with community and voluntary groups.

To achieve excellence:

We will continue this process so that all decisions about budget proposals are informed by due regard to their impacts.

We will also use any opportunities to share impacts and analyses with other city partners and look for where proposals from different organisations may have cumulative effects.

4.4 Ward Councillors

The role of Ward Councillors is to represent and understand the diversity and needs of people living within their wards and engage with residents and groups on a wide range of issues. They contribute to the development of council policies and strategies, including budget setting, and may be involved in scrutinising council decisions or taking decisions on planning or licensing applications.

Equality lead councillors have a specific role in challenging inequality by sharing information, ideas and innovations to create solutions that help increase inclusion and fairness across the city.

In addition, the [Neighbourhoods, Communities and Equalities \(NCE\) Committee](#) has overall responsibility for the council's approach to communities and neighbourhoods, the third sector, community safety and resilience, equalities and inclusion. The NCE committee can call other council committees to account; can make decisions itself and make recommendations to the most appropriate body – including agencies outside the council. Representatives from the voluntary and community sector are included as standing members of the committee, however representatives from communities, local action teams and other community forums are also

invited, where relevant, to attend and speak at the committee. The committee is also open to questions at any time.

Ward councillors, with council officers, also have a role in bridging divides between communities, both geographical and from any other cause, to support and develop the sense of common identity and purpose in the city. Strong measures to address inequality and hate crime are central to this, along with awareness of how national and international events can impact on local people and increase or reduce tensions, anxieties and opportunities.

5. Effective partnership working to reduce inequality

We aim to:

- Increase sharing of data, knowledge and skills in relation to equality work to benefit the city
- reduce duplication and join up provision so that everyone has access to fair services
- Increase joint action on key city-wide equality issues

We will do this in the following ways:

5.1 Partnership working

The council has a strong history of working with the local community and voluntary sector and recognises the specialist role that it plays in tackling inequality through strong roots in service user involvement, community engagement and fighting social injustice. This is reflected in the council's [Communities & Third Sector Policy](#).

The council also recognises our diverse private sector and range of opportunities and services it offers the people who live and work in the city. With a large proportion of small to medium sized businesses, we work in partnership to support them in promoting cohesion and sustainability.

The city wide Needs Assessment Steering Group brings together the council's public health team with key public sector partners to ensure that the needs assessment programme is cross cutting.

[Brighton & Hove Connected](#) is the Local Strategic Partnership (LSP) for the city which brings together the public, private, community and voluntary sectors including health, universities and the police. It enables initiatives and services to support one another and work together more effectively to increase engagement and reduce inequality.

Within the overarching partnership the [Equality & Inclusion Partnership](#) (Equip) is the city-wide, cross-sector group that leads improvements in community engagement and equality. Specifically, it drives collaborative working between public services and communities, to reduce inequality and foster community resilience and activity.

The council is involved on a number of sub groups which report to Equip. These groups deliver priorities of the Partnership and include:

- Trans Equality Sub Group
- BME Needs Assessment Steering Group
- Disability Needs Assessment Steering Group
- City-wide overview group: for mitigating and planning for welfare reforms
- International Migrants Needs Assessment

The council also supports other groups to meet across the city to ensure that we enable a wide range of people to have a voice, including:

- [Racial Harassment Forum](#)
- [LGBT Community Safety Forum](#)
- [Learning Disability Partnership](#)
- [Youth Council](#)
- [Older People's Council](#)

To achieve excellence:

We will continue to identify opportunities for working with partners across the city to share information, use all our skills most effectively and act on what local people from all the city's communities tell us.

5.2 Internal equality champions and groups that drive equality and inclusion across the council

- *Executive Leadership Team (ELT)*

Provides leadership on diversity issues; champions, promotes and leads by example and encourages the integration of equality, diversity and cohesion principles in all of the council's functions.

- *Equality Steering Group (ESG)*

A quarterly meeting of senior equalities champions to look strategically at equality issues. They influence and shape policy and service changes and promote the council's commitment to valuing diversity through their service areas. The ESG is a forum for reflection, strategic planning and sharing best practice.

- *Workforce Equality Group (WEG)*

This group meets quarterly, with representation from our staff networks, trade unions and key officers across the council with lead responsibility for equalities work in relation to our workforce. The group oversees and supports progress of the Workforce Equality Action Plan and provides a space for debate and challenge on the council's progress in achieving its equality and diversity objectives for the workforce.

- *Staff Networks for BME, LGBT and Disabled staff, Women and Carers*

The council continues to work hard to create a working environment which is inclusive and able to value the talents and contributions of our diverse workforce. The staff networks are an essential part of this work.

The networks provide a mechanism for mutual support and the opportunity for staff to be a strong voice within the workplace by sharing common experiences, discussing their needs, and providing feedback on the development of policies and initiatives. Staff are encouraged to participate in the networks.

- *Directorate Equality Groups (DEG)*

A representative from each service within a directorate who has responsibility for equalities work as part of their wider role meet regularly to discuss service and workforce issues and to monitor progress of equality actions. Meetings feed into Directorate Management Teams and the Executive Leadership Team.

- *Communities, Equality & Third Sector function*

Brings together effective leadership, expert advice and high quality services that enable the council to achieve:

- Transformative community engagement and collaboration that strengthens communities, improves public service outcomes and supports the changing relationship between citizen and state
- Excellent equality practice that ensures the authority meets its equality duties, leads by example and effectively reduces inequality
- A more sustainable, efficient and effective community and voluntary sector delivering council priorities

H. Accountability and Communication

The council recognises that it needs to demonstrate and report on progress and impact in achieving the aims of this strategy. Communicating our work not only allows us to demonstrate how we are delivering on our equality and inclusion objectives but also enables us to collect and use feedback on the difference this makes or improvements that are still required. It also helps the council to build relationships with communities, increase awareness of council services and jobs, and foster good relations across and between communities in the city.

We will do this in the following ways:

H1. External assessment

The council takes part in various external assessment methods as part of its commitment to review and improve performance in relation to equality and diversity.

The [Equality Framework for Local Government](#) (EFLG) is a nationally accredited process run by the [Local Government Association](#) enabling local authorities to demonstrate and strengthen their commitment to equalities duties. It assesses all the council's functions and considers all characteristics protected by the law.

The council has also taken part in the Stonewall Workplace Equality Index (SWEI) on many occasions and obtained top local authority status twice in the last six years. We remain committed in progressing our equalities work and supportive of the work of Stonewall, however in order to focus resources on the best approach to ensuring equality outcomes for our staff, service users and the community, we review our participation in the SWEI annually.

H2. Monitoring Equality and Inclusion

Underpinning this strategy are actions defined annually in service and directorate plans. These describe in detail what we are doing across services to deliver this strategy and also define measures of success. Reporting is through the council's business planning and monitoring system, known as 'Interplan', which is updated quarterly and reviewed by Directorate Management Teams.

H3. Proactive Communication

We use our communications methods to deliver our equality priorities, respond to the needs of our communities and foster good relations. This is essential to achieving our equality and inclusion objectives. We do this in the following ways:

- Formal engagement arrangements with particular communities
- Regular press releases and statements about our work
- Consultation on this strategy and on our progress towards its objective

I. For more information

Further details of our work are available upon request, and we welcome and encourage your feedback.

Contact: Sarah Tighe-Ford, Equalities Co-ordinator

Tel: 01273 292301

Email: equalities@brighton-hove.gov.uk

If you would like this strategy in an alternative format please contact equalities@brighton-hove.gov.uk

The Equality Act 2010

The Equality Act 2010 [public sector equality duty \(PSED\)](#) requires the council to show how we have paid conscious attention to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out all our activities.

The Act defines the 'protected' characteristics that these duties specifically apply to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and paternity

- Race / ethnicity
- Religion and belief
- Sex / gender
- Sexual orientation

The council also recognises that there are a range of other groups that may face additional disadvantage and discrimination. These include:

Carers, people experiencing domestic and/or sexual violence, substance misusers, homeless people, looked after children, (ex) armed forces personnel and people on the Autistic spectrum.

For more information on the Equality Act: [click this hyperlink](#)



Brighton & Hove City Council
Equality Peer Challenge

Re-accreditation of the Equality Framework for Local Government

28th – 29th September 2016

1. Introduction

Brighton & Hove City Council (BHCC) was validated at the 'Excellent' level of the Equality Framework for Local Government (EFLG) in 2011 by a team of peers from local government. There have been significant changes since that time, and as a result, the re-validation peer challenge is at the 'Achieving' level of the EFLG. This is the report from that peer challenge.

The team was made up of peers from local government:
Councillor Sarah Hayward – Leader, London Borough of Camden
Maxine Joynson – Workforce Equalities Officer, Wirral Borough Council
Arif Sain – Interim Head of Equality, Wolverhampton City Council
Becca Singh – Local Government Association.

BHCC provided evidence to support their application, including a self-assessment, background documents and case studies. The team were on site for two days and spoke to a wide range of staff, councillors, partners and service users and were happy to validate Brighton & Hove City Council's self-assessment at the 'Achieving' level of the Equality Framework for Local Government.

2. Feedback

2.1 Knowing your communities

This is an area that BHCC has improved strongly since the previous Equality Peer Challenge in 2011. There is a good array of data, which is easily accessible and used by partners and community organisations. The considerable amount of research that BHCC commissions is made available, and partners indicating that they use it in order to plan and change their own services.

The Community Insight tool is excellent, and the fact that BHCC encourages partners to use this data is highly commendable.

There is evidence that data and information in respect to protected characteristics is collated and analysed through Community Insight. Where there are gaps in data there were plans which aim to address those gaps. Data was also used to a good degree in the development of equality impacts assessments (EIAs) which led to more targeted actions.

The team feel that BHCC is working well towards the 'Excellent' level of the EFLG in this theme. More complete and analysed data on service users, and demonstration of how that is used in service planning will improve this.

2.2 Leadership, Partnership and Organisational Commitment

There is considerable evidence to demonstrate that BHCC has a clear and unequivocal commitment to equality. BHCC is clearly committed as an organisation to delivering the best for its diverse communities in a fair and equitable fashion. There is strong political commitment to deliver the best for the local communities, and an understanding across all political parties that it is important to engage with,

celebrate and deliver for BHCC's diverse communities. All three political parties very clearly articulate the commitment to equality. This came through strongly in meetings with politicians and as feedback from stakeholders, community partners and staff. The work on Trans Equality was repeatedly cited as an example of good practice.

However, there are structural and leadership issues that prevent this commitment and intent from always being followed through into practical actions. There are some systemic problems that the leaders of the local authority, political and administrative, need to think about. The challenges working in a context where there is no overall political control, coupled with a perceived lack of stability at a senior staff level, creates tensions on the sustainability of work on culture and values. There is a perception, particularly among staff groups, that transformational change is not possible in a council which regularly changes political control or continues to have No Overall Control; this is exacerbated by a perception that senior staff leadership will change as a result of changed political control. Given the commitment of all parties to the equalities agenda, possibilities include the exploration of a multi-year equalities strategy that spans electoral terms. If this can be developed that all parties sign up to aspirations and deliverables then officers and partners will have multi-term surety that the agenda won't change. Gaining cross-party commitments, and giving clear strategic messages from senior officers through good internal communications will help to build confidence amongst staff. There may also be an opportunity to agree greater demarcation between the political administration and the head of paid service, giving the latter more freedom to act internally and get the best out of staff.

The senior management team (SMT; Heads of Service / assistant director level) understand that because they need to plan for the long term, they need to seek solutions that can be acceptable for three different political parties. This can appear that they are working to the lowest common denominator rather than the highest possible aspirations. However, it does mean that they are realistic about the political environment that they are working in and that compromises need to be made. There are examples of where politics is frustrating good community leadership and delivery by not fully tackling the difficult issues. For example, the Fairness Commission was welcomed by communities and by voluntary sector groups, but the expectation of change of political control meant that those involved feared that resources would be diverted if there is a change of administration at the next election. As a result, it can make it hard to get officer and partner buy-in to new strategies and programmes, as there is a perception that every election will bring a new approach. This runs the risk of programmes and projects having unintended impacts on different communities.

There are a number of examples where senior leaders are demonstrating their commitment, for example the Chief Executive chairing the 'One Voice' partnership. He is visible in the community, more so than perhaps in other councils where there is more political stability.

There is demonstrable leadership in the community, for example, the response to the negative and inaccurate newspaper articles around radicalisation. The Council's decision to respond, and set up the 'One Voice' partnership to listen to, understand

and challenge perceptions and misconceptions in communities and within the council, is commendable.

There is a sense, by staff, that strategies are committed to but not completed or implemented in a timely fashion, for example on domestic violence and autism. There appears to be little monitoring or evaluation of the outcomes of strategies and core policies. This means that there is a perception that there is no evaluation of the differential impact on communities and staff groups. This may be because of recent restructure and changes within the Communications team. Greater stability and clear roles within the communications team could help this in terms of sharing impact and change for communities and staff groups. When this resource is in place, it will need to sense check staff groups and establish what is happening and what is perceived to be happening.

There are also examples of excellent work which is leading the way for others, for example Prevent, where BHCC has taken a national strategy and tailored it to local needs. In doing so, we saw evidence of buy in and commitment to this work from the council and its stakeholders. This shouldn't be underestimated. This is an example where BHCC managed to broker an agreement politically on an issue that it is contentious nationally and is a really good example of where politicians have worked together for the needs of their local communities. The work around Trans awareness and the Trans Needs Assessment is notable practice which other councils could learn from.

2.3 Involving your communities

There are high levels of cognisance of involving communities, with officers and members committed to active engagement with communities. However, the team also heard that there were examples of under and over consulting, and partners (within the council and external to it) not working together when engaging with community groups. There were also good examples of stakeholders working together to involve communities and organisations across Brighton & Hove and share information. Key strategies and policies included equality objectives which were agreed with external partners. The Community Insight tool is an excellent way of ensuring shared understanding of a place and its communities.

Members from all parties displayed a comprehensive and detailed understanding of their communities and challenges faced. They cited a number of examples including the impact that growing student numbers can have on stable populations and that Brighton & Hove's BME communities are disparate and often need bespoke solutions to meet community need. It is clear members seek to take this knowledge in to policy development. This understanding is replicated by many staff and no doubt contributes significantly to the largely positive relationships with stakeholders and community partners.

We did hear some criticisms from stakeholders including both under and over consulting. This can be a difficult balance for councils to get right, but thought should be given at each stage about the purpose of new engagement, including other demands being made of the same audience or group.

There was a perception that some protected groups were higher priority than others. The strength of relations with the LGBTQI communities came through both with staff and community stakeholders. The inclusion of 'Mx' on council forms was regularly cited as an example of understanding and responding to community need. That BHCC was the first council in the country to do this was a source of pride for staff and stakeholders alike. It might be worth the council challenging its own approaches and practices in relation to other characteristics. There was less evidence of the same degree of understanding and engagement with black and minority ethnic communities and disabled people in engagement processes. This wasn't replicated with BME stakeholders. Although sample sizes were small, there was a feeling of cynicism and world weariness from BME communities. They team could find few significant examples where BAME groups were engaged with the Council on equality and diversity issues.

Stakeholders were very positive about the council maintaining a function focusing on communities and equality. However, there was a tendency for them to concentrate praise on individual officers, rather than recognise that the high number of individual officers that they were praising demonstrates that the Council as a whole has a positive approach to equality, and a culture of being committed to challenging and addressing inequalities. Councillors and senior officers may wish to explore methods to spread this high quality commitment to equality and demonstrate the council cultural commitment, without diminishing the praise to the skilled and talented individuals concerned.

Councillors, partners and officers had a clear understanding of the different evidence and data that was available to help them better understand communities. This evidence was well used, including by community organisations. For example, we heard that the JSNA was an excellent base for helping make the case for specific services and policies and was well used across public and community organisations working in the BHCC area.

There is desire in the stakeholder community to work more collaboratively on more fundamental system change that may help get better value out of diminishing resources. Thought should be given as to how, in a challenging political and financial environment, this can be taken on, perhaps through strengthening the culture of co-production and joint commissioning.

2.4 Responsive Services and Customer Care

There is an excellent system of equality impact assessments (EIAs) which is embedded in service delivery, policy review and budget savings process. EIAs use the extensive data that is collected and made available by BHCC, and makes changes to policies as a result. This is widely understood by politicians and officers across the council and the team consider this to be notable practice. There was some evidence that demonstrated that access to services is monitored by the Council and that actions had been developed which address inequality of access.

There are a number of objectives with specific timescales across the council which address inequality, taking into account the needs of communities of interest, although there are few on race.

However, the team saw little evidence of where take-up of services was analysed by protected characteristics, nor of cumulative impact assessments. The team advise that when EIAs are conducted take up of services data is used to identify gaps in service delivery. There were some excellent examples from Children's Services (for example around the potential closure of Children's Centres), but little sense that there was cross-organisational learning. Some EIAs were not dated. Cumulative impact assessments, where the cumulative impacts on service users of changes to multiple services and policies would be good practice. It would also demonstrate BHCC's understanding of using equality analysis to continually identify and mitigate against negative impacts on communities, and help its work towards the 'Excellent' level of the EFLG.

There was no clear vision for delivering equitable customer service. The team saw little analysis of who uses different services, and therefore no plans (with partners as appropriate) to meet the gaps where some communities may not be accessing services that individuals within those communities may need. For an authority at the 'Excellent' level of the EFLG, there should be more explicit plans in place, for example within the Service Plans across the council, as well as in the Corporate Plan.

There is not a consistent corporate definition of what an outcome is, which subsequently makes it hard for outcomes to be captured and measured. For the 'Excellent' level, there needs to be clearly demonstrated consistent achievement of outcomes across all areas of the Framework and all service areas. It will also help BHCC identify where it is meeting communities' needs. A forum where managers can work together to agree how to define and set outcomes, and learn from each other would be helpful for this.

There was some evidence that human rights were considered when developing services to customers and clients. However, this was not consistent across the Council.

For this theme, the council tends to know what problem is but because there is no consistent definition of outcomes, the team heard few clearly defined plans on equality to find solutions. Outcomes are being achieved in some areas and so the team was happy to confirm BHCC at the 'Achieving' level of the EFLG.

2.5 A Skilled and committed workforce

There is a lot of passion and commitment from staff about BHCC and the work they can do across all levels of the organisation. BHCC has an extraordinary asset in its staff, and it is worth continuing to explore how this can be used creatively to improve outcomes for communities.

Staff are worried that the transformational change needed in the face of huge cuts will have unintended consequences. This is reinforced by the lack of service user analysis, and subsequently how they will be affected by potential changes to services. It appears that cuts may be across the board ('salami slicing'), without consideration of the cumulative effect of changes to service delivery for specific

communities and therefore staff lack confidence about what those impacts may be. Cumulative impact assessments will help identify multiple negative impacts, and help give confidence to staff to address those impacts. In addition, there is a perception that improving the diversity of the workforce, and ensuring equality of access for staff members will be not be possible as a result of transformational change. There is evidence that some individual managers are attempting to take positive steps, but feel unsupported by corporate processes to do so.

The current draft Workforce strategy is light, but we were unable to explore and test its robustness. We appreciate that this is an early draft, and recommend that there are targets on outcomes, clear succession planning, and reference to or demonstration of the use of the excellent data and research that has taken place. There are no apparent initiatives to address underrepresentation in it, nor a corporate approach. Succession planning is also crucial as the organisation has already highlighted the high number of over 50's currently in employment. The WEAP has actions to improve diverse representation in the workforce, and we understand their work will feed into the new workforce strategy.

There is knowledge that in the city, BME individuals are more highly educated than their white counterparts. However, this is not reflected in shortlisted candidates for jobs at BHCC. More interrogation of this data is required to ascertain what barriers may exist, for example, there are several different templates being used for job descriptions, which can be confusing. The move towards job families may help to alleviate this.

The team support the Head of Communications' view that there should be an officer dedicated (at least initially) to internal communications, and that the post should be created with some urgency. There is a level of middle managers that is perceived to be a blocker for information from managers above and staff below. This is likely to be a perception issue, but a resource dedicated to internal communications will help address this. Middle managers feel that they do not know the views of senior managers, and therefore struggle to share clear information with staff.

Appraisals (PDPs) link individual objectives to Service and Corporate objectives, including equality objectives. However, the team heard differing views on the value of them, and on the process managers are supposed to use to record them. Some understood that they should be submitted to HR, others that they are only stored locally. Reasonable adjustments need to be captured and stored corporately. We heard that BHCC's policy states that reasonable adjustments should be recorded in the PDP planning scheme, but the current system does not allow for this. Storing this information corporately may help to ensure that adjustments can be routinely reviewed, and if the employee change roles, adjustments can be in place as soon as they start their new roles.

The perception staff have of a lack of transformational and cultural change has led to a cynical view of attempts to change the culture of BHCC. The 'LOVE' programme (Living Our Values Everyday) was seen as a good method to change and develop the culture, but some felt that its effects have not been felt throughout the organisation. There is some benefit in resurrecting elements from this programme, although the delay means that there is likely to be some resistance that it could be

just lip service. Linking cultural change to transformational change may help this. Any organisational development or change programme should capture succession planning.

The Workstyles programme is a good example of how EIAs can work in practice for staff. Most teams are moving or have moved as a result of the sale of King's House. Other office buildings have been refurbished and reconfigured in order to accept more staff. The Workstyles programme identifies physical changes to buildings and ICT needs, including furniture, access and lighting etc. Although this was not explored in depth by the peer team, the feedback we heard highlights this as notable practice.

There are a number of Workers' Fora at BHCC, supported by the council. The team were unable to analyse all the terms of reference, but understand that each forum has a different role. Staff described the groups as different, with some focused on raising awareness and campaigning on issues particular to the group of staff they represent and others providing a supportive network for individuals. It is good to see that the different fora provide the role necessary for their members, and that they are able to set their own agenda. To remain useful to current and potential members, staff need to be able to understand the role of each forum, and see that change is effected, even where it is (sometimes necessarily) slow. The team understand that their roles and responsibilities are regularly reviewed in order to ensure that they are meeting the needs of the groups they represent, and how the Council benefits from their continued existence. The regular meeting with workers' forum chairs and the Chief Executive was welcomed.

Managers at different levels indicated that there is no opportunity for them to come together as a group. This would help to break down siloes and encourage cross-departmental learning, for example on EIAs, or on positive action in recruitment. Although all teams indicated that they had team meetings, there were few examples of other staff meetings, such as all staff meetings or managerial meetings at different levels in order to facilitate learning and sharing of good practice.

There are a considerable number of data reports but not enough qualitative analysis. Data in relation to grievances is disaggregated and can be broken down against protected group. It is clear that patterns and trends are identified and can be explained, for example, Corporate HR were able to give examples of where in the organisation grievances are, why this is the case, and what is being done about it. However, the team suggest further interrogation of information about treatment of disabled staff, may be needed as over two thirds of staff being subject to disciplinary processes at BHCC have identified as disabled.

The data reports which are produced currently, did not seem to benchmark with other organisations or look back to compare to previous information to see how improvements are being realised and progressed. Clear formal or informal benchmarking and demonstration of improvements as a result will help to move BHCC towards the 'Excellent' level of the EFLG.

Whilst there are many good quality and robust staff related policies, the team heard that there is an inconsistent application of these policies. The resulting varying

management practices across the organisation provides the potential for unfair treatment of staff, or conscious or unconscious discrimination based on protected characteristics. The team had insufficient time to explore this fully, however it recommends that equality and inclusion is explicit in all management training and in the council's cultural change programme. This should help to ensure consistency in applying policies. Clear and consistent analysis and monitoring of workforce policies will also help. For example, has there been an analysis of which staff have hit triggers in absence management policy, and how does this relate to making reasonable adjustments for disabled staff?

The team heard conflicting reports on equality training. There was no common understanding of what was mandatory, and what was specialist or optional training. Unconscious bias training is being brought in, but it is unclear if this is being targeted at particular groups, for example recruitment or middle managers, or whether it will be available to all. The team recommend this should be targeted at the groups of staff who would benefit most from it, and possibly be mandatory for those groups (for example, anyone in supervisory roles, HR recruitment advisers, team leaders, heads of service). As this is expensive and specialist training, an online version could be made mandatory for other groups of staff. A baseline of equality training should be mandatory for all staff at induction and it would be good practice for this to include an element of unconscious bias and refresher training to be made mandatory. This would provide additional support to ensuring consistency in applying workforce policies.

Relations between trade unions, human resources and senior managers have been strained. There is acknowledgment that there workforce issues are generally constructively addressed, but regular dialogue between trade union representatives and the chief executive to ensure clear lines of communication would be a positive intervention.

3. Notable Practice and Signposting

3.1 Notable Practice

- **Community Insight Tool:** Encouraging use by community groups and partners
- **EIAs:** clearly embedded process understood and promoted by politicians, managers, staff and partners. Looking at cumulative equality impact assessment would improve this further.
- Work with schools to tackle myths on gender stereotyping
- **Trans Needs Assessment** – ground-breaking work that other councils could benefit from
- **Workstyles programme** enables managers and those planning moves to anticipate potential issues via team EIAs. This picks up on changes to buildings, ICT and working methods prior to relocation and includes lighting, temperature etc. Ensuring good communication before during and after office moves to understand and address staff needs.
- **JSNA** – well understood and well used by all partners
- Mx on council forms
- **Fairness Commission** launched in September 2015 informs the Council's budget so resources are allocated to tackle inequality.

- **Procurement** – equality plans for procurement mechanisms are excellent.
- **Prevent** – tailoring controversial national policy to meet local needs
- **Action Plan progress report 2015/16** clearly evidences the monitoring of progress, how equality is included in the business planning cycle and co-ordinating engagement activity
- **BHLIS – Brighton & Hove Local Information Service** intelligence hub is a cross sector partnership that carries out needs assessments, surveys and produces high quality reports and data.
- **NEETS** have been reduced by almost 75% since 2013 from 8.1% to 2.2%
- **Job Carves initiative** – carving off part of a job to specifically create a job for someone with a disability who is paid the living wage.

3.2 Signposting

To get to excellent you need to seek out really good relevant practice from elsewhere. This will involve looking around and seeking out what's most relevant.

- **Blackburn with Darwen** - Equality Watch report for best practice re: compliance with PSED around workforce data.
- **Bournemouth Council** - Independent Observers at Bournemouth Council. 11 volunteers recruited and trained to observe on any selection process by the council. Community reference group through workforce monitoring implemented positive action by identifying number of BME applicants were disproportionate to those securing appointments.
- **Examples of co-production** - There are some really good examples on the LGA website [here](#). Organisations like NESTA ([Co-production Catalogue](#)) and the RSA ([Social network approach research](#)) have some good 'tool kit' type advice too. Also consider a 'community' research type model – using people from marginalised communities to reach out to marginalised communities creates better understanding and can help people back in to work.
- **Cumulative Impact Assessments** – Camden Council ([Equality Impact Assessment](#) web pages with a link for further contact) and Manchester City Council ([Equality Impact Assessment guidance](#) web pages)
- **Human Rights implications** – [Wolverhampton Council](#) are currently developing guidance for staff on this area.

4. Conclusion

There are examples of excellent practice which other councils could learn from, but there are also internal communications problems which means that the good practice is not always shared internally to promote learning. Improvements in this area will be helpful to ensure clear messages regarding council priorities going forward and a consistent approach to PDPs and development more widely.

There is still some work to do on consistently achieving outcomes across the council, and some clearer links between the excellent data collected and how that improves equality outcomes through service delivery and workforce support.

Overall, the team is happy to agree with BHCC's self-assessment that they are at the 'Achieving' level of the Equality Framework for Local Government.