

Subject:	Trans Needs Assessment action plan progress report		
Date of Meeting:	9th January 2018 and 22nd January 2018		
Report of:	Executive Director Neighbourhoods, Communities and Housing		
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Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The Trans Needs Assessment 2015 (TNA) provides a comprehensive analysis of current and future needs of local trans people to inform commissioning and delivery of services across the City in order to improve outcomes and reduce inequalities. The NICE Committee receives annual reports on progress against all its recommendations.
- 1.2 In 2015 the TNA was led by the council's Public Health team with representatives from the trans community. Link: <https://www.bhconnected.org.uk/sites/bhconnected/files/Brighton%20%26%20Hove%20Trans%20Needs%20Assessment%202015.pdf>). Progress against the 62 recommendations is overseen by the city-wide Equality and Inclusion Partnership (Equip) through a Trans Sub-Group, with membership from all the city organisations with responsibilities within the TNA recommendations. The group is chaired by the Lead Member for Neighbourhoods, Communities and Equality.
- 1.3 This report and Appendix A detail progress against the TNA recommendations and identify next steps, including a third annual Trans, Non-Binary and Intersex Conference in July 2018.

2. RECOMMENDATIONS:

- 2.1 That Neighbourhoods, Inclusion, Communities and Equality members note the contents of this annual report describing progress against the recommendations of the Trans Needs Assessment 2015.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The needs assessment implemented a recommendation of the 2013 cross-party Trans Equality Scrutiny Panel. Public Health led the production of the Trans Needs Assessment as part of the Joint Strategic Needs Assessment programme (under the Health and Wellbeing Board).

- 3.2 The process was conducted in collaboration with representatives of the trans community and voluntary sector. The steering group included representatives from city wide statutory and community & voluntary sector services and reported to the city wide Equality and Inclusion Partnership (Equip) Trans Sub-group.
- 3.3 The scope of the needs assessment was broad, with health & wellbeing (including NHS gender identity services), community safety and housing identified as key priorities for consideration. Evidence was collected using various methods including a 'data snapshot' exercise; interviews with key stakeholders; and community research conducted by University of Brighton and Brighton & Hove LGBT Switchboard.
- 3.4 The TNA describes the experience of trans people in using local services and living, working and socialising in the city. It therefore highlights examples of good practice as well as feedback on where services can be improved.
- 3.5 A full update against all the TNA recommendations is attached in Appendix A.
- 3.6 In summary, work to increase inclusion and safety of trans people across the city is progressing steadily, with many actions completed or progressing well. The Equip Trans Sub-Group has gained members as more organisations, not originally named in the recommendations, develop work in this area.
- 3.7 Members of the Equip Trans Sub-Group are:
- Representatives of the trans community (Clare Project and Trans Alliance)
 - Allsorts Youth Project
 - Brighton & Hove City Council
 - Brighton & Sussex University Hospitals Foundation Trust
 - Clinical Commissioning Group
 - HealthWatch Brighton & Hove
 - LGBT Switchboard
 - MINDOUT
 - Sussex Community NHS Trust
 - Sussex Partnership NHS Foundation Trust
 - Sussex Police
 - University of Brighton
 - University of Sussex
- 3.8 Examples of work this year include:
- 3.8.1 **Funding and infrastructure support:**
- Allocation of funding for engagement with Trans community as part of the council and CCG's joint Third Sector Commission.
 - Community Works development support to the Clare Project and engagement support for trans group representatives
 - Networking between LGBT and Trans groups has been established to provide opportunities to share good practice and resources.
- 3.8.2 **Training** continues to be offered by all partners named in the recommendations and uses local providers as the source of expertise and lived experience.

Participant feedback: "I have a better understanding of issues that trans people experience and I feel I am more knowledgeable which will help me signpost to services. I am more aware and can support necessary changes such as using pronouns in paperwork and in group work."

3.8.3 Kite-mark:

LGBT Switchboard through the LGBT Health & Inclusion Project (HIP) has been working with Trans Alliance on the Inclusion Award. Four GP surgeries in the city have been awarded the Inclusion Award.

3.8.4 **NHS England - Charing Cross Clinic:** West London Mental Health NHS Trust confirmed in December 2016 (after the last report to committee) that the Gender Identity Clinic (GIC) would be provided by the Tavistock and Portman NHS Foundation Trust during 2017/18. There is an assurance that existing Gender Identity Clinic patients will continue to receive their care uninterrupted, with the same staff, in the same location.

3.8.5 Trans Conference 2017

3.8.5.1 The Annual Brighton Trans & Non-Binary Conference took place on 20th July 2017, forming part of a programme of events for this year's Trans Pride. The event was hosted and led by the University of Brighton at its Grand Parade Campus and followed on from the first conference held last year, growing in both size and popularity. Around 250 trans, non-binary and cis people, researchers, public sector, community and voluntary sector workers and policy makers from around the UK and further afield came together to share, listen and learn about the realities of trans and non-binary lives.

3.8.5.2 The conference is a direct outcome of the TNA. One of the recommendations is a commitment to report annually on progress to increase inclusion for trans people: the conference is the opportunity for this. It is very positive that trans and non-binary people have very taken more control of the conference's structure and content.

3.8.5.3 The event is co-ordinated by a steering group consisting of local trans and non-binary community members, working with partners from the city's public sector organisations. Hosted by EJ Scott, Curator of the Museum of Transology, the conference in 2017 included a range of keynote speakers: Juno Roche (writer and campaigner), Sabah Choudrey, (a queer Muslim social justice campaigner), Meg-John Baker (writer, therapist and activist-academic), and Emile Devereaux (senior lecturer from Sussex University).

3.8.5.4 Sessions covered subjects such as older trans & non-binary spaces; pregnancy and feeding options for trans people; trans inclusive educational settings; trans people in further and higher education; reducing barriers to reporting hate crime; intersectionality between disability and transition; and fat activism for trans people (based on potentially conflicting ideologies about whether bodies are malleable or not). Throughout the day the Brighton Trans Alliance provided 'Trans 101' awareness sessions and LGBT Switchboard facilitated a quiet space.

3.8.5.5 The 2018 conference is already being organised and is planned to run over two days, in response to requests for more sessions and workshops. Once again the conference will be part of the Trans Pride programme.

- 3.8.6 **Pronoun badge campaign:** following the 2017 conference the organising steering group has proposed a citywide campaign to increase understanding of gender identity across the city. There are two aims of the campaign:
- to encourage discussion and understanding of gender identity and the range of identities that people have.
 - to continue work to make more welcoming and inclusive city services and places.

Staff and volunteers across the city will be encouraged to wear badges that simply say 'My pronoun is...' and then either 'she/her/hers' or 'he/him/him' or 'they/their/theirs' or 'Please use my name' or reference the hashtag for the campaign or be left blank for people to add their own pronouns. The badges were trialled at the Trans and Non-Binary Conference and received very positive feedback as a way to avoid misgendering.

They will not be branded with any organisational logo, strengthening the message that this campaign is about the whole city and is a shared commitment across the city to addressing transphobia and prejudice and increasing inclusion. The campaign will coincide with Trans Day of Visibility (29th March).

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 No alternatives are identified. Responsibility for monitoring progress against the TNA recommendations most appropriately sits with EquiP. This ensures city-wide accountability and avoids duplication of reporting.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The TNA process was one of engagement throughout, in the joint leadership of community representatives, the centrality of trans people's voices and experiences in the report, in their involvement in the development of the recommendations, and in the monitoring of their implementation. This built on the initial work in the Trans Equality Scrutiny which set the foundation of an improved relationship between the council and trans people in the city.

6. CONCLUSION

- 6.1 The TNA followed on from the Trans Equality Scrutiny which was a catalyst, locally and nationally, for improvements in service provision for trans people. Building on its approach and findings, the TNA broadened and deepened opportunities to better address the discrimination experienced by trans people, to improve their experiences of services, and to develop a culture of respect and inclusion across the city.
- 6.2 Progress by all partners continues, building on strengthening relationships, a stronger local trans community and CVS, and a strong commitment by partners to address inequality for trans people.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no direct financial implications arising from the recommendation made in this report.

Finance Officer Consulted: Michael Bentley

Date: 21/12/17

Legal Implications:

- 7.2 There are no legal implications arising from the recommendation to note in this report.

Lawyer Consulted: Elizabeth Culbert

Date: 10/01/18

Equalities Implications:

- 7.3 The equality implications are directly addressed in the report.

Sustainability Implications:

- 7.4 None with regard to this monitoring report

Any Other Significant Implications:

- 7.5 None with regard to this monitoring report

SUPPORTING DOCUMENTATION

Appendices:

1. Final Update on Trans Equality Scrutiny recommendations (December 2017)

Documents in Members' Rooms

1. Final Update on Trans Equality Scrutiny recommendations (December 2017)

Background Documents

1. Trans Needs Assessment - <https://www.bhconnected.org.uk/sites/bhconnected/files/Brighton%20%26%20Hove%20Trans%20Needs%20Assessment%202015.pdf>
2. [Trans Needs Assessment Action Plan Progress Report January 2017](#)

