

Subject:	Trans Equality: Update on Implementation of Agreed Scrutiny Panel Recommendations		
Date of Meeting:	27 January 2015		
Report of:	Head Of Law (Monitoring Officer)		
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Ward(s) affected:	All		

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 On 27 March 2012 the Overview and Scrutiny Committee (OSC) agreed to set up a Scrutiny Panel to highlight the challenges and inequalities facing trans people in the city. The Panel set out to find answers to the question “what needs to be done to make things fairer for trans people to live, work and socialise in the city”. The Panel consisted of Councillor Phélim Mac Cafferty (Chair), Councillor Warren Morgan, Councillor Denise Cobb and two co-optees, Jay Stewart of Gendered Intelligence¹ and Michelle Ross, a Trans Awareness Consultant & Counsellor at the Terence Higgins Trust, both of whom are noted national experts. The Panel also appointed a facilitator, Nick Douglas of the LGBT Health and Inclusion Project (LGBT HIP), who has since left this post.
- 1.2 The Panel’s report was unanimously agreed at Policy & Resources (P&R) Committee on 9 May 2013.
- 1.2 The detailed progress made in implementing the 37 recommendations in the report is detailed in Appendix 1.

2. RECOMMENDATIONS:

- 2.1 That Overview and Scrutiny Members consider and comment on the contents of this report and its appendix.
- 2.2 That Overview and Scrutiny note the considerable progress, impact and success of this work and its value to the community.
- 2.3 That Overview and Scrutiny no longer require progress updates as the work has gone above and beyond that of the original recommendations and is now part of a Trans Equality programme led by the Policy and Communities Team. Given the length of time since the original report many of the recommendations are also now completed or obsolete.

¹ Gendered Intelligence is a community interest company that runs arts programmes, creative workshops, and trans youth group sessions that looks to engage people in debates about gender

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1 This is the second monitoring report regarding the Trans Equality Scrutiny Panel report.
- 3.2 The P&R report recognised that the Trans Equality Scrutiny Panel was groundbreaking, being the first in the country to carry out, in a sensitive and effective way, a detailed investigation into the experiences and needs of Trans individuals and community in the city. It provided a firm and clear foundation for all public services to build on in terms of improving their understanding of and service provision to the Trans community. Much learning and awareness raising with service providers was achieved through the process and this has been successfully built upon and extended. The work won a National Public Scrutiny Award during 2014.
- 3.3 There has been a great deal of work undertaken in relation to the recommendations themselves and much progress has been made since the Panel report was agreed by P&R. This is fully described in Appendix One but highlights are set out below in paragraphs 3.4 to 3.8 below.
- 3.4 There is a Joint Strategic Needs Assessment under way and this is due to complete in Spring. The Needs Assessment has been robust and thorough and has included a data report, stakeholder interviews and community consultation which has reached 150 people. It will make recommendations that extend beyond those of the original scrutiny with the aim of influencing policy, commissioning and services.
- 3.5 Trans awareness sessions and formal training is taking place across the organisation (since Appendix Two for further detail on this) and the community have gone on to lead a number of successful projects themselves including the country's first Trans Pride which is now in its second year. Furthermore the Trans awareness sessions have led to new projects such as voter registration, engagement in life events services to ensure births, death and marriages process are Trans inclusive as well as a current exploration of the possibility of European funding on human rights projects.
- 3.4 The community itself have in particular applauded the launch of the award winning Trans only swimming sessions which are now well established and part of the core programme at St Lukes. This has led other authorities to establish similar provision.
- 3.5 The work in schools through the Trans Inclusion Toolkit has meant that in partnership with Allsorts; our Healthy Schools Team have led the way nationally in supporting Trans children and young people through one to one inclusion and Trans Awareness Training for school staff. Allsorts themselves now offer support to younger Trans children and they have secured Lottery funding for their hugely successful Transformers Youth Project.

- 3.6 Partnership work includes GP training, and the commissioning of Trans care pathway guidance for GPs. The Brighton and Hove Clinical Commissioning Group has agreed to include Trans issues within its 2014/15 operating plan meaning that it would be the first such CCG to do so.
- 3.7 Critical to the continued implementation of the work has been the involvement of trans reps in the governance and planning of these activities and to support this LGBT HIP have developed a new Trans Alliance for the city which is now independently constituted and growing from strength to strength.
- 3.8 Finally, we have been contacted by other parts of the country interested in developing similar processes; for example Bristol and Hastings.

4. COMMUNITY ENGAGEMENT AND CONSULTATION

- 4.1 None with regard to this monitoring report but extensive engagement has taken place – and continues to – with regard to specific recommendations and projects.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 There are a number of resource implications arising in terms of coordinating and leading the Trans Equality work which will be managed by the Policy and Communities Team restructure currently underway. Other implications will be managed as part of existing resources.

Legal Implications:

- 5.2 None with regard to this monitoring report.

Equalities Implications:

- 5.3 The work has had considerable positive impact on our corporate equalities approach and understanding in relation to Trans communities.

Sustainability Implications:

- 5.4 None with regard to this monitoring report.

Crime & Disorder Implications:

- 5.5 None with regard to this monitoring report.

Risk and Opportunity Management Implications:

- 5.6 None with regard to this monitoring report.

Public Health Implications:

- 5.7 The needs assessment is being led by the Public Health Team and its recommendations will have public health implications which will be shared with the relevant services and commissioners.

Corporate / Citywide Implications:

- 5.8 Continuation of the Trans Equality work will continue to be led corporately by the Policy and Communities Team, and specifically the Equalities Team.

6. EVALUATION OF ANY ALTERNATIVE OPTION(S):

- 6.1 This is a monitoring report rather than one proposing any active decision.

7. REASONS FOR REPORT RECOMMENDATIONS

- 7.1 This is a monitoring report and not one requiring a specific decision, although it is proposed that Members consider closing the requirement for future reports.

SUPPORTING DOCUMENTATION

Appendices:

1. Details of implementation in regard to each of the agreed panel recommendations.
2. Briefing Note in relation to Trans Awareness Training

Documents in Members' Rooms

None

Background Documents

1. Scrutiny Panel report on Trans Equality (2012)

