

Appendix Two:
Trans Equality – Update on Scrutiny Recommendations 2 and 3

1. Purpose of this Note

The aim of this note is provide an overview of the Trans Awareness and training work undertaken since the council's Trans Equality Scrutiny report was published in January 2013.

2. Background

Two of the key recommendations in this concerned Trans Awareness Training:

- Recommendation 2:
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.
- Recommendation 3:
The council should ensure that all Councillors undertake trans awareness training.

In addition, training was one of the most frequently mentioned solutions to achieving Trans equality and inclusion during the community consultation phase of the work.

3. Implementation

Unfortunately the council's Corporate Learning and Development Team have been unable to commission significant Trans Awareness training in response to these recommendations because of the resource and cost implications. The council has 9,000 employees including schools and the current council wide training budget of £70,000 is fully committed. Some services have directly commissioned training using their own training budgets however and this is described below.

In addition a more tailored and creative informal approach to meeting staff development needs has been piloted through hour long awareness sessions delivered by the Council's Lead Officer for Trans Equality. However, this informal approach is not without resource implications, given the potential size of the audience.

3.1 Formal Training Awareness Training

For the purposes of this note formal training is defined as that delivered by a Trans Awareness Trainer for a minimum of a half day.

Formal training has been commissioned by corporate L & D team as follows:

Participants	Trainer
Councillor Training	Nick Douglas LGBT Health & Inclusion Project
Housing and Adult Social Care Staff	Michelle Bridgman Independent TA Trainer

In addition formal training was also directly commissioned by the following teams:

Sports Development/ Royal Pavilion & Museums	Nick Douglas LGBT Health & Inclusion Project
Integrated Families Team	Nick Douglas LGBT Health & Inclusion Project
Trans Needs Assessment Steering Group Members	Nick Douglas, LGBT Health and Inclusion Project

As part of the recommendation that other agencies undertake similar work, Brighton and Hove Clinical Commissioning Group (CCG) commissioned LGBT Health and Inclusion Project to do further sessions as follows:

- CCG Governing Body and Leadership Team
- Brighton and Hove GPs (some CCG staff or practice staff that couldn't make the other sessions also attended)
- Practice staff (and any remaining CCG staff or GPs)

3.2 Informal Trans Awareness Briefings

In order to meet the wider needs of the workforce, the council's lead officer for the Trans Equality work – Nicky Cambridge – delivered a number of Trans Awareness Briefing Sessions to groups of between 5 and 25 staff. These sessions were approximately an hour in length and were designed to provide a broad overview of Trans issues; namely:

1. Understanding Key Concepts (Sex, Gender and Sexuality)
2. Exploring Identity and Terminology
3. Marginalisation and Exclusion
4. Equality and Legal Protection

These sessions have received very positive feedback, but on almost every occasion feedback received indicated that the sessions were not long enough as they have largely only been able to basic points. However, additional outcomes from the sessions have included:

- An interest in direct commissioning of training (e.g. Sports Development/Royal Pavilion) and various developmental projects relating to Trans equality including a Life Events Focus Group and improvements to monitoring and customer access.
- For frontline teams there has been evidence of the need for further training following discussion of specific incidents and issues.

The sessions were firstly targeted at the Council's Departmental Equality Groups and the following took up this offer:

- Assistant Chief Executive
- Adult Social Care
- Finance and Resources
- Public Health

As a result of this and other work, specific sessions were also held for:

- Customer Services and Reception Staff in City Services
- Life Events (Births, Deaths and Marriages)
- Seafront Team (set for January 2015)
- Care Home Providers Forum
- Home Care Providers Forum (set for January 2015)
- Adult Social Care Management Team
- Adult Social Care PRS Team
- Electoral Services (set for January 2015)

Only the Michelle Bridgman course has been formally evaluated and this showed favourable post course evaluations with participants rating the course good to excellent but with suggestions for improvement. There have been no formal evaluations for the other courses, although general feedback and emails have been very positive.

4. The Trans Alliance – Trans Led Training

The Trans Alliance is a new community group established following the Scrutiny. The group brings together representatives of Trans Community Groups in the city including, the Clare Project, FTMB, Trans Pride and Transformers. The Alliance is developing its own Trans Awareness Package which it would like to offer agencies such as the Council. Any funding generated from this package would be used to re-invest in Trans community projects locally; thereby ensuring that the training is low cost, sustainable and benefitting Trans communities. The group are currently putting together the proposal with support from various local and national LGBT agencies.

5. Summary

Training has been delivered to a limited range of front line staff to largely positive feedback, often using services own training budgets due to the council wide training budget of £70,000 being fully committed.

The helpful addition of informal 'bitesize' sessions has in many cases highlighted a need for more targeted training for each service. But these informal sessions have a resource requirement which will need to be considered in the future given the potential size of the audience.

The subject of equality and diversity is being imbedded across all the council's training with the support of the Communities and Equality team using an inclusive approach and this remains work in progress.

We are proposing to seek renewed expressions of interest from trainers in the specific subject of Trans awareness to widen the available pool of trainers.

We welcome the development of Trans Awareness Training led by the local Trans Alliance and believe that the model of investment back into the community is to be commended. Any commissioned training would however need to be through the standard procurement process and expression of interest outlined above.

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