

# CONTENTS

	<b>Page Number</b>
Chair's Foreword	2
Summary of Recommendations	3
Introduction/Background Information	7
Chapter 1: Demonstrating Commitment	10
Chapter 2: Community Support	16
Chapter 3: Health and Wellbeing	21
Chapter 4: Items to note	27
Conclusion	29
<b>Appendix 1</b> - Terms of Reference	30
<b>Appendix 2</b> - Witnesses	33
<b>Appendix 3</b> - Timeline of Activities	34
<b>Appendix 4</b> – Glossary	36
<b>Appendix 5</b> – Declarations of Interest	38

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## **Completed**

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## **FOREWORD**

Following the local elections in May 2014 an incident occurred where a former elected Councillor used inappropriate and offensive language about high profile members of the lesbian, gay, bisexual and transgender (LGBT) community. These comments caused a public outcry and calls for action to be taken locally. I was asked by members of the LGBT community to act as a spokesperson for the community. A show of solidarity with the LGBT community in Redditch was organised and attended by a range of community representatives and this showed that the LGBT community had local support and was a positive force to be reckoned with.

It came to light after this gathering that there was little to no support available to the LGBT community living in the Borough. Members of the LGBT community requested that the Council look into what services were available and what could be done to enhance local support. I therefore suggested that this subject should be investigated by Overview and Scrutiny.

I would like to thank all of the expert witnesses who took part in this review process. I was especially delighted to welcome Superintendent Jim Baker to a meeting. This was the first time that a police Superintendent had attended a scrutiny meeting in Redditch and I think this shows how seriously the police take tackling homophobic behaviour.

I would also like to point out that I was pleased that we had a diverse array of Councillors appointed to this Task Group with differing experiences and background knowledge of the subject. I would like to thank Councillors Brookes, Hopkins and Thain for their professionalism, understanding and the open manner in which they contributed to the review.



**Councillor Joe Baker,  
Chair of the Provision of Support Networks for the LGBT Community Task  
Group**

## SUMMARY OF RECOMMENDATIONS

### CHAPTER 1: DEMONSTRATING COMMITMENT

#### **Recommendation 1**

Redditch Borough Council should participate in the Stonewall Workplace Equality Index every year.

**Financial Implications:** Participation in the Stonewall Workplace Equality Index is free for all organisations. Council staff would need to spend time submitting detailed forms in order to take part in the index and to provide evidence to support claims made in completed submissions. However, the group is contending that the costs in terms of officer time would be offset by the benefits to be accrued from participation in the scheme and demonstrate to both existing LGBT staff, and talented LGBT people who could become future employees, that the Council is committed to supporting the LGBT community.

**Legal implications:** There are no legal implications.

#### **Recommendation 2**

Worcestershire County Council should take part in the Stonewall Education Equality Index.

Worcestershire County Council should also encourage schools to take part in the Stonewall School Champions Programme and / or to use the Birmingham LGBT Schools Toolkit.

**Financial Implications:** Participation in the Stonewall Workplace Equality Index is free for all organisations. Council staff would need to spend time submitting detailed forms in order to take part in the index and to provide evidence to support claims made in completed submissions. However, the group is contending that the costs in terms of officer time would be offset by the benefits to be accrued from participation in the scheme.

Membership of the Stonewall School Champions Programme can cost a school as little as £150 plus VAT if the school signs up to one of Stonewall's Train the Trainer sessions. The Birmingham LGBT Toolkit can be downloaded from the organisation's website for free.

**Legal implications:** There are no legal implications.

## **CHAPTER 2: COMMUNITY SUPPORT**

### **Recommendation 3**

There should be a greater celebration of the positive history of the LGBT community during the annual LGBT History Month celebrations with a focus on the specific theme in each given year. This should include holding events at the Palace Theatre.

- a) In the long-term Redditch Borough Council should commit to introducing a budget to support LGBT History Month.

**Financial Implications:** There would be financial implications to the introduction of a bespoke budget to support the LGBT History Month. The group is not specifying the appropriate size of the budget as they feel this should be determined by the Executive Committee.

There are financial costs associated with booking the Palace Theatre, though these costs can be minimised if bookings are for use of facilities in non-peak hours. The group are envisaging that the Room Upstairs could be booked. This currently costs £13.00 per hour to hire (though Members recognise that this fee may change in subsequent years in line with any changes to the Council's fees and charges). The group are suggesting that the LGBT Support Services Redditch group should be approached to find out whether they would be willing to contribute to fundraising in order to pay for the room hire.

**Legal implications:** There are no legal implications.

#### **Recommendation 4**

A leaflet advertising the support networks available for the LGBT community in Redditch, should be produced.

- a) Redditch Borough Council should support any groups that produce this literature by allowing such leaflets to be made available for residents to collect in public venues, such as Redditch Town Hall, and making this information available to view on relevant web pages of the Council's website.

**Financial Implications:** There would be a cost associated with producing a leaflet. Members are proposing that, subject to the LGBT Support Services Redditch group agreeing to take a lead on delivery of this proposal, the group should apply for grant funding to help produce a leaflet.

There would potentially be the cost of officer time in terms of adding information to the Council's website, though the group is not anticipating that this would be extensive.

**Legal implications:** The Council and LGBT Support Services Redditch group would need to discuss the content to ensure that when information is placed on the Council's website there is no breach of copyright.

### **CHAPTER 3: HEATH AND WELLBEING**

#### **Recommendation 5**

The specific mental health needs of the LGBT community should be addressed in equalities training provided to frontline Council staff. This should be covered in one of the equalities briefing sessions that the policy team is due to deliver in forthcoming months.

**Financial Implications:** Equalities training is already provided to staff. The group is anticipating that provision of this information as part of these established training sessions would not entail a requirement for additional financial expenditure.

**Legal implications:** There are no legal implications.

## **Recommendation 6**

Local partners should help to promote the following to members of the LGBT community, including on the Redditch and Bromsgrove Wellbeing website:

- a) Gay and bisexual men are eligible for free Hepatitis B vaccinations available at the Arrowside Sexual Health clinic.
- b) Lesbian and bisexual women are entitled and should be encouraged to attend cervical screening tests.

**Financial Implications:** There would be the cost of officer time in adding content to the wellbeing website, though this is unlikely to be significant. The costs of further attempts by partners to promote these services would vary according to the methods of communication that are adopted.

**Legal implications:** There are no legal implications.

## **CHAPTER 4: ITEMS TO NOTE**

**Hate Crimes and Incidents:** The group was impressed by the commitment demonstrated by representatives of West Mercia Police Force to tackling homophobic, biphobic and transphobic hate crimes and incidents. Residents who have been the victims of these offences are urged to report incidents to the police.

**Morton Stanley Festival:** Morton Stanley Festival provides an opportunity to celebrate positive aspects of life in the Borough. As part of these celebrations the group urges the LGBT Support Services Redditch group to consider arranging to have a stand at the festival in 2015.

## **INTRODUCTION/BACKGROUND INFORMATION**

In June 2014 derogatory comments about high profile members of the lesbian, gay, bisexual and transgender (LGBT) community were made by an elected Councillor (who subsequently resigned). In a demonstration of solidarity with the LGBT community living in the Borough a cross party gathering took place outside Redditch Town Hall that month. Following this gathering a number of members of the LGBT community approached Councillor Baker to express concerns about the limited support available to the community in Redditch. In this context the Overview and Scrutiny Committee concluded in autumn 2014 that it would be an opportune time to launch a review of the support networks available to the LGBT community in the Borough. As the Overview and Scrutiny Committee had previously agreed that only two Task Group exercises could take place at any one time it was not possible to launch the review until December 2014.

The four Members appointed to the review were tasked with addressing a number of key objectives:

- To investigate the support provided by Redditch Borough Council and relevant local partnerships to the LGBT community.
- To assess the support available from the NHS and mental health services to the LGBT community.
- To review support available to people who are the victims of homophobic hate crimes and incidents.
- To scrutinise the support available to young LGBT people living in the Borough.
- To identify the general support networks available to the LGBT community in Redditch.

The Task Group gathered evidence from a variety of sources. This included interviews with relevant Council Officers working in the Policy, Community Safety, Housing and Leisure Services teams. Interviews were also held with representatives from external organisations including Stonewall, Birmingham LGBT, Arrowside Sexual Health Clinic, Redditch and Bromsgrove Clinical Commissioning Group (CCG) and the Redditch Mental Health Action Group (MHAG).

Wherever possible the group attempted to consult with representatives of the LGBT community. Members recognised the need to be sensitive to the needs and potential vulnerability of the LGBT community. A decision was therefore taken early in the course of the review to treat the identities of any members of the community who provided evidence, either directly at meetings or indirectly to members of the group, as confidential. This was to protect them against any possible negative responses from members of the community who may hold prejudicial views.

A number of relevant scrutiny reports produced by other local authorities were considered during the review. This included; the *Trans Equality Scrutiny Panel* review, completed by Brighton and Hove City Council in 2013, *Services Available to LGBT Communities in Manchester*, published by Manchester City Council in 2013, *Update on Stonewall Challenge*, published by City of York Council in 2014, and *A Review Of Services And Support For Lesbian, Gay, Bisexual And Transsexual/Transgender Young People* published by Sandwell Metropolitan Council in 2006.

Members also reviewed the content of bespoke publications produced by groups that specifically support the LGBT community. These included; the *Homophobic Hate Crime: the Gay British Crime Survey* report, published in 2013, written information about the Stonewall Workplace Equality Index and Education Equality Index, the *Birmingham LGBT Annual Report 2013/14* and the Birmingham LGBT Schools Toolkit. In addition, Members considered written documentation that had been produced by other key agencies that work with and support the LGBT community. This included; the *Reducing Crime Against People at Risk Scrutiny Report*, produced by Worcestershire County Council in 2014, the *Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document*, the *PHE Action Plan 2015-16: Promoting the Health and Wellbeing of Gay, Bisexual and other Men who have Sex with Men* report and *Gender Dysphoria Services: A Guide for General Practitioners and other Healthcare Staff* produced by NHS England.

### Local context

The national census conducted in 2011 did not canvass residents for information about their sexual orientation or transgender status. Only one relevant question appeared in the census which invited people to declare if they were living in a civil partnership; in 2011 36 household had been identified as living in a civil partnerships in Redditch. However, these figures do not account for members of the LGBT community living in loving relationships who had not entered into a civil partnership, those who were not living with their partners or single members of the community. This question could also not help to identify the number of residents who may not yet have come out about their sexual orientation or gender identity.

In this context only estimates can be provided about the size of the LGBT community living in the Borough. The group has been advised that HM Treasury tends to estimate that the number of LGBT people resident in any given area usually represents six per cent of the local population. The population of Redditch Borough was calculated as being 84,300 when the last census was conducted in 2011; if the Treasury's estimate is applied this would equate to an LGBT population in Redditch of 5,058.

The launch of the Task Group review coincided with the introduction of a bespoke LGBT community group, LGBT Support Services Redditch. Two members of the group, Councillors Baker and Brookes, were founding members of this community group. The Task Group welcomes the launch of LGBT



Support Services Redditch which has attracted a number of members and secured premises during the time in which this review has been taking place.  
Legislation and Public Service Duties

The Equalities Act 2010 replaced the previous public sector equalities duties for disability, race and gender. Under the terms of this legislation public bodies must take due regard of a number of protected characteristics. These protected characteristics are:

- Age.
- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race, including ethnic or national origins, colour or nationality.
- Religion or belief (including lack of belief).
- Sex
- Sexual orientation.

Redditch Borough Council's Executive Committee recently endorsed an Equal Opportunity Policy. This policy is designed to ensure that the Council considers the impact of equalities issues on employees and the Council's wider role in supporting local authority employees. The group pre-scrutinised the content of the policy and welcomed the content of the document as a demonstration of the Council's commitment to being an equal opportunities employer and to supporting a diverse mixture of staff.

## **CHAPTER 1: DEMONSTRATING COMMITMENT**

<b>Recommendation 1</b>	<b>Redditch Borough Council should participate in the Stonewall Workplace Equality Index every year.</b>
<b>Financial Implications</b>	Participation in the Stonewall Workplace Equality Index is free for all organisations. Council staff would need to spend time submitting detailed forms in order to take part in the index and to provide evidence to support claims made in completed submissions. However, the group is contending that the costs in terms of officer time would be offset by the benefits to be accrued from participation in the scheme and demonstrate to both existing LGBT staff, and talented LGBT people who could become future employees, that the Council is committed to supporting the LGBT community.
<b>Legal Implications</b>	There are no legal implications.

The Stonewall Workplace Equality Index is the definitive benchmark for employers that want to demonstrate that they are providing the best possible working environment for LGBT employees. The index is free to enter and provides organisations from the public, private and voluntary sector with an opportunity to compare their organisation's performance to other bodies. Over 800 organisations have participated in the Workplace Equality Index over the past decade including local authorities. Stonewall links the index criteria to eight key areas of best practice. These criteria are updated every three years in order to continue to drive up standards amongst participating bodies.

Each Year Stonewall's Top 100 Employers is published. The ratings in this list are based on the submissions from Councils in the Stonewall Workplace Equality index. In 2015 15 local authorities featured in the top 100 list including Leicestershire County Council, Brighton and Hove City Council and Southend-on-Sea Borough Council. However, Redditch Borough Council did not feature on this list and does not currently participate in the index.

In order to take part in the Index relevant staff would need to complete various submission forms and to provide supporting evidence to back up any claims. Stonewall selects a range of participating organisations at random each year as part of an assessment of participants in the Workplace Equality Index. Therefore Council staff would need to be available to meet with representatives of Stonewall if the Council was selected for this sample.

Members of the Stonewall Diversity Champions' Programme receive close support from Stonewall when participating in the Workplace Equality Index. As part of this process they receive an in depth analysis of their submission and Stonewall representatives provide annual benchmarking meetings. Advice is also provided about both progress to date and areas for improvement as an employer.

There would be a number of benefits to participating in the index:

- Enhancing the competitiveness of the Council in terms of recruiting talented LGBT staff.
- An understanding of how the Council is performing as an employer of LGBT staff compared to other organisations.
- Greater understanding of action that could be taken to improve the support available to LGBT staff.
- Helping LGBT staff to feel supported and empowered to be themselves in the workplace. Nationally it has been found that LGBT staff often feel anxious about coming out about their sexual orientation or gender identity to colleagues due to concerns about how other staff may respond.
- Enabling the Council to challenge inappropriate behavior or ignorance of issues amongst other staff.
- Demonstrating to LGBT customers of Council services the organisation's commitment to supporting LGBT staff and customers.

According to the *Workplace Equality Index: Five Year Review* many organisations that participate in the Index are surprised in the first year about the findings identified by Stonewall. In some cases it is suggested that assumptions are made by an employer about the extent to which their organisation is inclusive and therefore reviewing performance through the index process can be challenging. *"It can be difficult for employers to start scrutinising their performance in relation to sexual orientation, particularly if they believe that they are already performing to a high standard. It is easy to be complacent and presume that, as things stand, an organisation is welcoming of all; including lesbian, gay and bisexual staff."* Redditch Borough Council cannot therefore assume that just because a new Equal Opportunity Policy was recently approved the Council is performing well as an employer of LGBT staff. Furthermore, the Task Group are aware that in a working environment where many services are shared with Bromsgrove District Council and other local authorities there may be additional challenges in terms of compliance with best practice across different working environments and at a range of offices.

The group is proposing that ideally the Council should participate in the Stonewall Workplace Equality Index. This would ensure that the Council would receive useful feedback and could really commit to identifying and resolving any difficulties with current working structures.

<p><b>Recommendation 2</b></p>	<p><b>Worcestershire County Council should take part in the Stonewall Education Equality Index.</b></p> <p><b>Worcestershire County Council should also encourage schools to take part in the Stonewall School Champions Programme and / or to use the Birmingham LGBT Schools Toolkit.</b></p>
<p><b>Financial Implications</b></p>	<p>Local authorities can take part in the Stonewall Equality Index for free. Participation in the Stonewall Workplace Equality Index is free for all organisations. Council staff would need to spend time submitting detailed forms in order to take part in the index and to provide evidence to support claims made in completed submissions. However, the group is contending that the costs in terms of officer time would be offset by the benefits to be accrued from participation in the scheme.</p> <p>Membership of the Stonewall School Champions Programme can cost a school as little as £150 plus VAT if the school signs up to one of Stonewall’s Train the Trainer sessions. The Birmingham LGBT Toolkit can be downloaded from the organisation’s website for free.</p>
<p><b>Legal Implications</b></p>	<p>There are no legal implications.</p>

National Picture:

The group interviewed representatives of Stonewall as part of the review in April 2015. At the time of this interview Members were advised that one of the three key challenges facing the LGBT community was homophobic bullying in both primary and secondary schools. *The Teachers’ Report 2014: Homophobic Bullying in Britain’s Schools*, published by Stonewall, found that 86 per cent of secondary school teachers and 45 per cent of primary school teachers had reported that pupils had experienced homophobic bullying at their school. Unfortunately many young people at school were found to be using terminology such as “gay” as a pejorative term whilst other pupils would utilise offensive language to describe the perceived sexual orientation of other students or teachers, such as “poof” or “faggot”.

At the national level there has been some progress since 2009. Stonewall found that there had been a significant increase in the number of schools that had policies designed to address homophobic bullying; from 19 per cent to 31 per cent of primary schools and from 30 per cent to 55 per cent of secondary

schools. Also the number of teachers reporting that pupils were regularly subject to homophobic bullying had decreased in this period from 25 per cent to 13 per cent. However, many teachers were still reporting that there had been no real improvement in terms of the extent to which they felt that Head Teachers and school governors were demonstrating leadership in tackling this problem.

Victims of homophobic bullying may feel reluctant to report the incident to teachers for a variety of reasons such as concerns about repercussions, a fear that their sexual orientation may become public knowledge, embarrassment and the assumption that teachers cannot or will not do anything to resolve the problem. The consequences of homophobic bullying, if it continues unchallenged, can be devastating for young LGBT students. *According to The School Report: The Experiences of Gay Young People in Britain's Schools in 2012* these consequences can include the following:

- Young LGBT not feeling part of their school community and potentially becoming socially isolated as a consequence.
- A negative impact on education attainment and aspirations for the future amongst young LGBT people.
- An increase in the number of young LGBT people absconding from school which can have a negative impact on their education.
- An increased risk of self-harm, suicide and depression.

#### Local Context:

The Council's Community Safety Team in recent years has delivered a significant amount of work in an attempt to challenge homophobic bullying and language in schools. This has involved staff engaging with local Middle and High Schools to deliver age appropriate lessons to pupils in Years 8 and 9 (ages 12 – 14). Staff have also visited schools to provide bespoke mentoring support and to tackle specific cases of homophobic behavior as and when they have occurred alongside representatives of West Mercia Police Force when appropriate.

In recent months officers from the Community Safety Team have been involved in helping to support the introduction of an LGBT youth group for young people studying in Redditch. In addition, the group has been informed that at least one of the high schools in Redditch already has an LGBT youth group and that this has been regularly attended by local pupils.

The group is keen to praise schools that have already taken action to support LGBT pupils as well as the Community Safety Team for their hard work in relation to this issue.

#### Stonewall Programmes:

In addition to the Workplace Equality Index Stonewall also provides an Education Equality Index which is free to enter for any local authority in England and Wales. The index provides local education authorities with an opportunity to assess how they are performing in relation to other local education authorities through a

benchmarking process. Participating authorities have traditionally made significant progress in tackling homophobic bullying within schools. Every participating local authority receives tailored feedback from Stonewall. In 2014 27 local authorities took part in the index including Hertfordshire county Council, Sheffield City Council and Leicestershire County Council. The group would urge Worcestershire County Council to join those local authorities in future years.

Alongside the Education Equality Index schools can participate in the Stonewall School's Champion Programme. The programme provides schools with an opportunity to learn how to better support LGBT pupils within education and to effectively tackle homophobic bullying. According to Stonewall's website membership of the Education Schools Champions' Programme has been free since September 2013 for schools which register to take part in a Stonewall Train the Trainer session. At the time of writing these Train the Trainer sessions currently cost £150 plus VAT. During the review Members were advised that a couple of local schools are already participating in the Stonewall School's Champions Programme and have found that this has enhanced the school's ability to support LGBT pupils and teachers.

#### Birmingham LGBT Schools Toolkit:

Birmingham LGBT is a community group which supports the LGBT community living in the city. The Task Group visited the Birmingham LGBT offices in April 2015. They were impressed by the plethora of support services provided by Birmingham LGBT to the community and the extent to which Birmingham LGBT was active within the city.

One of the key support services provided by Birmingham LGBT is *The National LGBT Toolkit for Schools* (there is also a Birmingham version of this toolkit for use in the local area). The toolkit, which can be downloaded for free from the Birmingham LGBT group's website, is intended to provide schools with guidance in relation to supporting LGBT students. The toolkit is also accompanied by a number of case studies on the group's website. When the Task Group visited Birmingham LGBT they were advised that staff from the group do, on request, sometimes visit schools within the local area and engage with pupils. This approach is useful because young people have a chance to engage with representatives of the LGBT community who can speak authoritatively about how particular behaviour and experiences have impacted on them.

#### Conclusion

Schools can obtain a number of key benefits from participating in either of these two schemes which includes help:

- Preparing for Ofsted inspections in relation to homophobic, biphobic and transphobic bullying.
- Enabling pupils to reach their potential and to achieve future aspirations.
- Empowering staff to feel confident enough to challenge homophobic language and bullying.

The group is proposing that Worcestershire County Council, as the local education authority, should encourage schools to participate at least one of these two programmes. Members recognise that there are financial costs involved in terms of participating in the Stonewall School Champion's Programme but these costs are relatively minimal. For both programmes the main impact on resources may be in terms of staff time, though the group feels that investment in either programme would be justified due to the positive impact on LGBT students..

The group understand that Worcestershire County Council does not have the power to oblige schools, particularly academy schools, to participate in either of these schemes. However, Members agree that as Worcestershire County Council is the local education authority in the county it would have more influence and a better chance of encouraging schools to participate in one of these programmes than Redditch Borough Council.

## **CHAPTER 2: COMMUNITY SUPPORT**

<b>Recommendation 3</b>	<p><b>There should be a greater celebration of the positive history of the LGBT community during the annual LGBT History Month celebrations with a focus on the specific theme in each given year. This should include holding events at the Palace Theatre.</b></p> <p><b>a) In the long-term Redditch Borough Council should commit to introducing a budget to support LGBT History Month.</b></p>
<b>Financial Implications</b>	<p>There would be financial implications to the introduction of a bespoke budget to support the LGBT History Month. The group is not specifying the appropriate size of the budget as they feel this should be determined by the Executive Committee.</p> <p>There are financial costs associated with booking the Palace Theatre, though these costs can be minimised if bookings are for use of facilities in non-peak hours. The group are envisaging that the Room Upstairs could be booked. This currently costs £13.00 per hour to hire (though Members recognise that this fee may change in subsequent years in line with any changes to the Council's fees and charges). The group are suggesting that the LGBT Support Services Redditch group should be approached to find out whether they would be willing to contribute to fundraising in order to pay for the room hire.</p>
<b>Legal Implications</b>	<p>There are no legal implications.</p>

LGBT History Month takes place in February every year in the UK. The aim of the LGBT History Month is to celebrate equality and diversity and to raise awareness of the needs and experiences of the LGBT community. The LGBT History Month helps to increase the visibility of the LGBT community within wider society, educate people about issues that impact on the LGBT community, and promote the welfare of LGBT people. Each year there is a different theme for LGBT History Month and local organisers have flexibility with regard to how they choose to organise events, though some resources can be obtained from the LGBT History Month website.



In recent years LGBT History Month events have taken place in Redditch. Redditch Library has kindly offered to host to the LGBT History Month events in the Borough. Local partners, including Redditch Borough Council, have tended to contribute to the arrangements for the event.

In 2015 there were a few difficulties encountered by the organisers of the event including staff turnover at a number of key partner organisations. Members of the group understand that many of the partners from the Worcestershire LGBT Hate Crime Forum who made a significant contribution to the event had been asked to help at short notice. There were a number of stalls providing important information to visitors, including advice about sexually transmitted diseases and action to address homophobic hate crimes and incidents. The group recognise that contributors to the event should be praised for their hard work and dedication in delivering an event at short notice and in difficult circumstances.

However, the Task Group had some concerns about the event in 2015. In particular, the Councillors who attended the event were concerned to find that there were limited displays and information about the positive contributions that have been made by the LGBT community to the wider society. The theme for 2015 was Hidden Histories and Coded Lives; the group was disappointed to find that limited use had been made of this theme to promote key figures from the LGBT community who had made historic contributions to the world. In addition, representatives of the LGBT community consulted by the Councillors expressed reservations about the event. There were concerns that by failing to use the opportunity to promote positive role models the event did not help to support young LGBT residents struggling to come to terms with their sexual orientation or gender identity and the potential response from the wider community that they would encounter.

By contrast the Task Group is aware that events in Bromsgrove generally involve a balanced mixture of information about key support services as well as activities celebrating the LGBT community. In 2015 in Bromsgrove activities ranged from a family friendly celebration of the LGBT community at the Artrix featuring fun activities such as balloon modelling as well as a dramatisation of Oscar Wilde's letter to Lord Alfred Douglas from Reading gaol; Wilde Without the Boy. Members are keen for a similar mixture of events and activities to be delivered in Redditch as part of any future LGBT History Months.

The Task Group has concluded that a key issue is that specific funding provided by Bromsgrove District Council is used to help finance the delivery of LGBT History Month events in the district. By contrast at present no funding is allocated to the LGBT History Month in Redditch. The group is suggesting that in order to improve the LGBT History Month in the Borough in future years the Council should introduce a bespoke budget for this purpose. The Council has a proud history of supporting and funding community action to demonstrate that the people of Redditch will not tolerate discrimination, such as the Holocaust Memorial Event. By committing to introduce a budget for LGBT History Month, to be funded at a level which the Task Group agrees should be determined by the

Executive Committee, the Council would be demonstrating its commitment to supporting the LGBT community.

Members recognise that it may not be possible in the current difficult financial climate for the Council to introduce a budget for this purpose straight away. In this context the group would request that the Executive Committee consider committing to an aspiration for the Council to introduce a budget for the LGBT History Month at a later date once the Council's finances are in a better position to support this function.

The Task Group is also in agreement that greater involvement of the LGBT community in the preparation and delivery of LGBT History Month in Redditch would help to improve the event in future years. Members recognise that many members of the LGBT Hate Crime Forum are likely to be members of the community. However, by working with the LGBT Support Services Redditch community group the two bodies could combine their expertise together with local knowledge in order both to meet the needs and celebrate the achievements of the LGBT community.

In addition, the Task Group is proposing that the arrangements for future LGBT History Months should be organised at a much earlier date. The themes for future LGBT history months are announced a significant amount of time in advance; the theme for 2016 will be Religion, Belief and Philosophy and in 2017 will be Citizenship, PSHE (personal, social and health education) and law. By starting to make arrangements for the next LGBT History Month as soon as possible partners will have more time to discuss arrangements and to finalise their contributions. It could also make it easier for partners to book venues such as the Room Upstairs at the Palace Theatre in Redditch for some of the activities celebrating LGBT History Month (bookings at the Palace Theatre are finalised approximately 18 months in advance of performances).

Members recognise that the concerns that they have raised in this report appear to be fairly critical of the LGBT History Month arrangements for 2015. The group is keen not to cause any offence to partners and individuals who have worked hard on these arrangements. However, it should be noted that this scrutiny Task Group is undertaking its proper role; to act as a critical friend by both highlighting any problems where these have been identified and suggesting constructive actions that could be taken to resolve these problems in future. Members hope that their comments will be embraced by partners and that an LGBT History Month will continue to be provided in future years in the Borough.

<p><b>Recommendation 4</b></p>	<p><b>A leaflet advertising the support networks available for the LGBT community in Redditch, should be produced.</b></p> <p><b>a) Redditch Borough Council should support any groups that produce this literature by allowing such leaflets to be made available for residents to collect in public venues, such as Redditch Town Hall, and making this information available to view on relevant web pages of the Council's website.</b></p>
<p><b>Financial Implications</b></p>	<p>There would be a cost associated with producing a leaflet. Members are proposing that, subject to the LGBT Support Services Redditch group agreeing to take a lead on delivery of this proposal, the group should apply for grant funding to help produce a leaflet.</p> <p>There would potentially be the cost of officer time in terms of adding information to the Council's website, though the group is not anticipating that this would be extensive.</p>
<p><b>Legal Implications</b></p>	<p>The Council and LGBT Support Services Redditch group would need to discuss the content to ensure that when information is placed on the Council's website there is no breach of copyright.</p>

One of the overriding objectives of the review was for the group to assess the provision of support networks to the LGBT community within Redditch. Whilst Members identified some support services there was very little information available to the LGBT community about the services that were available. Members were concerned that this could leave members of the LGBT community vulnerable to becoming isolated and might create a false impression of the demand in the Borough for support from the LGBT community.

To address this problem the group is proposing that a leaflet advertising the support networks available to the LGBT community should be produced. The group is envisaging that the content and presentation would be similar in style to a brochure produced on behalf of the Redditch Older People's forum to advertise social groups and socialising opportunities to senior citizens.

Members do not feel that it would be appropriate for Redditch Borough Council to produce this leaflet. Instead, the group believes that the LGBT community is in a

better position to identify the support networks that are available and the potential needs and interests of the community. Members believe that LGBT Support Services Redditch would be in an ideal position to take a lead on producing this leaflet and would urge members of the group to consider doing so.

The Task Group recognises that financial resources might be required by the LGBT Support Services Redditch group to produce a leaflet. The financial costs required to print this leaflet would be dependent on the length of the document, the type of graphics used, the number of documents produced and the fees charged by the printers. However, as a rough comparison the group has been advised that it costs approximately £100 to print 400 copies of short (four page) leaflets in the Council's Print Unit. Based on these costs the group is not anticipating that the LGBT Support Services Redditch group would need to make a significant financial investment. However, it is possible that the group will need to secure grant funding and may want to consider applying for funding through the Council's grants programme or from local County Councillors' divisional funds.

Whilst Members are not asking Redditch Borough Council to take responsibility for producing this type of leaflet they are urging the Executive Committee to consider this recommendation carefully. In particular, the Council could assist the LGBT community by agreeing to display any leaflets that are produced in public buildings such as Redditch Town Hall and the Abbey Stadium. The Council could also assist by agreeing to include information obtained from the leaflets on relevant pages of the Council's website.

### **CHAPTER 3: HEALTH AND WELLBEING**

One of the objectives of the review was for the group to assess the support available from the NHS and mental health services to the LGBT community. The written evidence that the group gathered regarding the medical and mental health needs of the LGBT community helped to clarify national policies and practices. This indicated that the NHS does recognise that the LGBT community have particular health needs and service requirements. Key findings from the group's research regarding the national context include the following (all of the data below is derived from the written documentation listed in the introduction to this report):

- There are higher rates of substance abuse, including alcohol consumption, smoking and drug use, within the LGBT community compared to the general population.
- Studies have consistently found that there are high levels of mental health problems within the LGBT community.
- Members of the LGBT community are more likely to experience social isolation and may be the victims of homophobic, biphobic or transphobic bullying at some point in their lives which can impact on their mental health.
- Eating disorders are more prevalent within the LGBT community than the general population.
- Services for transgender patients seeking to transition are specialist and are not commissioned at the local level. However, GPs have a key role to play in providing initial support to transgender patients and in monitoring follow up care post-surgery where this has been undertaken.
- Evidence suggests that LGB people are less likely to eat the recommended levels of fruit and vegetables per day than the general population. This can have an overall impact on an individual's health particularly in the long-term.
- *The Guidelines for the Care of Lesbian, Gay and Bisexual Patients in Primary Care* estimate that 44 per cent of gay and bisexual men have never discussed sexually transmitted infections (STIs) with a health professional whilst less than half of lesbian and bisexual women have ever been tested for an STI.
- *The Guidelines for the Care of Trans Patients in Primary Care* record that 74 per cent of transgender people have reported having at least one negative experience with the health service and 20 per cent do not use general health services at all.
- LGBT patients may be reluctant to discuss their sexual orientation or gender identity with their GPs due to concerns about the possible reaction they may encounter. According to the *Gay and Bisexual Men's Health Survey* conducted by Stonewall gay and bisexual men are more likely to come out to their family, friends and work colleagues regarding their sexual orientation than to their GP.
- National studies have found significant issues with health inequalities amongst LGBT minority groups. For example *The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document* reports that substance abuse amongst gay and bisexual men with physical disabilities is higher than amongst gay and bisexual men without disabilities. Black and

minority ethnic lesbian and bisexual women are also at a higher risk of cardiac disease, diabetes and cancer than white lesbian and bisexual women.

Following interviews with representatives of the Redditch and Bromsgrove CCG and Redditch MHAG, it quickly became apparent that the Task Group would not be in a position to clarify the precise health needs and experiences of the local LGBT community during the review. This is because at a local level the health environment is complex. Different branches of the NHS commission and deliver different services; for example NHS England commissions transgender services whilst Worcestershire County Council’s Public Health team leads on local public health campaigns. In order to assess all relevant services the group estimated that they would need to undertake a separate, lengthy review focusing solely on the health needs of the LGBT community which would encompass consultation with service commissioners as well as service providers. In addition consultation with representatives of the local LGBT community would be necessary in order to understand current experiences and to identify any gaps in provision and this would take time as any such consultation would need to be conducted in a sensitive and informed manner.

Despite this Members did identify two key issues from national trends which they agreed could legitimately be addressed at the local level. These are the focus of the group’s fifth and sixth recommendations.

<b>Recommendation 5</b>	<b>The specific mental health needs of the LGBT community should be addressed in equalities training provided to frontline Council staff. This should be covered in one of the equalities briefing sessions that the policy team is due to deliver in forthcoming months.</b>
<b>Financial Implications</b>	Equalities training is already provided to staff. The group is anticipating that provision of this information as part of these established training sessions would not entail a requirement for additional financial expenditure.
<b>Legal Implications</b>	There are no legal implications.

The group discovered through their research that at the national level there are high rates of mental health problems within the LGBT community. In particular many LGBT people report experiencing depression and anxiety at some point in their lives with suicide attempts amongst transgender people especially high. Some key data was gathered in relation to this during the course of the review (all of the data below is derived from the written documentation listed in the introduction to this report):

- LGB people are twice as likely as the general population to have had suicidal thoughts or to have attempted suicide.
- 84 per cent of transgender people have considered suicide and half of transgender people have attempted suicide.
- The Department of Health's Suicide Prevention Strategy 2012 identified LGBT people as a high risk group in terms of suicide attempts.
- 56 per cent of young LGB people have reported self-harming.
- One in five lesbian and bisexual women have reported self-harming.
- One in 14 gay and bisexual men have reported self-harming.
- Three quarters of young transgender people have self-harmed.
- 53 per cent of adult transgender people have self-harmed at some point in their lives.
- One in five lesbian and bisexual women have reported having an eating disorder compared to one in 20 women in the general population.
- Gay and bisexual men are more likely to have an eating disorder or a problem with eating, at one in seven or 13 per cent, compared to four per cent of men in general.
- 19 per cent of transgender people report having an undiagnosed eating disorder and five per cent report having a diagnosed eating disorder.

It should be noted that there can be multiple triggers for mental ill health experienced by members of the LGBT community as with the general population. However, the situation can be exacerbated by negative experiences such as homophobic, biphobic or transphobic hate crimes or incidents, including bullying. Young LGBT people may be particularly vulnerable when exploring their own sexuality and gender identity. They can also be very vulnerable when they are coming out to family and friends, especially if the response they receive is negative and potentially leads to homelessness.

During the course of the review Members consulted with frontline staff involved in providing housing services to the local community. Officers acknowledged that they were not aware of the prevalence of mental health problems within the LGBT community or particularly familiar with the needs of the community. However, they suggested that it would be useful for frontline services to have access to this information. The Council's service transformation programme focuses at the service level on meeting the holistic needs of the customer. Information about the particularly high rates of mental ill health within the LGBT community could help frontline service officers to better understand the vulnerability of LGBT customers presenting for housing or other Council services and to adapt the services that they receive to meet their needs accordingly.

The Council's Policy Team already provides equalities training to staff. In recent years this has primarily been delivered in the form of a workshop which has taken a couple of hours to deliver and focused on all of the protected characteristics. However, Members have been advised that the team is scheduled to deliver shorter, bespoke training sessions focusing on particular equalities issues in forthcoming months. In order to minimise the financial costs involved the group

is proposing that the specific mental health needs of the LGBT community should be addressed as part of these scheduled training briefings.

<p><b>Recommendation 6</b></p>	<p><b>Local partners should help to promote the following to members of the LGBT community, including on the Redditch and Bromsgrove Wellbeing website:</b></p> <p><b>a) Gay and bisexual men are eligible for free Hepatitis B vaccinations available at the Arrowside Sexual Health clinic.</b></p> <p><b>b) Lesbian and bisexual women are entitled and should be encouraged to attend cervical screening tests.</b></p>
<p><b>Financial Implications</b></p>	<p>There would be the cost of officer time in adding content to the wellbeing website, though this is unlikely to be significant. The costs of further attempts by partners to promote these services would vary according to the methods of communication that are adopted.</p>
<p><b>Legal Implications</b></p>	<p>There are no legal implications.</p>

During the review Members identified actions that could be taken by partners immediately which would have a beneficial impact on the health of the LGBT community.

Hepatitis B Vaccinations

Hepatitis B is a virus that can affect the liver. It is spread through unprotected sex and /or by sharing needles for intravenous drug use. According to the NHS Choices website in most cases Hepatitis B will stay in the body for one to three months; this is called acute Hepatitis B. In one in 20 cases the virus remains in a person’s system and this is known as chronic Hepatitis B. In 20 per cent of chronic Hepatitis B cases people can develop scarring of the liver, also known as cirrhosis. One in 10 people with cirrhosis go on to develop liver cancer. There is a Hepatitis B vaccination which is considered to be effective in 95 per cent of cases. In England vaccination is recommended for high risk groups. Gay, bisexual and other men who have sex with men are considered to be one of the high risk groups for Hepatitis B.

In Redditch gay and bisexual men are offered the Hepatitis B vaccination for free at the Arrowside Sexual Health Centre. When members of the group visited the



centre they learned that NHS staff are keen to promote participation in this vaccination programme to gay and bisexual men as much as possible.

It is difficult to determine to what extent gay and bisexual men living in Redditch are currently aware of the availability of this vaccination for free without extensive consultation with the community. However, anecdotal reports received by members of the Task Group from representatives of the LGBT community indicate that awareness is currently mixed. In this context the group believes that additional action by partner organisations to promote the availability of this vaccination to gay and bisexual men would represent a worthwhile investment, particularly in relation to the potential benefits to public health that might arise as a consequence.

### Cervical Screening

Cervical screening, also known as a smear test, is a method used to detect abnormal cells in a woman's cervix. By detecting and removing abnormal cells at an early stage they can be prevented from becoming cancerous, though not all abnormal cells will become cancerous. Changes to cells in the cervix are often caused by the Human Papilloma Virus (HPV), which is tested for as part of the cervical screening process. There are over 100 varieties of HPV, which is highly contagious. According to the NHS Choices website over three quarters of sexually active women will acquire at least one form of the HPV virus in their lives.

In the UK all women aged between 25 and 64 are invited for cervical screening as part of the national cervical screening programme; women aged between 25 and 49 are invited to attend screening every three years and women aged between 50 and 64 are invited to attend every five years. According to the NHS website since the cervical screening programme was introduced in the 1980s the number of cervical cancer cases has decreased by 7 per cent per year.

Lesbian and bisexual women, like all women, are at risk of developing cervical cancer. Bisexual women may have partners of both sexes whilst they are sexually active whilst some lesbian women may have their first sexual experiences with men when they may be infected with the HPV virus. In addition, the *Guidelines for the Care of Lesbian, Gay and Bisexual Patients in Primary Care* explicitly states that women who exclusively have relationships with other women can still transmit HPV to their female partners through oral sex and from sharing sex toys without using a condom.

Given these risks for lesbian and bisexual women the group was concerned to find that many lesbian and bisexual women do not regularly attend cervical screening. According to *The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document* 50 per cent of lesbian and bisexual women have failed to attend a cervical screening and 37 per cent of lesbian and bisexual women had been advised at some point that they did not require screening due to their sexual orientation. Similarly Stonewall reported in a 2008

study of lesbian and bisexual women's health that 20 per cent had been informed by a health professional that they did not require cervical screening.

It is difficult to determine to what extent lesbian and bisexual women living in the Borough are attending cervical screening tests or to clarify what advice health professionals are providing to lesbian and bisexual women locally without undertaking extensive consultation with the community. However, anecdotal reports received by members of the group from local representatives of the LGBT community suggest that some lesbian and bisexual women are ignoring invitations to attend screening based on the assumption that they are not at risk of developing cervical cancer. Members concluded that the anecdotal evidence, when combined with national research findings, was concerning and justifies the need for partner organisations to be tasked with more actively promoting participation in cervical screening to lesbian and bisexual women living in Redditch.

## **CHAPTER 4 – ITEMS TO NOTE**

### **Hate Crimes and Incidents:**

According to *Homophobic Hate Crime: the Gay British Crime Survey* (Stonewall, 2013) one in three lesbian, gay and bisexual people had experienced a homophobic hate crime in the preceding three years. Similarly *The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document*, published by Public Health England, reports that at the national level one in five LGB people have experienced an homophobic hate crime or incident (including biphobic crimes and incidents) in the last three years whilst 19 per cent of transgender people have been physically attacked and 38 per cent experienced intimidation and threats due to their gender identity. However three quarters of victims of homophobic hate crimes and incidents interviewed for the *Homophobic Hate Crime: the Gay British Crime Survey* did not report it to the police or to any other official organisation that might be in a position to provide support and it is estimated that 97 per cent of transphobic crime goes unreported.

There may be multiple reasons why victims of homophobic, biphobic and transphobic hate crimes and incidents do not submit a report to the police. However, according to the *Homophobic Hate Crime: the Gay British Crime Survey* 28 per cent of victims did not think that their report would be taken seriously and in just over 40 per cent of cases the victim did not think that the incident was serious enough to justify being reported. A further 31 per cent of victims did not think that the Police would or could do anything in response.

In February 2015 the group interviewed the then Inspector Rebecca Love (who has subsequently been promoted) and Superintendent Jim Baker of the West Mercia Police Force in order to ascertain the extent to which homophobic, biphobic and transphobic hate crimes and incidents were a problem at the local level. Members also wanted to find out how local public services regarded reports of homophobic, biphobic and transphobic hate crimes and incidents. This was the first time a senior officer at the level of Superintendent had attended an Overview and Scrutiny meeting at Redditch Borough Council and Members agreed that this demonstrated that the police were committed to tackling homophobic hate crimes and incidents. Members also wanted to commend the officers for the passion with which they spoke about tackling all forms of hate crime and incidents and the extent to which they took this problem seriously.

Unfortunately, Members were advised that locally there appears to be under reporting of homophobic hate crimes and incidents. The Task Group are therefore strongly urging members of the LGBT community to have the confidence to approach the police to report any homophobic, biphobic or transphobic hate crimes or incidents they have been the victims of or may experience in the future. Reporting is key to tackling such crime and should also help public sector organisations to appreciate the scale of the problem and the resources required to tackle it.

### **Morton Stanley Festival:**

Morton Stanley Festival is held on an annual basis. The festival provides an opportunity to celebrate positive aspects of life in the Borough. As part of these celebrations the group believes that the positive contribution of the LGBT community in the Borough should be celebrated.

In recent years there has been a community area at the festival. Various community groups as well as relevant Council departments have had stalls in this community area where useful information and advice has been provided to people attending the event. Minority ethnic groups have managed stalls at the festival in previous years and this provided an opportunity to promote positive aspects of their communities to the wider population living in Redditch. The group has been advised that stalls can be established in the community area for a fee of approximately £10 – 30.

Members believe that a stall dedicated to the LGBT community would make a positive contribution to the festival in 2015. A stall could be used to provide advice and support to members of the LGBT community as well as to their families. A stall could also promote the positive contributions of the LGBT community to the Borough. Members feel that ideally arrangements to introduce an LGBT presence at the festival should be community led so that members of the LGBT community can feel that the stall and information provided is representative of the community. Members would therefore urge LGBT Support Services Redditch to consider approaching the Council about arranging for an LGBT stall to feature in the festival in 2015.

## **CONCLUSION**

The Provision of Support Networks for the LGBT Community Task Group has completed an intensive review of the support available to lesbian, gay, bisexual and transgender people living in the Borough.

There was additional action and support networks that the group felt were needed to support the LGBT community in Redditch. However, Members were heartened by the passion with which many partners are attempting to act in support of the LGBT community. Members were also encouraged by the launch of the LGBT Support Services Redditch group during the course of this review and Members hope that this community group will continue to grow and to meet the needs of the LGBT community living in the Borough in future years.

The six recommendations proposed by the Task Group are all based on the evidence they have gathered and, if implemented, would have a positive impact on the LGBT community in Redditch. Members therefore urge the Council's Executive Committee and partner organisations to approve their proposals and to act on their suggestions as soon as possible.

**APPENDIX 1**  
**Scrutiny Proposal Form**

(This form should be completed by sponsoring Member(s), Officers and / or members of the public when proposing an item for Scrutiny).

**Note: The matters detailed below have not yet received any detailed consideration. The Overview and Scrutiny Committee reserves the right to reject suggestions for scrutiny that fall outside the Borough Council's remit.**

Proposer's name and designation	Councillor Joe Baker	Date of referral	22nd July 2014
Proposed topic title	Provision of Support Networks for LGBT Task Group		
Link to national, regional and local priorities and targets	<p>This review proposal links to the following Council Strategic Purposes:</p> <ul style="list-style-type: none"> <li>• Help me live my life independently (including health and activity)</li> <li>• Keep my place safe and looking good.</li> <li>• Provide good things for me to do, see and visit.</li> </ul>		
Background to the issue	<p>The rights and needs of lesbian, gay, bisexual and transgendered (LGBT) people living within Redditch Borough has recently been the focus of some discussion. To demonstrate solidarity with the LGBT community a gathering took place outside the Town Hall prior to full Council on 9th June, which I organised and attended. Following this gathering I was approached by a number of local residents from within the LGBT community who expressed some concerns about the support available to them and who sought reassurance about the action being taken locally to address homophobia.</p> <p>There are a small number of groups and initiatives, at the local and regional level, which work to address the needs of the local LGBT community. This includes the Bromsgrove and Redditch LGBT History Month. However, I am concerned that these groups are not necessarily engaging effectively with the local LGBT community and in some instances there may be limited awareness that these groups exist. I am also</p>		

	<p>concerned that there are limited social groups locally that specifically address the needs of people from the LGBT community.</p> <p>In 2012 Stonewall published the <i>School Report</i>, research focusing on the experiences of young gay peoples in British schools. This research found that 55% of young lesbian, gay and bisexual people experienced homophobic bullying in school and one in four (23%) of lesbian, gay and bisexual young people had tried to take their lives at some point. I am concerned about how these experiences are manifested at the local level and the extent to which local public agencies are currently providing sufficient support to young lesbian, gay, bisexual and transgendered people living in Redditch Borough.</p> <p>I think a review of this subject matter would be useful as it would demonstrate the Council's commitment to supporting the LGBT community and would respond to concerns raised directly with me by some local residents. I would hope that at the end of a review of this subject Redditch Borough Councillors would have an understanding of the needs of the local LGBT community and what action the Council and other public sector agencies can do to support the community more effectively.</p>
<p>Key Objectives Please keep to SMART objectives (Specific, Measurable, Achievable, Relevant and Timely)</p>	<ol style="list-style-type: none"> <li>1) To explore the work currently undertaken by Redditch Borough Council and Redditch Local Strategic Partnership to support lesbian, gay, bisexual and transgendered people.</li> <li>2) To investigate the support available from the NHS and Mental Health Services for lesbian, gay, bisexual and transgendered people.</li> <li>3) To review the support available from public agencies to lesbian, gay, bisexual and transgendered people who have or are continuing to experience homophobic bullying and harassment (including hate crime).</li> </ol> <p>(This should involve considering the findings of the recent <i>Reducing Crime Against People at Risk</i> scrutiny report undertaken by Worcestershire County Council).</p>

	<p>4) To assess the support available to young lesbian, gay, bisexual and transgendered people locally.</p> <p>5) To investigate existing social opportunities available to lesbian, gay, bisexual and transgendered people locally and the potential to make additional social opportunities available.</p> <p>6) To determine the financial implications of any actions proposed by a Task Group to meet the needs of lesbian, gay, bisexual and transgendered people locally.</p>
<p>How long do you think is needed to complete this exercise? (Where possible please estimate the number of weeks, months and meetings required)</p>	<p>This review should be completed by July 2015.</p>

**Please return this form to: Jess Bayley or Amanda Scarce, Democratic Services Officers, Redditch Borough Council, Town Hall, Walter Stranz Square, Redditch, B98 8AH**  
**Email: [jess.bayley@bromsgroveandredditch.gov.uk](mailto:jess.bayley@bromsgroveandredditch.gov.uk) / [a.scarce@bromsgroveandredditch.gov.uk](mailto:a.scarce@bromsgroveandredditch.gov.uk)**



## **APPENDIX 2** **Acknowledgements**

Members would like to thank the following for providing evidence or other forms of support during the course of the review:

Fay Beverton, Stonewall  
Superintendent Jim Baker, West Mercia Police Force  
Jayne Bough, Housing Services Manager  
Jonathan Cochrane, Arts and Events Manager  
Rebecca Dunne, Policy Manager  
John Godwin, Head of Leisure and Cultural Services  
Brenda Holden, Housing Options Team Leader  
Karen Hunter, Director of Corporate Affairs, Redditch and Bromsgrove Clinical Commissioning Group  
Sarah Kelsey, Community Safety Project Officer  
Rebecca Love, (previously Inspector for the West Mercia Police Force and subsequently promoted).  
Tim Mackrill, Palace Theatre Manager  
Neil Ordish, Redditch Mental Health Action Group (MHAG) and Headgym.  
Jan Smyth, Democratic Services Officer  
Frankie Stevens, Stonewall  
Liz Tompkin, Head of Housing  
Dave Viney, Birmingham LGBT

There were a few additional representatives of key organisations that the group consulted. Clarification was not available at the time of writing as to whether these representatives were happy to be listed in this report. Therefore, whilst the group would like to thank these individuals they are not named here out of respect for their privacy.

The group would also like to thank representatives of the LGBT community who were consulted during the course of the review. To protect their anonymity they have not been named in this report.

**APPENDIX 3**  
**Timeline of Activities**

<b>Date</b>	<b>Task Group Activity</b>
1st December 2014	Scoping discussion and brainstorm of approach to the review.
5th January 2015	Consideration of the <i>Reducing Crime Against People at Risk scrutiny report</i> , produced by Worcestershire County Council in 2014, and consideration of the <i>Homophobic Hate Crime: the Gay British Crime Survey</i> report, published by Stonewall in 2013.
19th January	Interview with Rebecca Dunne, Policy Manager.
29th January	Consideration of relevant scrutiny reports produced by Brighton and Hove City Council, Manchester City Council, Sandwell Metropolitan Borough Council and York City Council.
10th February	Interviews with Sarah Kelsey, Community Safety Project Officer and with a representative of the LGBT community in Redditch.
24th February	Interview with Superintendent Jim Baker and former Inspector Rebecca Love and consideration of information about Worcestershire county Council LGBT Employees' Network.
17th March	Consideration of feedback from the LGBT History Month events in Redditch in 2015 and discussion of the next steps in the review.
23rd March	Interview with John Godwin, Head of Leisure and Cultural Services, Jonathan Cochrane, Arts and Events Manager, and Tim Mackrill, Palace Theatre Manager. Consideration of the <i>Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document</i> , the <i>PHE Action Plan 2015-16: Promoting the Health and Wellbeing of Gay, Bisexual and other Men who have Sex with Men</i> report and the <i>Gender Dysphoria Services: A Guide for General Practitioners and other Healthcare Staff</i> produced by NHS England.

10th April	Interview with Fay Beverton and Frankie Stevens from Stonewall.
14th April	Visit to Birmingham LGBT to interview David Viney.
22nd April	Consideration of progress with the review and final actions to resolve before completing the review.
27th April	Visit to Arrowside Sexual Health Centre
11th May	Consideration of the Birmingham LGBT Schools Toolkit.
18th May	Interview with Liz Tompkin, Head of Housing, Jayne Bough, Housing Services Manager and Brenda Holden, Housing Services Team Leader followed by an interview with Karen Hunter, Director of Corporate Affairs for the Redditch and Bromsgrove Clinical Commissioning Group.
27th May	Interview with Neil Ordish, Redditch Mental Health Action Group (MHAG) and Headgym.
4th June	Interview with Rebecca Dunne, Policy Manager, and consideration of the Council's draft Equal Opportunity Policy. Consideration of a draft list of recommendations proposed during the course of the review.
8th June	Agreeing a draft set of recommendations and the structure for the group's final report.
23rd June	Finalising the content of the group's report and agreeing the content of a presentation to the Overview and Scrutiny and Executive Committees.

## APPENDIX 4

### Glossary

**Biphobia** - prejudicial views and discriminatory behaviour in relation to people who are or are perceived to be bisexual.

**Bisexual** – A person who is sexually attracted to other people who may identify as male or female.

**Cisgender** – A term used for people who are not transgender.

**Cross Dressing** – In the transgender community this is often regarded as a pejorative term.

**Gay** – A person who identifies as a male and is sexually attracted to other people who identify as male.

**Gender dysphoria** – This is a term often used by the medical profession to refer to the discomfort that an individual may experience when their identity as a man or a woman does not correspond with the sex characteristics of the body they were assigned at birth. (The term Gender Identity Disorder – GID – is also sometimes used in this context).

**Gender identity** – Refers to a person's internal perception and experience of their gender.

**Gender queer** – Someone whose gender may be fluid or who does not identify with a set form of sexuality.

**Homophobia** – Prejudicial views and discriminatory behaviour in relation to people who are or are perceived to be gay or lesbians.

**Lesbian** – A person who identifies as a female and is sexually attracted to others who identify as female.

**Sex Change Operation** – An alternative term for Sex Reassignment Surgery which is considered to be offensive by some transgender people.

**Sex Reassignment Surgery** – The surgical procedures undertaken so that a person can transition from the sex they were assigned at birth to the sex which reflects their gender identity. It should be noted that not all transgender people choose to have surgery.

**Sexual Orientation** – A person's sexual orientation is separate from their gender identity. A transgender person could be straight, gay or bisexual.

**Trans** – The umbrella term used to refer to transgender people.

**Transgender** – Someone who feels that the gender they were assigned at birth does not relate to their gender identity. A transgender person may be planning, in the process or have completed transitioning from the sex they were assigned at birth to the sex that reflects their gender identity.

**Transitioning** – The term used to refer to the process by which an individual moves from the sex assigned to them at birth to the sex that reflects their gender identity.

**Transman** – Someone who was female at birth but has a male gender identity. Trans men may be planning, be in the process, or have completed transitioning.

**Transphobia** - Prejudicial views and discriminatory behaviour in relation to people who are or are perceived to be transgender.

**Transsexual** – A desire to live and be accepted as a member of the opposite sex to that which one was assigned at birth and to have sex reassignment surgery.

**Transwomen** – Someone who was male at birth but has a female gender identity. Trans women may be planning, be in the process or have completed transitioning.

## **APPENDIX 5**

### **Declarations of Interest**

Councillor Joe Baker has declared an other discloseable interest in this review as a founder member of the LGBT Support Services Redditch group.

Councillor Natalie Brookes has declared an other discloseable interest in this review as a founder member of the LGBT Support Services Redditch group.