




**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 1 (Jan 2013)	Service Lead	ELT Lead
Public service providers (including those contracted by the council) need to ensure that they have, as far as possible, relevant and up to date information on the number of trans people using their services and what they require of that service.	Clifford Youngman	To be confirmed.
Council Response (May 2013)		
<p>The council's equalities monitoring form asks questions about all the legally protected characteristics. In the 'Gender' section the possible responses are 'Male', 'Female' and 'Other – please specify' (with a choice of 'prefer not to say').</p> <p>There is also a question about gender identity, informed by national best practice guidance. The question is: 'Is your gender identity the same as the sex you were assigned at birth?'</p> <p>This form is the standard template which should be used by all services and it is accompanied by guidance which explains the purpose of equalities monitoring, how information is used (and kept anonymous), and what the questions mean.</p> <p>In addition Equality Impact Assessments (EIA) are used to identify (potential) impacts of services, policies and activities on all legally protected groups, including trans people. EIAs consider data and community engagement to identify actions that need to be taken to improve the service to meet needs.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p> <p>The Stage 3 Pre Tender Assessment now includes the question: "Consider the request for relevant and up to date information of the number of transgender people using the service and what they require of that service". This means that the prompt is now included in corporate guidance for all tenders and each includes the requirement to monitor service use by trans customers. In addition, work is underway with various contract managers throughout the council to improve equalities monitoring</p> <p><u>This has completed the action on Procurement.</u></p>	<p>Status - (note status indicates progress by January 2015)</p> <p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 2 (Jan 2013)	Service Lead	SLT Lead
There is an obvious need for specific trans awareness training for front line staff both in the council and in partner organisations. The council should take the lead in both providing specific training for its own staff, including senior officers, and encouraging other local agencies to do so.	Glenn Jones	To be confirmed.
Council Response (May 2013)		
The Panel made a number of recommendations regarding training for front line and other staff in a range of council services and partner organisations as well as for members. The council’s Workforce Development Team will support and co-ordinate training as need is identified. Initial awareness training will be offered by the Policy and Communities Team, followed by more specific training as needs are identified.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
Given the priority of this recommendation for the community a full report has been written and is attached as Appendix Two.	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 3 (Jan 2013)	Service Lead	SLT Lead
The council should ensure that all Councillors undertake trans awareness training.	Mark Wall	Abraham Ghebre-Ghiorghis
Council Response (May 2013)		
See response to recommendation no.2		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
See response to recommendation no.2	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 4 (Jan 2013)	Service Lead	ELT Lead
<p>Given the state of uncertainty around the future commissioning of gender identity services, it is imperative that there is a local Brighton & Hove professional within the Local Area Team (LAT) of the NHS Commissioning Board to ensure the views of the local trans population are fed into those who commission services. This named individual should be experienced in working with the trans community and be given explicit responsibility for ongoing engagement between the LAT and the trans community.</p>	<p>Maria Crowley, Head of Mental Health Commissioning, NHS England.</p>	<p>Tom Scanlon</p>
<p>NHS England Response (January 2014) – Note that there has been significant restructure of the NHS since the original recommendation and the NHS Commissioning Board is now NHS England.</p>		
<p>The commissioning of gender identity services is complex. There is a patchwork of provision across the country and responsibility for different elements sits with different providers and different commissioners. It is therefore often not possible to nominate one lead contact as this will vary depending on the service, its location and provider. Brighton and Hove falls within the Surrey and Sussex Area Team and the Head of Mental Health Commissioning is responsible for specialised gender identity services in Surrey, Sussex and Kent.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status – (note status indicates progress by January 2015)</p>	
<p>Following the NHS restructure, there are a number of ways in which the trans community are able to feed into the design and delivery of specialist gender identity services as follows:</p> <ul style="list-style-type: none"> • Through the Gender Identity Service - Clinical Reference Group (CRG) – which is national in remit. A local trans rep has applied to join this. • Through patient feedback of commissioned services, (this is made directly to the provider and monitored by the commissioner). • Through Healthwatch, (although this needs further clarification as well as consideration of links to Healthwatch England) <p>Work to build a bridge between these mechanisms and the local Brighton and Hove trans community has been taken forward facilitated by the local CCG.</p> <p>Local Trans people have applied to join the Clinical Reference Group and continue to feed in as and when appropriate. LGBT HIP continues to be a funded engagement mechanism for voice and influence.</p> <p>Influencing national priority, process and commissioning from a local perspective is always likely to be difficult but the community consider this to be an important ongoing focus.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 5 (Jan 2013)	Service Lead	ELT Lead
The NHS Commissioning Board Local Area Team should review current practices on how personal information is gathered and stored and, through the CCG, offer guidance on the correct procedures.	Paul Savage, NHS England	Tom Scanlon
NHS England Response (January 2014) – Note that there has been significant restructure of the NHS since the original recommendation and the NHS Commissioning Board is now NHS England.		
Paul Savage, NHS England will identify relevant lead for this recommendation from within NHS England Surrey and Sussex Area Team however the local CCG will support its implementation through awareness raising and training.		
Progress at January 2015 – short commentary by service lead:	Status – (note status indicates progress by January 2015)	
	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  RED </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 6 (Jan 2013)	Service Lead	ELT Lead
<p>The Clinical Commissioning Group (CCG) needs to mandate a rolling programme of trans awareness training for all CCG and GP practice staff and specifically improve the trans patient experience on the scorecard for GP surgeries. As part of this, the Panel recommend that an action plan must be put in place to ensure that real change occurs.</p>	<p>Ramona Booth, CCG</p>	<p>Tom Scanlon</p>
<p>NHS – Brighton and Hove Clinical Commissioning Group Response (May 2013)</p>		
<p>The CCG recognises the importance accessible and welcoming general practice plays in the transgender community's experience of care. A half days training event for Excluded Groups which will include a specific focus on the trans community will be delivered as part of the Protected Learning Scheme (PLS) training programme in 2013-2014. This will include all staff within the Surgery, ie: Practice Nurses, GPs and reception staff.</p> <p>The CCG will explore the option for patient feedback on accessibility to be included in the updated balance scorecard of local Surgeries.</p> <p>A Lead Commissioning Manager for Excluded Groups has just been added to the CCG staffing structure. The remit of this post will be to ensure the needs of excluded groups (including a specific focus on the transgender community) are appropriately reflected in the CCG's commissioning plans and to liaise with the Area Team to ensure continuity of pathways.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status – (note status indicates progress by January 2015)</p>	
<p>A training event for CCG clinicians and Governing Body members took place in May 2014.</p> <p>A session on transgender awareness was included at the Locality Meeting in April (attended by all Practices in the City) and three bespoke training sessions open to all GPs and Practice staff in the City took place in June 2014.</p> <p>The Balance Scorecard for GPs is still in development.</p> <p>A lead Commissioner for Excluded Groups was established although due to an extended period of sick leave this post was not filled for most of the year. Responsibilities for this area have been picked up by the Head of Planning and additional Clinician time has been funded to pick up the Transgender work programme.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 7 (Jan 2013)	Service Lead	ELT Lead
<p>The GP electronic check-in should be changed to remove the need to identify as Male or Female on arrival at the surgery, using alternatively surname and date of birth. In addition, patients should be provided with the option to use a non-gender specific honorific or to decline to provide one on NHS systems.</p>	<p>Ramona Booth (via individual GP Practices)</p>	<p>Tom Scanlon</p>
<p>NHS – Brighton and Hove Clinical Commissioning Group Response (January 2014)</p>		
<p>Whilst all of the GP practices in the city are members of Brighton and Hove CCG the contractual management of General Practice is the responsibility of the NHS England Local Area Team. The CCG works with members to improve the quality of local services but cannot formally mandate changes.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>Whilst this specific recommendation is not within the ability of the CCG to mandate, it will be raised at the training events for GPs for consideration. In addition Paul Savage, NHS England, will identify the relevant GP commissioning lead for Surrey and Sussex as this will enable further support and action.</p> <p>Note: Each GP Practice commissions bespoke IT systems and manages its own approach – it is therefore up to each practice to individually make this change. This could therefore be raised directly through Patient Participation Groups or by patients themselves and/or Healthwatch. It is also worth noting that some practices have already removed this requirement.</p> <p>This was raised at the Locality meeting with GPs and within training sessions.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <p style="text-align: right;">  AMBER </p>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 8 (Jan 2013)	Service Lead	ELT Lead
<p>Given the importance of GPs as the first point of contact for trans or gender-questioning people, the Clinical Commissioning Group needs to ensure that all GPs in the city are fully aware of the appropriate care pathways for gender identity services and health needs of trans individuals. As part of this, GPs must ensure all their staff are trans aware and understand their role in supporting patients on the care pathway.</p>	<p>Ramona Booth, CCG</p>	<p>Tom Scanlon</p>
<p>NHS – Brighton and Hove Clinical Commissioning Group Response (January 2014)</p>		
<p>Whilst all of the GP practices in the city are members of Brighton and Hove CCG the contractual management of General Practice is the responsibility of the NHS England Local Area Team. The CCG works with members to improve the quality of local services but cannot formally mandate changes.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The CCG’s intranet has been updated with links to support services in general including LGBT Switchboard and LGBT HIP and an explanation of the trans care pathway and GP role within this. A bespoke app is being developed for GPs which will help them search for support services by condition/health issue.</p> <p>In January 2014, the CCG agreed to commission LGBT HIP to provide further targetted and clear supporting information to GPs on the trans care pathway – this will be provided as a leaflet but also electronically and on the CCG website. This will also be reproduced for the community so that it can be used at appointments.</p> <p>There has been some slippage to this plan because of personnel changes within LGBT HIP. The CCG is committed to getting this resource on-line asap.</p> <p>The pathway will also be covered in the various GP training sessions described in recommendation 6. Critical to this work is to ensure that GPs are aware that (as a result of the new NHS Interim Protocol for Gender Identity Services) they can now send patients directly to a gender identity clinic rather than request a psychiatric assessment first. This should significantly speed up referrals and reduce mental distress.</p> <p>Furthermore, the half day’s training event will contain broader information on the health needs of the community.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 9 (Jan 2013)	Service Lead	ELT Lead
Patients and others will need access to information about the gender identity care pathway. The Panel recommend that the Clinical Commissioning Group commissions an online resource and print resource to provide information for patients	Ramona Booth, CCG	Tom Scanlon
NHS Brighton and Hove Clinical Commissioning Group Response (January 2014)		
The CCG recognises the importance of the provision of accurate and easily accessible information to patients and the public. We are continually updating and improving the information available on our website and are current revising and refreshing our engagement and communication strategy in line with best practice.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
As described in Recommendation 8 above, the CCG have commissioned LGBT HIP to provide supporting information to GPs on the trans care pathway – this will be provided as a leaflet but also electronically and on the CCG website. This will also be covered in the various GP training sessions described in recommendation 6. Critical to this work is to ensure that GPs are aware that (as a result of the NHS Interim Protocol for Gender Identity Services) they can now send patients directly to a gender identity clinic rather than request a psychiatric assessment first.	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No.10 (Jan 2013)	Service Lead	ELT Lead
<p>The Clinical Commissioning Group should set up a feasibility study and pilot to develop a central Brighton practice as a centre for GPs with special interest in gender identity healthcare. This should ensure best practice is developed and meets the needs of patients undergoing gender identity transition.</p>	<p>Ramona Booth, CCG</p>	<p>Tom Scanlon</p>
<p>NHS Brighton and Hove Clinical Commissioning Group Response (January 2014)</p>		
<p>Whilst all of the GP practices in the city are members of Brighton and Hove CCG the contractual management of General Practice is the responsibility of the Area Team. The CCG works with members to improve the quality of local services but cannot formally mandate changes.</p>		
<p>Progress at January 2014 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The CCG has discussed the concept of a centre for GPs with special interest in gender identity healthcare. Changes to GP practice boundaries and increased patient choice may make this recommendation difficult to implement. More important is to ensure as many GPs as possible are given basic training and awareness information as in recommendation 6.</p> <p>The CCG therefore does not see this as the way forward currently, but has given the go ahead to the investigation of a Gender Identity Clinic to provide a satellite service to operate from Brighton & Hove (see below) which is seen as a more positive way forward.</p> <p>In addition to the above actions, this recommendation will be discussed with the GP commissioning lead for NHS England Surrey and Sussex.</p> <p>As the community would prefer a ‘specialist GP’ there is work to be done on building understanding and dialogue. Furthermore, it is likely that the community will choose to go to GPs they consider to be ‘trans friendly’ and this will be more possible with the changes to GP registration processes</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 11 (Jan 2013)	Service Lead	ELT Lead
The Joint Strategic Needs Assessment (JSNA) should more accurately reflect the needs of trans people, particularly regarding suicide prevention. As part of this, health bodies in the city need to clarify what mental health support there is for people both on the trans care pathway and people who are not on the pathway but need support.	Alistair Hill	Tom Scanlon
Council Response (May 2013)		
Will be actioned in 2013 JSNA update by September 2013 (subject to approval of Health and Wellbeing Board)		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>The JSNA summary has included a section on the needs of trans people since 2013.</p> <p>A comprehensive Trans needs assessment is underway (see recommendation 13). Mental health issues are included in its scope. The JSNA summary will be updated later in 2015 to reflect the needs assessment recommendations. Happiness: the Brighton and Hove Wellbeing Strategy, published 2014, highlighted the mental health needs of trans people.</p> <p>Links:</p> <p>Revised 2014 JSNA summary on gender identity and trans people available at Section 3.2.5: http://www.bhconnected.org.uk/content/needs-assessments</p> <p>Brighton and Hove Mental health and wellbeing strategy http://www.brighton-hove.gov.uk/content/health-and-social-care/health-and-wellbeing/our-mental-health-and-wellbeing-strategy</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 12 (Jan 2013)	Service Lead	ELT Lead
<p>Given the concerns of the trans community over the lack of local gender identity services, a feasibility exercise should be conducted by the National Commissioning Board LAT and CCG to commission a Gender Identity Clinic to provide a satellite service to operate from Brighton & Hove on a regular basis. This must be informed by consultation with the trans community. In addition, the CCG needs also to show it is being proactive in bringing influence to bear on the NCB to ensure improvements are made in Gender Identity Clinics.</p>	<p>Maria Crowley, Head of Mental Health Commissioning, Sussex,</p>	<p>Tom Scanlon</p>
<p>NHS England Response (January 2014) – Note that there has been significant restructure of the NHS since the original recommendation and the NHS Commissioning Board is now NHS England.</p>		
<p>As a response to the public sector funding climate, NHS England has been instructed not to approve new service developments at this time and the development of any local facility must be considered alongside this. Furthermore, any local development work must fit with the new gender identity service specification which is currently under production and due for release in April 2014.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The CCG has given the go ahead to the investigation of a Gender Identity Clinic to provide a satellite service to operate from Brighton & Hove.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <p style="text-align: right;">  AMBER </p>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 13 (Jan 2013)	Service Lead	ELT Lead
<p>The Panel welcome the Clinical Commissioning Group's commitment to work with the council on commissioning a trans needs assessment for the city. The Panel recommend that as a matter of some urgency a needs assessment needs to be undertaken to identify the size of the trans community and its needs. Trans people must be involved at every stage of this process from design, commissioning, implementation, analysis, reporting and influencing in order to inspire the trust of the trans community. The current public health Joint Strategic Needs Assessment (JSNA) must be updated to reflect this information.</p>	Alistair Hill	Tom Scanlon
Council Response (May 2013)		
<p>Initial scoping to be considered at City Wide Needs Assessment Steering Group in May 2013. To be informed in advance by NHS CCG, BHCC public health, housing, leisure, employment, social care, equalities team, community safety, CYP services, LGBT Health & Inclusion Project. Scoping will include consideration of further community involvement.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>A steering group was established in late 2013, which includes a number of community representatives (including the co-chair) to ensure community ownership over the process. The group has overseen the production of the following:</p> <ul style="list-style-type: none"> • a review of national research • a data snapshot of information held by local service providers • detailed analysis of the views of local stakeholders (primarily statutory and community and voluntary sector including specialist health providers) <p>Primary research into the needs of the trans community was commissioned in September 2014. It is being conducted by a partnership between LGBT Switchboard and University of Brighton. Data has been collected using an online questionnaire and focus groups. The results will be reported to the steering group by March 2015. The steering group will then review all of the findings of the need assessment and produce a final report, including recommendations.</p> <p>The CCG's Operating Plan for 2015/16 will contain a dedicated section on our Transgender Community and respond to the emerging findings of the JSNA.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	

**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 14 (Jan 2013)	Service Lead	ELT Lead
The Panel recommend that the public health team take action to identify the health status of the trans population, and put in place a robust plan for reducing any health inequalities for trans people in the city. As part of this the Joint Strategic Needs Assessment (JSNA) needs to be updated to address the health inequalities noted in this report	Alistair Hill	Tom Scanlon
Council Response (May 2013)		
Health inequalities to be included in scope of Trans Needs Assessment (recommendation 13). Health inequalities to be included in scope of recommendation City Wide Trans Strategy (Recommendation 32).		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
Health inequalities will be included in the scope of the Trans Needs Assessment as described in Action No 13. above.	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 15 (Jan 2013)	Service Lead	ELT Lead
<p>During the upcoming revision of housing strategies (homelessness, LGBT housing) the views of the trans community should be actively sought. Specifically, the Housing Options service should be reviewed to ensure that it is widely known about and used by trans people in housing need. A programme of outreach to the trans community to publicise the assistance available from the housing department should be undertaken</p>	James Crane	Geoff Raw
Council Response (May 2013)		
<p>In accordance with housing consultation and diversity policies it will be actively seeking the views of the trans community in relation to housing policy development and very much welcome information and evidence on detailed housing needs and requirements to help inform consultation and outreach work. Resourcing a specific options outreach service will be explored.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>1. Housing Strategy Review: As part of the development of the new Housing Strategy 2015 the council engaged LGBT HIP and the LGBT Network (including groups such as Switchboard, Allsorts and MindOut) to ensure the views of Trans* people helped shape the priorities and actions of the new housing strategy. The draft strategy was approved for final consultation in Housing Committee on 12 November 2014 with the final strategy expected to be approved in January 2015. LGBT HIP welcome the LGBT theme in the draft strategy and associated actions and have nothing to add at this point. We will be carrying out further work with LGBT HIP early in 2015 as part of their 2015/16 work planning to identify opportunities to work together to take forward the strategy actions and scrutiny recommendations</p> <p>2. Homeless Strategy: The Homelessness Strategy 2014 was agreed by the Housing Committee in June 2014. As part of the development of this strategy the Housing Department embarked on a consultation exercise, including a Homelessness conference in December 2013 and the lead officer meet with members of the Trans Alliance an umbrella organisation for the Trans Community. The Homelessness Strategy includes a number of groups and issues to be a priority and the Trans community are included as one such group.</p> <p>3. The Housing department is currently engaging with the Trans community to develop information on harassment and illegal eviction, anti discrimination in lettings in the private sector under the goods and services act to ensure that the Trans community can have access to safe accommodation in the city this is expected to be produced in 2015.</p> <p>4. Housing Options Review: Discussion were held in relation to the Housing options officer post during the development of the Homelessness Strategy. The role of the options officer is to offer a case work service to individuals that the Council would owe a duty to provide accommodation. The issues of accessibility have been raised with the possibility of placing this post to deal with more front line advice. This would however be at the expense of being able to offer a case work service. It is considered that service needs to ensure that all advice and assessment officer who deal with front line advice should have an understanding of trans related housing issues and be able to refer individuals to the case work service to</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
 Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 15 (Jan 2013)	Service Lead	ELT Lead
<p>support individuals to either resolve their housing issues or source alternative accommodation. There is a growing problem on the availability of accommodation in the City that is within the reach of people on receipt of welfare support. This issue does not just affect the Trans community but is a growing issues for all groups in receipt of welfare support for housing costs.</p> <p>5. Housing Options outreach programme: The LGBT Housing Options officer post embarked on a programme of outreach sessions in the community. These sessions while initially well received became less and less relevant with poor attendance. Servicing outreach sessions to deal with individual problems is resource intensive and is not considered to be the best use of time. The options officer post continues to meet with individual organisations on request to discuss service specific issues on housing. The Options service will look to hold further meetings in 2015 to discuss issues of concern to the Trans community and ensure that the service remains accessible to local residents in housing need.</p>		


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 16 (Jan 2013)	Service Lead	ELT Lead
The Housing department should also commence a programme of awareness raising about the legal protections for trans people in housing provision and promote good practice within social and private landlords	James Crane	Geoff Raw
Council Response (May 2013)		
<p>See recommendation no. 2</p> <p>Housing will incorporate the housing needs, issues and legal protections concerning the trans community into its learning and development programme for managers and staff drawing on available statistical evidence, results of consultation and outreach work to better understand the current housing requirements of communities of interest.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>Initial discussions have taken place and Housing Options have identified key areas in which an increased awareness of trans housing rights would benefit their transgender clients and the community as a whole. It is envisaged that at first this will involve the private sector landlords that Options work with before taking this out to a wider forum. This will be taken up and progressed in the New Year when the views of the transgender community will be sought.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	

**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 17 (Jan 2013)	Service Lead	ELT Lead
Further work should be undertaken to address the transphobia and discrimination faced by older trans people such as in accessing adult social care services, supported housing and care homes (for example, personal care). As part of this, training on trans awareness and the needs of older trans people needs to be put in place for care homes and sheltered housing providers contracting with the council	Peter Huntbach and Martin Farrelly	Geoff Raw and Denise D'Souza
Council Response (May 2013)		
<p>Housing will raise awareness and challenge potentially discriminatory practices and behaviours toward transgender people in its learning and development and personal development plans. It will seek to pay particular attention to service areas where transgender discrimination could potentially arise.</p> <p>In regards to adult social care provision transphobia is addressed through the Personalisation agenda. Care is person centred and tailored to individual need. Celebration of diversity is key to service provision and integral within commissioned services. The outcomes of the scrutiny panel report have been shared within the Commissioning Support Unit and will inform the care governance arrangements of care services to ensure a focus on these issues.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>As of the beginning of January 2015 trans-awareness briefings have taken place with senior managers, Access staff, social workers and care managers.</p> <p>Nicky Cambridge is to present a briefing to the home care providers forum at the end of January 2015 - this will capture the independent home care providers.</p> <p>See also response to recommendation no.2</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 18 (Jan 2013)	Service Lead	ELT Lead
<p>The robust recording of police and community safety data on trans-related crimes and incidents should be developed and used to inform preventative measures. Further work needs to be undertaken to encourage reporting of hate crime. Building on existing relationships, an action plan needs to be put in place by the community safety team in conjunction with Sussex Police to address low levels of hate crime reporting including trans related incidents.</p>	Linda Beanlands	Tom Scanlon
Council Response (May 2013)		
<p>Police and Casework Team to be requested to develop systems which identify recorded crimes and incidents reported by those who are transgender. That data and information to be managed in such a way that it can be used to inform the quarterly and annual performance monitoring reports which are provided to the Safe In the City Partnership. The Casework Team, together with the police hate crime community engagement officers, has already taken action aimed at increasing trust and confidence and reporting of transphobic crimes and incidents. That work to be sustained and its effectiveness regularly reviewed together with information on reporting levels and performance against agreed indicators.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>Sussex Police and the council’s casework team now record all trans incidents, crimes and cases, this is reflected in reports and data sharing. A snapshot of progress is detailed below:</p> <p>Trans incidents and casework is reported in both the Community Safety Partnership quarterly report and the quarterly case report. Updating of online third party reporting forms to ensure questions and monitoring are presented in respectful and relative ways. All front line case work staff and management have completed the Sussex Police training regarding ‘Trans people and the law’. The casework team continues to be promoted to the Trans community and organisations supporting the Trans community. The LGBT officer works in the casework team and briefs and supports caseworkers (and the wider partnership team) on trans issues as necessary</p> <p>The LGBT coordinator and Hate Crime Team work with Trans groups to develop capacity and support community events and actions. Work continues within the Trans communities both in the city and in Sussex to encourage reporting. Front line surgeries and direct engagements with the various Trans Groups in Sussex have taken place including officer presence at trans events. Hate Crime officers from the community safety team and Sussex Police attended and supported Trans Pride.</p> <p>The casework team & LGBT Safety officer has assisted in the promotion and development of and attended the Hate Crime Vigil, Transgendered Day of Remembrance and other events of significance to the Trans community to build relationships and trust.</p> <p>On -line reporting has been developed via the Police Social media sites and direct drop in sessions with front line staff. The Community Safety Website hosts specific Transphobic reporting avenues and Transgender support and related information. Third party reporting has been encouraged through direct meetings & training with Trans groups in the city and officer attendance at support groups.</p> <p>The Casework team offer support to Transgendered victims and/or perpetrators of ASB & Hate incidents and work closely with housing providers to ensure appropriate outcomes are reached for all LGB& T victims.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 18 (Jan 2013)	Service Lead	ELT Lead
<p>Scoping work to harness the capacity of social media to challenge under-reporting from the LGB and Trans community is underway. Regular reporting of Hate Crime statistics from the PCST undertaken to the BHCC LGBT Safety Forum, work progresses with the Safety Forum to develop a community agreed performance indicator regarding all LGB&T hate crime.</p> <p>Work with younger Trans people and Trans people living in Sussex but working or socialising in the City has been developed through contacts with Sussex wide Trans supports groups, online outreach and work with Victim Support who have developed an LGB&T casework team to support victims in West Sussex</p> <p>In addition, Sussex Police report:</p> <p>Hate incidents as well as crime are all being recorded in NICHE crime management system. Risk assessments are kept with the person record. Parts of the risk assessment can be shared with other statutory partners as required. Since the introduction of Niche police have improved recording of transphobic hate.</p> <p>Ongoing work relating to how Suspol deal with hate in general, which includes transphobic incidents and crime.</p> <p>Ongoing engagement work with the trans community - LGBT liaison team attending Clare Project, FTMB and Transformers, as well as active participation in Trans community events and projects.</p> <p>As a result of these actions, there have been improvements in the recording of transphobic incidents and crimes reported to Sussex Police. The data and selected case studies is now being shared with the Safe in the City Partnership on a quarterly basis at Community Safety Forum meetings and other meetings where the information has been requested</p> <p>All of this work has been well received by the community who feel that the response from the council and Sussex Police has been excellent.</p>		


Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015

Scrutiny Report Recommendation No. 19 (Jan 2013)	Service Lead	ELT Lead
The Panel recommend that Sussex Police provide trans awareness training for its staff, in conjunction with the community safety team.	Linda Beanlands	Tom Scanlon
Council Response (May 2013)		
The integrated community safety Delivery Unit and Neighbourhood Policing Teams to undertake transgender awareness training, linking in with activity of the workforce development team (see recommendation no.2). Discussions to take place with Sussex Police about the inclusion of transgender awareness within the comprehensive training plans for police officers.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>In January 2014, the integrated Community Safety Delivery Unit and Neighbourhood Policing Teams developed two video training aids to address issues of working with the Trans communities. One video is about trans awareness generally whilst the other focuses on legal issues for trans communities.</p> <p>Attended Trans Pride as a means of engagement. BHCC Casework team joined Sussex Police on the stall.</p> <p>Brighton central neighbourhood police team (NPT) supported Trans Pride by providing police escort to the first Trans Pride march, from Marlborough public house to New Steine Gardens via St James Street. Officers were briefed beforehand and wore trans pride ribbons for visible display of support during their shift.</p> <p>Classroom based training input is being delivered to new custody assistants at Brighton Custody Suite, provided by the LGBT Liaison officer.</p> <p>Increased participation from the trans community in the LGBT external reference group.</p> <p>New activity is occurring in the Police Contact Centre to provide guidance and training to contact handlers.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 20 (Jan 2013)	Service Lead	ELT Lead
<p>The council must continue to actively support the work of the Standards and Achievement Team and Allsorts to provide guidance and support to trans children and young people. As part of this, the resources given to this work should reflect the demands on the service. In addition, specific trans awareness training should be provided in schools, as well to general LGBT training.</p>	Sam Beal	Pinaki Ghoshal
Council Response (May 2013)		
<p>Standards and Achievement Team and Allsorts are in the process of developing a Trans Toolkit for Schools which is being consulted on and will be launched in the Summer term. Building capacity within schools delivers a sustainable approach to on going trans awareness in schools. This is supported by bespoke support for individual schools as requested and from ongoing work of Allsorts, for example, Allsorts provide support to secondary age trans students and to parents and carers of primary and secondary age trans children and young people, joint delivery of teacher training in one school and a pilot workshop for Year 10 students on gender identity / trans at Varndean.</p>		
<p>Allsorts have been awarded a three year strategic discretionary grant – £22,000 per annum 2013-2016.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>There has been very good progress with regard to this recommendation and key highlights are extracted below:</p> <p>The Trans Inclusion Schools Toolkit was launched on the 4th July 2013 and has also been posted on a schools bulletin with a training offer. This toolkit has been positively received by schools and has considerable interest nationally. It is currently under review.</p> <p>Lesson plans for PSHE Education have been developed for primary schools to support children to understand about trans identities and secondary lesson plans are under review</p> <p>In addition to the schools bulletin pdf of the Trans Inclusion Schools Toolkit has been disseminated to PSHE co-ordinators, Special Educational Needs and Inclusions Co-ordinators, Engagement Providers, FE Colleges and independent schools</p> <p>Schools with out trans pupils are being targeted for training; 2 whole staff school-based training has been delivered since September 2013 in secondary schools and in 6 primary schools.</p> <p>A central training on supporting trans children and young people and combating transphobia was delivered in anti-bullying week 2013 and attended by 10 people – a mix of school and youth service staff</p> <p>Learning related to trans awareness is on the PSHE Education Programme of Study, launched in February 2014. The Relationships and Sex Education curriculum frameworks for Primary and Secondary Schools also include outcomes related to gender identity and trans awareness.</p> <p>The Safe and Well School Survey has been amended to include a gender identity monitoring question for key stages 3 and 4 (11-16s).</p> <p>Training is being delivered to schools on identifying, challenging and recording bullying and prejudiced based incidents by type (including transphobia). Schools return bullying data related to gender identity.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  <p>GREEN</p> </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 21 (Jan 2013)	Service Lead	ELT Lead
<p>The Panel welcomes the commitment from the sports facilities team that they will engage with the trans community. The Panel recommends that trans individuals are consulted in future facilities planning, and are also consulted and involved in helping to develop trans safe and trans only exercise sessions.</p>	Toby Kingsbury	Paula Murray
Council Response (May 2013)		
<p>Sports Facilities are exploring in conjunction with The Clare Project the establishment of a transgender swimming session at St Luke’s Swimming Pool. This would be similar to the successful women only sessions established at St Luke’s for the Muslim community.</p> <p>Signage on new or refurbished changing rooms and toilets is being reviewed and Sports Facilities are developing on-going consultation with representatives of the transgender community to ensure the most appropriate wording / symbols for this signage. In the longer term the needs of the transgender community will be considered as part of any specification for new-build facilities – for example the redevelopment of the King Alfred Leisure Centre which is a current live project.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>As previously reported the February 2014 pilot project was a success with a total of 28 members from the trans/queer community accessing the sessions. As a result of this the decision was made to incorporate the provision into the mainstream timetable at St Lukes.</p> <p>Due to the closure of St Lukes following storm damage, officers worked with the group to reschedule the sessions at Brighton Swimming Centre from Spring to October 2014. The sessions have now resumed at St Lukes and are believed to be the first local authority mainstreamed trans swimming sessions in the UK (as reported by Jamie Hooper, the Equalities officer at the Amateur Swimming Association).</p> <p>Following the success of the trans-awareness training delivered to pool staff by LGBT HIP, a training programme was delivered to officers from the Sports development, sports facilities and museums teams.</p> <p>In October 2014 the project was shortlisted for a Brighton and Hove Sport and Physical Activity Award and received a highly commended certificate in the Participation Award category. Members of the group were presented with a certificate at the ceremony held at the Brighton Pavilion.</p> <p>Evaluation of the sessions has indicated that a small but significant number of swimmers have reported now having the confidence to access general public swimming as a result of participating in these sessions.</p> <p>Officers from the Active For Life team and the facilities team continue to support members of the trans community in the development of this work. A meeting has been planned for late January in order to consider a promotional plan to raise awareness and increase participation. Members of the community and representatives from the LGBT HIP and the Amateur Swimming Association are expected to attend.</p> <p>The outline specification for the King Alfred redevelopment project has taken account of the needs of the trans community by specifying the need for a separate teaching pool which has the capability of being screened. This will allow exclusive sessions to be programmed like those at St Luke’s.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 22 (Jan 2013)	Service Lead	ELT Lead
<p>There should be provision for accessible and gender neutral toilets in all areas. The council should take the first step, with consultation with trans individuals, to ensure gender neutral and accessible toilets are available in public buildings. Where appropriate, this process should involve consultation with other groups affected such as disabled people who may have a view about widening access to toilet facilities designated as accessible for disabled people.</p>	<p>Angela Dymott and Jenny Cooke</p>	<p>Catherine Vaughan and Geoff Raw</p>
<p>Council Response (May 2013)</p>		
<p>Property and Design, in consultation with disability groups and the trans community will explore the possibility of existing accessible toilets in council public buildings being used as an inclusive facility for all.</p> <p>Cityclean has been promoting inclusive public toilet provision in response to an Equality Impact Assessment on toilet provision in 2012 and in line with the Equality Act. Cityclean tries to make new public toilets fully accessible wherever space allows. The new designs tend to be single use cubicles and are larger than standard units to cater for accessibility. You enter directly from street level so that users are clearly visible and misuse and anti-social behaviour is reduced. Where possible the service works with developers (large tourist developments) to advise on provision and would recommend the same design, recently working successful with i360 developers. The service also has a toilet user group and will be contacting LGBT HIP to explore how the Trans voice can be represented.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>This recommendation is being progressed as and when new facilities are built or existing refurbished. Some examples of this work include:</p> <p>Recent refurbishments have seen privacy cubicles installed in changing rooms and showers at Withdean Sports Complex and showers at Prince Regent Swimming Complex.</p> <p>The rolling programme of access improvements to public buildings includes the provision of accessible WCs where none existed previously (or the upgrade of existing accessible provision to meet current standards).</p> <p>The new accessible WCs installed are always gender neutral, and we avoid RADAR key systems wherever possible to ensure the accessible provision is as inclusive as possible. A gender neutral accessible WC has been installed within Rottingdean Grange for the use of all visitors to the library and museum and will also be made available to passers-by.</p> <p>Proposed WC refurbishment on 7 floors at New England House includes self-contained compartments (i.e each containing wc and basin) with full height walls suitable for gender neutral designation, as well as inclusive accessible provision.</p> <p>A Changing Places provision is proposed for the Brighton Centre which will be gender neutral.</p> <p>There is currently no demand for a focus group on accessible toilets from the trans community, however LGBT HIP are able to facilitate potential consultations where specifics require.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 23 (Jan 2013)	Service Lead	ELT Lead
Individual changing rooms should be available in all leisure buildings and the council should actively encourage other organisations to provide changing rooms that are appropriate for all users, whatever their gender identity.	Toby Kingsbury	Paula Murray
Council Response (May 2013)		
See recommendation no. 21		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>Update at July 2013: As action no. 21</p> <p>Update at October 2013: As action no. 21</p> <p>Update at January 2014: As action no. 21</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 24 (Jan 2013)	Service Lead	ELT Lead
<p>The council’s Trans Toolkit is due to be revised. The Panel recommends that the council take advice from experts in trans awareness to ensure the toolkit is fit for purpose. This new Toolkit should then be proactively publicised and promoted to all staff within the council. Managers should be offered training on its use. In addition, guidance should be given for council staff on what to do when a person changes their name and gender marker following a gender transition.</p>	Liz Boswell	Catherine Vaughan
Council Response (May 2013)		
<p>HR has already started reviewing the Transgender Toolkit and will have regard to the recommendations made by the Scrutiny Panel whilst carrying out that exercise and when re-launching the revised toolkit.</p>		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>Initially it was thought that the Trans Toolkit required only a relatively light-touch review. However, once the review commenced it became clear that a more fundamental re-write of the toolkit was necessary. However, this more in depth review has regrettably led to some slippage in the original timescales set for the completion of this piece of work. It is now anticipated that the review and consultation will be completed by end of March 2015. It is planned to consult trans staff as widely as possible on the updated toolkit and to provide them with the opportunity to feedback their comments anonymously via the council’s consultation portal. Also changes in personnel at the LGBT HIP means that there is also a need to identify and secure the services of an expert in trans awareness to act as a critical friend in the review process.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 25 (Jan 2013)	Service Lead	ELT Lead
<p>B&HCC Human Resources, in partnership with the LGBT Workers' Forum and the Communities and Equalities Team, need to reach out to trans employees to listen to their experiences of working for the council and to make changes accordingly. The B&HCC LGBT Worker' Forum is to be congratulated on their activities on trans inclusion. The Forum must continue to be supported and resourced to develop its work on this.</p>	<p>Liz Boswell/Emma McDermott/LGBT Workers Forum (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Catherine Vaughan/Paula Murray</p>
<p>Council Response (May 2014)</p>		
<p>The LGBT workers forum has prioritised Trans engagement work and support for a number of years, having played a pivotal role in the instigation of the Trans Equality Scrutiny and will continue to do so. The forum continues to receive an annual budget and support from the communities and equality team to deliver its annual business plan, currently being worked on. Reaching out to trans employees has also been discussed at the workforce equalities group attended by representatives from all the workers forums, HR and communities and equality team.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The LGBT Staff Forum continues to receive both budget and staff support from the Communities and Equality Team and retains a strong focus on trans staff engagement. The group undertook consultation with LGBT staff in order to understand what types of activities would encourage more people to be involved and has created new work programme.</p> <p>HR has reviewed and changed the way in which data relating to an employee's gender identity is captured in the council's HR Management Information System, PIER. This information can now be input directly into the system via employee self-service. HR has also carried out a series of exercises to improve the quality of its workforce data, including that relating to gender identity, by encouraging staff to complete/update their personal equality data.</p> <p>HR has also revised the gender identity question on PIER and on its recruitment monitoring form by substituting the word "sex" for "gender". This amendment has been made because, for people who are transgender, the sex they were assigned at birth is not the same as their own sense of their se whereas the term "gender" refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.</p> <p>The question now reads: 'Is your gender identity the same as the sex you were assigned at birth?'</p> <p>HR is also looking to develop an approach to understand better the needs/issues of trans employees and use this feedback to inform action planning. This work has been prioritised as part of the Year 2 Workforce Equalities Action Plan and it is proposed, as a first step, to consult as many of our trans employees as possible on the revised Trans Toolkit using the council's consultation portal. This approach will enable trans staff, as well as any other employees who are interested, to comment on the draft anonymously.</p> <p>In addition, HR will be reviewing the results of the recent Staff Survey, with a view to identifying workplace issues affecting staff by protected characteristic group including those who may identify as trans.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 26 (Jan 2013)	Service Lead	ELT Lead
The particular impacts on trans people of the government welfare reform agenda must be taken into account. As part of this, the specific vulnerabilities of trans people as recipients of welfare benefits should be explicitly acknowledged in the council's strategy on financial inclusion.	Richard Tuset	Paula Murray
Council Response (May 2013)		
The Council's new Financial Inclusion Strategy has recently been adopted. The specific needs of the trans community were considered as part of the needs and equality impact assessments and will be included in all elements of commissioning and delivery going forward. In particular advice providers have been asked to undertake service monitoring of trans clients and to undertake LGBT awareness training in relation to this. The new Community Banking Partnership commission will also include these actions.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
The provision of trans inclusive advice services has been built into the new Moneyworks Brighton and Hove service which is now monitoring take up amongst Trans people. In addition, there will be a focus group looking at specific advice needs of Trans people led by the Advice Plus Project.	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  <p>GREEN</p> </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 27 (Jan 2013)	Service Lead	ELT Lead
When appointed, the Council’s Trans Champion (see recommendation 36) should contact local high street banks, building societies and East Sussex Credit Union to encourage sharing best practice regarding staff training/awareness and bank records procedures for trans customers.	Richard Tuset	Paula Murray
Council Response (May 2013)		
The Council has recently adopted a new financial inclusion strategy which includes actions around working with high street banks. With this in mind it is proposed that the work on trans inclusion be added to this process.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
The council has now established a basic banking forum through which it has raised the issue of bank processes for Trans customers. Banks have acknowledged that the procedures are not necessarily clear but most importantly one bank has a project focussed on this issue and there are plans to meet with the Lead and share the practice across the forum.	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 28 (Jan 2013)	Service Lead	ELT Lead
<p>All public bodies (including NHS bodies and schools) should publish an annual statement on what they have done to meet their public sector equality duty in respect of trans people.</p>	<p>Emma McDermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>The council is incorporating the agreed recommendations of the Trans Equality Scrutiny into the Equality and Inclusion Policy Action Plan. This is updated with input from statutory sector partners and publicly reported every six months, and progress is reported to Overview and Scrutiny annually.</p> <p>The City Inclusion Partnership (an equality and inclusion forum for all the city's statutory organisations) has a focus in 2013 on identifying recommendations in the Scrutiny which would benefit from a citywide approach and on working together to implement the actions and share best practice. Statutory sector partners on the City Inclusion Partnership are included in this process.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The Equality & Inclusion Partnership Trans sub-group (comprising representatives of the Trans community and statutory organisations in the city) is working on this, to identify a way of appropriately feeding back the range of work and progress against this action plan. Learning from the end of first year engagement event will be considered to enable this to be open and accessible.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  AMBER </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 29 (Jan 2013)	Service Lead	ELT Lead
<p>City-wide there needs to be wider recognition of non-binary gender. Further discussion should be undertaken with the trans community to ensure that all monitoring is sensitive, appropriate and properly implemented. Furthermore, the results of this monitoring, appropriately anonymised, should be made publicly available on an annual basis.</p>	<p>Emma McDermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>As in response to recommendation no.1 the council's equality monitoring form recognises non-binary gender identity and allows people to define their own identity. The questions and guidance for the form are based on guidance from Trans organisations. Guidance for staff on how to ask the questions appropriately and sensitively has also been produced.</p> <p>The council's HR team is updating its monitoring categories to reflect the corporate template and will use this to collect data. Monitoring data on staff is reported annually, and figures for Trans staff will be separated, where this does not risk identifying individuals.</p> <p>Equality information on service-users is also collected using the council form and this data is reported via the council's Equality Impact Assessment process. Summaries of these are published on the council's website as EIAs are completed and copies of the full EIAs are available on request.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>There have been a number of developments in response to this recommendation in order to recognise non binary identity and improve monitoring to capture this:</p> <p>Guidance has been provided through the council's corporate Equality Steering Group and the Directorate Equality Groups on the use of this form and it continues to be used by council teams and services.</p> <p>Equality Impact Assessments retain a specific focus on Gender Reassignment as one of the characteristics protected within the Equality Act 2010 and a broad definition of 'Trans' is encouraged for staff completing this process.</p> <p>BHCC HR team has updated its monitoring categories to reflect the corporate template.</p> <p>Equality Impact Assessment training is being provided across the council, with clear explanations on how to gather data to inform service assessments, including equality monitoring.</p> <p>Work is ongoing to ensure that equality monitoring is used appropriately in all community engagement, to evidence the range of engagement and to identify trends in responses.</p> <p>Further the Council's Information Governance Manager will support the requirement to use consistent and corporate equalities monitoring through corporate broadcasts/protocols.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 30 (Jan 2013)	Service Lead	ELT Lead
<p>The importance of an on-going mechanism for consultation and engagement with trans people in the city should be recognised by the council. The Panel recommend that this should be funded accordingly</p>	<p>Emma Mcdermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>The council is funding the LGBT Health and Inclusion Project for a further year (2013-14) in recognition of the excellent engagement and consultation it has delivered. The project is jointly funded by the council and clinical commissioning group, both of which will work with the project in 2013/14 to secure its sustainability.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>LGBT HIP as part of the Community Works Partnership has been commissioned through the council's Communities and Third Sector Commission 2014-2017 to ensure ongoing consultation and engagement activity with Trans people. It continues to support the implementation of the Trans Scrutiny recommendations by providing support to the two Trans community representatives who attend three governance groups for the Trans work. It also communicates progress on the Trans Equality recommendations to the Trans community.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 31 (Jan 2013)	Service Lead	ELT Lead
<p>Infrastructure services and the Transforming Local Infrastructure (TLI) project should continue to consider how to engage the city's trans community groups to ensure they have an active voice in decision making.</p>	<p>Emma McDermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>This recommendation has been fed back to the four voluntary organisations leading and delivering the new TLI project (funded by the Big Lottery) and as a member of the strategic working group advising the project the communities and equality team has championed the need for the new organisation to explicitly explain how it will support equalities groups, including Trans groups, in the city. At time of writing the final paper on the services to be delivered by the TLI had not been released to the council by the project.</p> <p>The need to support Trans community groups has been explicitly included in the Community and Voluntary Sector Forum's contract for 2013/14 in readiness for its change into the new TLI organisation.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>LGBT HIP as part of the Community Works Partnership has been commissioned through the council's Communities and Third Sector Commission 2014-2017 to deliver LGBT inclusion training to community workers in neighbourhoods and staff of Community Works (the city's newly formed lead infrastructure organisation). It will also deliver capacity building support to Trans groups in the city specifically focused on identified needs: governance, planning and financial sustainability.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 32 (Jan 2013)	Service Lead	ELT Lead
<p>Following the needs assessment (see recommendation 13) a city wide trans equalities strategy should be developed by the council and partner organisations with the full engagement and participation of trans individuals and support groups. This should include an action plan with clear leads and responsibilities. This should be led by the council's Trans Champion.</p>	<p>Emma McDermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>Using the outcomes and recommendations from the needs assessment discussion will be had with the Trans community and public sector organisations about outcomes and recommendations that could appropriately be mainstreamed into existing strategies and the focus required for a specific Trans Strategy.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>A decision regarding the need for a specific Trans Equality Strategy will be made following the final report and recommendations of the Trans Needs Assessment.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No.33 (Jan 2013)	Service Lead	ELT Lead
Any activity commissioned or supported by the council in relation to LGBT activities, and in particular Pride, needs to mandate trans inclusion	Richard Tuset	Paula Murray
Council Response (May 2013)		
As a result of the Trans Scrutiny Panel findings, we will ensure that any future commissioning or support for cultural work addressing the Lesbian, Gay, Bisexual and Transgendered agenda takes on board fully the needs and aspirations of Transgendered individuals. In terms of the council's relationship with Pride specifically, the council does not commission Pride and currently does not fund the event directly, although Pride does receive support in kind from the council. Council officers responsible for liaising with Pride would be happy to broker discussions that might result in a greater inclusion of the Trans community in the event.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>The Council has given landlords consent for Pride for the next 3 years. The conditions set out in the report include the requirement that Brighton Pride Community Interest Company (BPCIC) produce an equality statement and action plan that includes appropriate actions to ensure access and inclusion of the Trans Community in Pride as set out and agreed by the council through the Trans Equality Scrutiny process.</p> <p>Meetings have been held between Pride and representatives of the Trans community to review the 2014 event. This was mostly positive with the community feeling that Pride made considerable effort to improve inclusion – for example by placing the Trans float at the start of the parade and changing the name of the St James Street party from 'Gay Village Party' to 'Pride Village Party'. This will be further developed for the 2015 event and the option for a 'Trans Village' is being considered (funding dependent).</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 34 (Jan 2013)	Service Lead	ELT Lead
<p>B&HCC should take the lead in creating an identity for the city as a trans friendly place that challenges stigma and discrimination. This includes such actions as a public statement on the website, trans branding, vocal support and partnership working with trans support groups, and publicity information including trans individuals as local citizens.</p>	Corinna Allen	Paula Murray
<p>Council Response (May 2013)</p>		
<p>The Communications team will tie in with partners across the city to support and champion the issues raised in the report and work taken forward in response. Wherever needed the team will lead on the publication of information which progresses the agenda of equality for local trans people.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>The Council's corporate Communications Team have handled around 40 enquiries relating to Trans issues since the beginning of the scrutiny work with the release of 19 proactive releases and 12 articles including coverage of the Transgender Day of Remembrance and a recent double page spread in the Brighton and Hove Independent regarding the Scrutiny and Schools work. Furthermore the Team have worked with the Policy and Communities Team to respond to any transphobic media portrayals and articles.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	


**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 35 (Jan 2013)	Service Lead	ELT Lead
The Panel welcome the addition of the honorific Mx by council benefits staff as giving an alternative option. The Panel recommend that all on-line forms are examined to look at the possibility of additional options, leaving blank or entering the title the individual feels is appropriate to them.	To be confirmed	Catherine Vaughan
Council Response (May 2013)		
Online forms are being reviewed as part of the council's Web Improvement Project as more forms are automated. Each form will be evaluated before Mx is included as a standard title. This will ensure that where data is automatically put into back office systems it is compatible and Mx will be accepted as an option along with an option of leaving the honorific blank.		
Progress at January 2015 – short commentary by service lead:	Status - (note status indicates progress by January 2015)	
<p>As members will be aware this recommendation received significant media interest so remains sensitive. However, as and when online forms are being developed, the new title is being used where appropriate.</p> <p>Examples include:</p> <ul style="list-style-type: none"> Corporate Recruitment Forms Adult Social Care Database: CareFirst City Clean Revenue and Benefits Service Customer Services (in development) Council Tax Forms <p>There has been informal feedback from both staff and community members about how positive this is with staff reporting that it helps them to sensitively consider the access needs of those customers choosing the Mx honorific.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	

**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 36 (Jan 2013)	Service Lead	ELT Lead
<p>The implementation of these recommendations is crucial and should be carefully monitored. The Panel recommends that a lead officer is appointed as a 'Trans Champion' within the council. This person should be at Senior Management level (within the Corporate Management Team or Assistant Director level or above) and will be responsible to champion the rights of trans people both inside and outside of the organisation. They will also have responsibility for the commissioning of the trans needs assessment and the lead on the development of a city-wide Trans Equalities Strategy (see recommendation 32). In addition, a councillor should be nominated as the council's Trans-Champion (as distinct from the existing LGBT champion).</p>	<p>Emma McDermott (Note that Andy Staniford is now Head of Communities, Equality and Third Sector to cover Emma's maternity leave).</p>	<p>Paula Murray</p>
<p>Council Response (May 2013)</p>		
<p>The Executive Director for Resources, Catherine Vaughan has been appointed as the equalities champion for the Executive Leadership Team (ELT). This includes championing Trans issues. Progress on the responses to the recommendations will be reported in November to the ELT.</p> <p>The councillor Trans champion will be nominated as part of annual council process.</p>		
<p>Progress at January 2015 – short commentary by service lead:</p>	<p>Status - (note status indicates progress by January 2015)</p>	
<p>Catherine Vaughan acted as the Trans Champion at Executive Leadership Team level but has now left the organisation. Penny Thompson, Chief Executive, has agreed to take on the role.</p> <p>Councillor Phelim MacCafferty (who chaired the Trans Equality Panel) is now the Councillor Trans Champion for the Administration.</p>	<p>Red – Off target and not likely to come back to on target performance by year end without intervention Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary) Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	

**Brighton and Hove Trans Equality Scrutiny
Recommendation Action Plan – Year Two Annual Report – January 2015**

Scrutiny Report Recommendation No. 37 (Jan 2013)	Service Lead	ELT Lead
The work of this Panel should be forwarded on to the government departments looking at trans equality, specifically in response to the expected call for evidence after the Trans Gender Equalities Action Plan.	Giles Rossington	Abraham Ghebre-Ghiorghis
Council Response (May 2013)		
Actioned by Scrutiny Team following report's endorsement by Overview and Scrutiny Committee in January 2013		
Progress at January 2015 – short commentary by service lead::	Status - (note status indicates progress by January 2015)	
No further action required	<p>Red – Off target and not likely to come back to on target performance by year end without intervention</p> <p>Amber – Currently off target but officers are confident that performance should reach target by year end with current improvements in place (detail these in the commentary)</p> <p>Green – On or above target</p> <div style="text-align: right;">  GREEN </div>	

