

Trans Needs Assessment

NB: Recommendations are listed by lead partner. If a recommendation involves more than one organisation it is listed under each partner.

Updates from previous years (previously reported to NICE Committee) have been abbreviated.

Other additional trans work developed by organisations and groups in addition to these recommendations is included at the end.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016	Updates: December 2017
City organisations	2. City leaders should consider how Trans* Pride and the trans community & voluntary sector can be supported to increase the resilience of the trans community.	2. As described below a number of city organisations are working with a funding trans community groups to develop capacity and resilience.	2 and 42. University of Brighton: The University's Alumni and Philanthropy department has launched a Brighton Titans campaign celebrating achievements of UoB graduates. The campaign includes trans activists Paris Lees and Fox Fisher:	2. LGBT Switchboard working in partnership with The Clare Project on trans and non-binary engagement – ensuring that there is a link between the two organisations and the work that they are doing around engagement.
	42. City organisations such as BHCC, NHS, universities and transport operators to promote visibility, positive representation and inclusion of trans people in publicity materials.	42. Some updates are provided below, but there is currently no mechanism for gathering this information across the city.	42. See update from 2015.	42. See previous updates. University of Brighton: The university's Centre for Transforming Sexuality & Gender co-led the second Annual Brighton Trans and Non-Binary Conference in July 2017. See further details at end of document. Fox Fisher was awarded an honorary doctorate by the university in July 2017 in

				<p>recognition of their major contribution to raising the profile, both nationally and internationally, of issues affecting trans-people and the promotion of arts and media¹. In November 2017 the university also hosted an advance screening of the new documentary film, 'I Am They – A Non-Binary Love Story'. The film was created by Fox and their non-binary partner Owl Fisher and is one of the first full length documentary films to focus on non-binary trans issues and follows their lives as non-binary trans activists and film makers².</p> <p>The LGBT+ Staff Equality Network Group held a visual 'role models' campaign throughout October in support of the Race & Faith Staff Equality Network Group, highlighting LGB and trans BAME role models from a variety of fields. These images and supporting quotes were shown on plasma screens in all university buildings across our four</p>
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¹ <https://www.brighton.ac.uk/about-us/news-and-events/news/2017/07-26-it's-time-to-celebrate-trans-people-for-who-they-are.aspx>

² <https://www.eventbrite.co.uk/e/i-am-they-preview-screening-of-documentary-by-fox-and-owl-fisher-tickets-38956068650#>

			<p>campuses throughout the month, and featured University of Brighton graduate Munroe Bergdorf.</p> <p>The university utilised Pride celebrations in August to make a visible and strong statement of support for trans students, staff and wider community. Six flags were flown outside our city centre Grand Parade building, including a trans flag and the message 'Proud to support the LGBT+ community'. These flags were up for two weeks before Pride and for the duration of August and were very well received by staff and students and by the wider community on social media.</p> <p>The university had an official presence in the Pride Parade for the first time in August 2017, with the LGBT+ Staff Equality Network Group and LGBT+ Student Society marching together. This is part of a strengthening relationship between the staff and student societies, who have trans and non-binary members, who have held frequent socials together throughout the year, as part of</p>
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				efforts to introduce students to LGBT+ staff role models and increase informal support in this area.
	43. City organisations such as BHCC, NHS, and universities should promote the introduction of gender neutral facilities (including toilets and changing rooms) in new and refurbished buildings.	43. Gender-neutral toilets have been included in all recent new builds at the University of Brighton and will be included in the design for all future new builds. The University of Sussex has gender-neutral toilets in all buildings except Sussex House due to its physical restrictions.	43. University of Brighton: Gender-neutral toilets have now been introduced to all University buildings. See also additional information from the Brighton Centre at the end of this document. University of Sussex: seeking confirmation that gender-neutral toilets are included in the design of all planned new buildings.	43. As per previous updates, gender neutral toilets have been introduced in multiple buildings across the city and will continue to be introduced in new builds. See also additional information from the Brighton Centre at the end of this document. Gender neutral toilets available in the Hospital's Lawson Unit.
BHCC – all council	3. BHCC and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.	3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.	3. Trans groups receiving capacity building training including governance and fundraising. Evidence of impact is due January 2017. A specific trans lot has been developed in the Third Sector investment programme to complement LGBT work through the Communities and Third Sector Prospectus.	3. As part of the Third Sector Prospectus commissioning LGBT Switchboard working in partnership with The Clare Project on trans and non-binary engagement – ensuring that there is a link between the two organisations and the work that they are doing around engagement.

	<p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.</p>	<p>4. As no. 3, and through the council's ongoing discretionary grants funding.</p>	<p>4. As no 3 and ongoing work of the Communities fund. A Trans Advocacy project has also been supported by City Council and CCG</p>	<p>As 3 – still challenges in terms of capacity within a small organisation.</p>
	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided • consider holding an event for trans people and community groups to provide information / advice on services and legal rights. 	<p>5. To be discussed.</p>	<p>5. Clare Project website has section Know your Rights-developed by LGBT Liaison Officer.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project: <i>What can I do about transphobia?</i></p> <p>5. Council: My Life portal was launched in 2016. The site hosts local and national support groups and organisations supporting the trans community.</p> <p>Discussion on external event is needed to explore options.</p>	<p>5. LGBT Switchboard has ensured that information around trans support is part of the offer. The Trans Survivors Helpline will be extended to ensure that support and information is offer to members of the trans and non-binary communities.</p> <p>Also see update on My Life portal (2016).</p>
	<p>10. The BHCC Trans Champion should report annually to community members on progress in improving the trans inclusion of services.</p>	<p>10. To be discussed at the EquiP Trans sub-group</p>	<p>10. A conference is being planned for 2017.</p>	<p>10: Geoff Raw has become the council's link for the LGBT Workers' Forum and provided a statement of support for the Trans and Non-Binary Conference 2017. At this event council (and other public sector)</p>

	<p>56. BHCC and other services should ensure continuing provision of trans awareness training for their respective workforces.</p>	<p>56. The council has delivered trans awareness training for some front-line staff in Adult Social Care and Housing.</p> <p>Awareness sessions were also run by the Communities, Equality & Third Sector team for council employees and managers who sit on the council's Directorate Equalities Groups.</p> <p>The induction programme for new Members included a session on trans awareness.</p>	<p>56. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. This is delivered by Allsorts.</p>	<p>services were present to feed back on progress.</p> <p>56. We have commissioned and released a suite of trans awareness e-learning modules as part of a wider Working in a Diverse Community collection of resources:</p> <ul style="list-style-type: none"> • Transgender awareness: Working with trans staff, colleagues and workers. • The trans-friendly workplace – A guide for Managers. • A suite of videos to for use in facilitated sessions. <p>We also have Unconscious Bias e-learning and videos.</p> <p>56. LGBT Switchboard has been working in partnership with the Trans Alliance to develop the Inclusion Award. This award offer support to organisations wanting to ensure and evidence that they are LGBT friendly and inclusive. The partnership approach ensures that services recognise the need to consider trans issues separately to LGB issues. Training is a core part of the inclusion award and is offered to workforces who want</p>
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				to raise awareness across teams.
	62. BHCC should consider the development of a scheme to identify and promote trans friendly businesses and organisations throughout the city, eg. gyms, clothes shops, night clubs, letting agents etc.	62. Further exploration and development of Safe Space and kite-marking schemes.	62 LGBTHIP is working with Trans Alliance and other organisations across the city on a LGBT quality assurance scheme, with a specific focus on trans inclusion. It will require evidence of what people are doing to be accredited.	62. In continuation to Dec 2016 update LGBT Switchboard through the LGBTHIP has been working with Trans Alliance on the Inclusion Award. <ul style="list-style-type: none"> • Four GP surgeries have been awarded the Inclusion Award • Working with other providers across health and social care in exploring the award.
BHCC – Children’s Services	12. Children and Young People’s Services, including Child & Adolescent Mental Health Services (CAMHS), to promote information to support parents of trans and gender questioning children (eg. Allsorts’ toolkit for parents of trans children). And 14. Children and young people’s services to engage with trans community groups about the support	12 and 14: Update <ul style="list-style-type: none"> • CAMHS currently has a Teen to Adult Personal Advisor (TAPA) worker working with Allsorts. <p>a) Allsorts don't currently support children with parents who are trans</p> <p>b) Currently Allsorts offer a parents group who have children under 26 who are trans or gender questioning, group for primary age children, TAG for under 16 LGBTU young people, drop-in for 16-25 LGBTU young people and Transformers 16-25 trans young people</p>	12 and 14: Community CAMHS team all received Allsorts ½ day training over the Summer 16. Community CAMHS works closely with Tier 3 CAMHS to address the mental health needs of the trans community. The Community CAMHS team actively seeks advice from Allsorts and TAPA and links young people to these services when appropriate The Community CAMHS team sits on schools and Early Help triages and advises accordingly.	12. CAMHS training completed – Allsorts delivered training. Allsorts continuing to work closely with LGBT TAPA worker. 14. Allsorts: Allsorts has had an increase in trans young people accessing the service. They have seen a large increase in children under 11 coming to the project and engaging in wider support such as one-to-ones and support with schools. Continue to receive referrals from various services across the

	<p>needs of a) children and young people with a trans parent, and b) trans children and young people and their families.</p>	<p>We deliver training for CVS, schools and any other services, working in secondary and primary schools. We are on the referral pathway for CAMHS and receive a lot of referrals from social workers, youth workers, schools and Integrated Team for Families (ITF). Have been involved in Team Around the Family (TAF) and school meetings to provide support to children and the service.</p> <p>Issues would be capacity to deal with the volume of children and young people including emotional and wellbeing work.</p>	<p>The team are now collecting data on trans young people.</p> <p>Allsorts Youth Project update: continues to work with TAPA across all groups bar children’s group; Young People’s worker has attended meeting; currently delivering training to all CAMHS staff.</p> <p>Increase in trans child & young people inductions and attendance at parents group</p> <p>Continue to receive referrals from various children’s services across the city</p>	<p>city.</p> <p>Currently very busy with work in schools (workshops, assemblies, staff training, Information, Advice and Guidance (IAG) and one-to-one support for young people).</p> <p>Recently updated the Trans Inclusion toolkit for schools with Sam Beal (BHCC) – uploaded on to Allsorts Youth Project website and Pier2Peer.</p> <p>14. BHCC: Public Health commissions mental health support for children and young people, and their families or carers from Allsorts Youth. In addition to one-to-one mentoring and opportunities for volunteering, four groups offering peer support and activities are provided:</p> <ul style="list-style-type: none"> • Trans kids: under 11s, monthly meetings • TAG: under 16s, fortnightly meetings • Transformers: 16 – 25s, fortnightly meetings • Parents/carers: monthly meetings
	<p>15. Children and young</p>	<p>15. The course ‘Trans</p>	<p>15. The course is being run</p>	<p>15. Allsorts:</p>

people's services should continue to provide trans awareness training for their staff.

Awareness – supporting the needs of young trans and gender questioning people' is delivered and evaluated twice per financial year by Allsorts. It is open to anyone working with children and young people in the city, including schools.

twice a year and currently has very good attendance levels. Each session will be evaluated to ensure the training is meeting the needs of delegates.

Allsorts update: continue to run this course. New addition of training newly qualified social workers to start next financial year.

Continuing to run Trans Awareness for BHCC Children Services. Most recent courses have been fully booked with a waiting list.

In addition to this course, other services in the city working with children and young people have booked in Trans Awareness Training including but not limited to:

- the Royal Alex Children's Hospital,
- Cafcass and
- the Brighton General Hospital school nurses team.

15. BHCC: The course has been run twice a year with very good attendance levels, including newly qualified social workers. The course has been highly evaluated and feedback showed that 100% delegates on the most recent session felt that it met their expectations in full.

We have also commissioned and released a suite of Trans awareness e-learning modules as part of a wider Working in a Diverse Community collection of resources:

				<ul style="list-style-type: none"> • Transgender awareness: Working with Trans staff, colleagues and workers. • The Trans-friendly workplace – A guide for Managers. • A suite of videos to for use in facilitated sessions. <p>We also have some Unconscious Bias e-learning and videos.</p>
	<p>16. Build on and extend the work carried out in schools, colleges and other education settings across Brighton and Hove by BHCC, Allsorts and schools.</p>	<p>16. All secondary schools have bought into support from Allsorts ensuring continued 1:1 support for trans students and access to staff training on request. Primary and special schools can request consultancy and training support from the Council on request. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings.</p>	<p>16. 8 out of 10 secondary schools have bought into support from Allsorts for 2016-2017. A pilot workshop for parents and carers on LGBT identities. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings. The Trans Inclusion Schools Toolkit is currently being updated.</p> <p>Allsorts update: Ongoing work in this area. We have made new connections with independent and private schools (secondary)</p>	<p>16. Allsorts update: All state secondary schools bar one have bought into the Menu of Services for Schools.</p> <p>We also work with several of the fee paying schools in Brighton and Hove.</p> <p>We have also done <i>ad hoc</i> work with primary schools.</p> <p>16. BHCC: 9 out of 10 secondary schools have bought into support from Allsorts. Children and young people also attend Allsorts outside of school.</p> <p>- 'Talking to your teens about LGBT' session developed with PSHE team and Allsorts. Trialled with Varndean and Dorothy Stringer. Positive</p>

				<p>feedback.</p> <ul style="list-style-type: none"> - Trans Inclusion Schools Toolkit been updated - Rainbow flag award being rolled out in 14 schools.
	<p>39. CAMHS providers and commissioners should review the service pathway and ensure it is centred on meeting the needs of children and young people and their families.</p>	<p>39. Update</p> <ul style="list-style-type: none"> • A review is underway looking at the whole pathway. • During our intervention workers would explore gender identity or orientation. • Com CAMHS will invite Allsorts to a team meeting inform service delivery. • As part of the Emotional Wellbeing in Schools Project, Com CAMHS and Public Health will promote LGBT issues and support schools in developing trans supportive pathways. 	<p>39. The Community CAMHS team is represented on the CAMHS Partnership Board where such pathways are considered.</p> <p>As part of our assessment with our young people our team are trained to identify potential mental health needs of the trans community and respond appropriately.</p> <p>The team had training from Allsorts.</p> <p>Seeking to actively engage the Student Voice within schools</p>	<p>39. See updates from 2015 and 2016.</p> <ul style="list-style-type: none"> - Primary Mental Health Workers do talk to CYP, staff and parents about gender identity. Allsorts will be invited in again. - The service will look again at how to record gender identity in the new database. - There is an issue of how to support LGB and specifically trans young people who are not going to get an appointment at the Tavistock and who do not have supportive parents. More work is needed to make sure workshops for parents reach the desired audience (parent who have resistance, difficulties with acceptance/processing tend not to attend). - There is discussion around including the issue as part of a general 'adolescent brain' parent workshop.
BHCC –	5. BHCC, the CCG and	5. Once up and running the	5. My Life portal was launched	5. Trans Survivors Helpline has

<p>Adult Social care</p>	<p>trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided • consider holding an event for trans people to provide information and advice on services and their legal rights. 	<p>Adult Social Care portal should be able to provide the vehicle for delivering a central information resource.</p> <p>This action needs to be linked to the other parts of the council to ensure integration of information.</p>	<p>on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community. http://www.mylifebh.org.uk/support-groups-charities?fwp_charities=lesbian-gay-bisexual-transgender-lgbt</p> <p>No further development on holding a specific event. This will need discussion with our internal and external partners within the city to explore options.</p>	<p>been developing trans specific information and will continue to do so as the services develops, ensuring synergy across the Switchboard Helpline in 2018.</p> <p>See also update from 2016 on My Life portal launch.</p>
	<p>19. BHCC Adult Social Care should take into account the needs of trans carers in services and initiatives to support carers</p>	<p>19. Actions from this recommendation will be built into the Carers Strategy and Carers JSNA.</p>	<p>19. The new National Carers Strategy is due to be published in January 2017, following which we will develop our local carers strategy and ensure any relevant recommendations are included.</p>	<p>19. We have reprocurd the Carers’ Hub which draws together all provision for carers. All carers services are delivered through this. There are requirements within the specification that the needs of trans users are addressed.</p>
	<p>20. BHCC Adult Social Care to ensure social care providers receive training in trans awareness.</p>	<p>20. 15 people attended a session on transgender awareness, all of whom rated the course as good or excellent. Afterwards the Workforce Development Team arranged an expression of interest process for a training provider in accordance with the corporate</p>	<p>20. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. There has been a lower rate of take up for these courses in comparison to overall course take up. 2 courses have run, with 19 people receiving the</p>	<p>20. We have commissioned and released a suite of Trans awareness e-learning modules as part of a wider Working in a Diverse Community collection of resources:</p> <ul style="list-style-type: none"> • Transgender awareness: Working with Trans staff,

procurement process, involving the Equalities Team. A new training provider (Allsorts) has been identified. However, the council's new financial controls, meant no further training dates were arranged this financial year, but we hope to be able to do so, budgets permitting from April 2016.

training:

- colleagues and workers.
- The Trans-friendly workplace – A guide for Managers.
- A suite of videos to for use in facilitated sessions.

We also have some Unconscious Bias e-learning and videos.

Health & Adult Social Care and Housing: We continue to offer training to this group of staff. Quotes from the recent course

“I have learned a lot about pronouns and using them which will be useful at work. I have also learned some terminology which will mean that I can understand explanations from service users without having to ask a lot of questions. I will also feed back what I have learned to the Team at our next meeting”

“I have a better understanding of issues that Trans people experience and I feel I am more knowledgeable which will help signpost to services. I am more aware and can support necessary changes such as using pronouns in paperwork and in group work”.

	<p>21. BHCC Adult Social Care to conduct an equalities audit of residential and other care services.</p>	<p>21. The format used to monitor quality of care homes/ home care services contracted by Adult Social Care includes equalities as an area.</p> <p>All our contractual Terms and Conditions include Equal Opportunities. We also require the provision of monitoring information if requested.</p> <p>All our service contracts ask for equalities data to be captured on a standard form. Service contracts tend to include KPIs with equalities specific detail (e.g. Specialist Advocacy and Engagement contracts).</p>	<p>21.As per update in December 2015 – ongoing approach.</p>	<p>21 Adult Social Care carry out desk top reviews and audits of all residential and other care services and check that there are no concerns about equalities and that providers are compliant with equalities legislation relating to service provision, staff recruitment and equalities training.</p>
	<p>34. The CCG and social care commissioners should consider how advocacy to support trans people to access health and social care services can be provided.</p>	<p>34. The CCG and Social Care commission advocacy from several community and voluntary sector organisations. Mind Out offer advocacy to trans people around their mental health and wellbeing. Other advocacy organisations support particular client groups: Age UK support older people, Speak Out and Impetus people with learning disabilities and / or autism and the Fed support people with a physical or</p>	<p>34. MindOut and Healthwatch Brighton were jointly commissioned by the CCG and BHCC to set up the city's first Trans Advocacy Service.</p> <p>The service provides person-centred advocacy support for trans communities in the city. It offers advice, information, representation and case work support on all issues related to trans care pathways, health care, Social Care, legal issues,</p>	<p>34 Brighton & Hove City Council and CCG continue to jointly fund the Trans Advocacy service provided by Mind Out. From April 2016 to March 2017 they provided advocacy to 177 beneficiaries with 90% of the advocacy relating to mental health, physical health and social care issues.</p>

		<p>sensory impairment. All of these organisations would support trans people to access health and social care services.</p>	<p>family and relationships, employment, housing, hate crime, harassment and bullying.</p>	
<p>BHCC – Public Health</p>	<p>24. Brighton & Hove Healthy Weight Programme Board (including Sports Development) to consider how trans people's levels of physical activity can be improved.</p>	<p>24. The Healthy Weight Programme Board ensures that all services developing physical activity initiatives complete EIAs.</p> <p>The Sports Development team will liaise with the Health Inclusion Project (HIP) and the trans community on national and local campaigns. The team has all attended trans awareness training.</p> <p>New Sports Development training programme to be offered to health professionals, employers, sports coaches, social care workers and volunteers.</p>	<p>24. See updates for numbers 57, 58 and 59</p>	<p>24. See updates for numbers 57, 58 and 59</p>
	<p>25. Public Health to ensure Stop Smoking services are targeted at trans people.</p>	<p>25. This recommendation will be embedded into the revised tobacco control action plan. A draft plan is intended to be completed by end of December.</p>	<p>25. This recommendation has been embedded in the new tobacco control action plan for Brighton and Hove through targeted health promotion and outreach by health trainers.</p>	<p>25. BHCC in partnership with LGBT Switchboard are launching a smoke-free campaign in January/February 2018 to coincide with LGBTQ history month. The campaign has been developed with LGBTQ people for LGBTQ</p>

				<p>people.</p> <p>All LGBTQ organisations will be engaged to assist with promotion of the campaign.</p> <p>25. LGBT Switchboard has been working with BHCC Public Health in coproducing with members from the LGBT community a LGBT Stop Smoking campaign. Although not specifically targeting trans and non binary individuals the campaign has been designed to represent intersectionalities and will launch in Feb 2018.</p>
	<p>26. Public Health and CCG to ensure trans community groups have access to mental health training.</p>	<p>26. The training courses provided by Grassroots are for frontline staff or volunteers who work with groups at higher risk of mental illness or suicide. This explicitly includes people who identify as transgender.</p> <p>Organisations whose staff or volunteers have attended the training include Allsorts and MindOut. This year, Grassroots have also provided a 'SafeTALK' half day suicide prevention course to local trans people, free of charge; this was funded in part by PH, with</p>	<p>26. Grassroots Suicide Prevention information about their courses between Nov 2015 and Nov 2016:</p> <ul style="list-style-type: none"> • When booking, 62 participants specified they worked with LGBT people • When booking 23 participants specified they work with trans* people (*including all transgender, non-binary, and gender non-conforming identities) • 4 participants identified as trans* on the Equalities Monitoring form 	<p>26. Grassroots Suicide Prevention have updated their course uptake information for courses during 2017:</p> <ul style="list-style-type: none"> • 11 course participants described themselves as trans on the Equalities Monitoring form. • 77 course participants reported that they work with trans people; courses are targeted at frontline staff and volunteers working with groups at higher risk of mental ill-health, self-harm or suicide, and trans people

		support from MindOut, Allsorts and Switchboard.	<ul style="list-style-type: none"> • Around 300 people are trained per year on these courses. 	are one of these identified groups.
	32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.	<p>32. The GP refresher scheme, PLS programme and the Sessional GP meetings that Public Health have run have all included mental health topics, including suicide risk. Previously they have generally included LGBT as an undifferentiated risk group, without specific consideration of the trans community. Sussex Partnership provides a seminar programme for GPs.</p> <p>A&E: There are representatives from both the Mental Health Liaison Team and the acute A&E staff on the Suicide prevention strategy group.</p> <p>The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care and school nurses is being considered.</p>	<p>32. The Public Health Community Nursing Service has been reprocured and is awaiting confirmation to appoint the preferred bidder from the Health and Wellbeing Board. This includes the school nursing service.</p> <p>As part of the procurement process an EIA was completed and action was identified for the provider to address issues for trans people during contract mobilisation period. This has been shared with the preferred provided and actions will be agreed and in place by Dec / January 2016/17. The national toolkit will form part of that negotiation.</p>	32. No update available.
BHCC – Community Safety	41. BHCC Community Safety to determine whether current processes and levels of awareness are	<p>For 41 & 44 & 48</p> <p>The Community Safety casework team identified that increasing trans people’s trust and confidence will be the focus</p>	<p>41, 44 & 48</p> <p>Work on increasing trust and confidence has progressed directly with Trans community groups through direct contact</p>	41. Trans Survivors has received funding from the Victim Support Fund to develop the service in 2018. The aim being to expand the support service

	<p>sufficient to prevent and manage transphobic incidents in licensed premises. If required, engage with Business Crime Reduction Partnership to explore opportunities for improving safety and awareness in licensed premises and amongst security staff.</p>	<p>for 2016/17.</p> <p>The model will be the same as we have developed previously with the BME and Disabled communities. We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p>	<p>and raising awareness of the importance or reporting and reporting options. This has included consideration of incidents that might occur in the night time economy and the continued promotion of the Self Evident reporting app.</p>	<p>(currently a helpline) to provide support to trans and non-binary survivors of all crimes. This will include a peer lead face to face support group.</p>
	<p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p>	<p>44. The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse trans community.</p>	<p>44. See update for 41 above</p>	<p>44. More Trans people are coming forward to report hate crimes, which hopefully reflects growing trust in Sussex Police and the CPS in successfully prosecuting offenders and making sure that successful action taken against these harm-doers is fed back to the LGBT community.</p> <p>The Self Evident smart phone reporting app, supported by the PCC, Sussex Police and BHC, is free to download and use. The camera, video, sound files or other digital evidence can all be reported directly to the police, the local authority or a third party LGBT service offering support to victims.</p>

	<p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p>	<p>46. Specialist domestic and sexual violence services have been commissioned, including consideration of issues for trans victims / survivors. A skills and training needs survey in relation to domestic and sexual violence is underway and will be used to develop a training strategy, including consideration of issues for trans victim/survivors.</p> <p>Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale research project into supporting trans survivors of sexual violence</p>	<p>46. There are specific requirements in the re-commissioned specialist domestic and sexual abuse service relating to provision for trans* service users, with this delivered through an LGBTQI service. A level 3 training session on work with LGB and T victim/survivors has been included in the multi-agency training programme.</p>	<p>46. See update in 2016. This service continues.</p>
	<p>47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.</p>	<p>47. This project is ongoing.</p>	<p>47. The pilot GBT* pilot project has come to an end and the final project report identified a range of best practice and learning that will inform practice within specialist services.</p> <p>Moving forward, there is a specialist LGBT function within 'The Portal'. The commissioner is working with other local and national partners to identify funding opportunities to develop</p>	<p>47. See update on The Portal in 2016 update. This service is continuing.</p>

			a successor programme to the GBT* refuge.	
	48. BHCC Community Safety Team to consider how personal safety for trans people can be promoted.	48. See above (41)	48. See update for 41 above	48. See update for 41 above
	49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system.	49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video trans training produced by Sussex Police around addressing, respecting and understanding Trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.	49. Completed (see Dec 2015 update)	49. Completed (see Dec 2015 update)
BHCC – Housing	5. BHCC, the CCG and trans community & voluntary sector groups should: <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided • consider holding an event for trans 	5. A Trans Housing Guide is being produced and will be ready by Summer 2016. Lead: BHCC Housing Further work will need to be done across the council to ensure that this information hub and event are integrated.	5 The Allocations Policy was approved in December 2016 and is currently being implemented. The draft Trans Housing Guide, which was consulted on before the Policy was agreed, will be reviewed along with the feedback from trans people to ensure that all the information and suggestions are included. The intention is to launch this in June 2017 and to	The Trans Housing guide has been completed and was launched at the Trans & Non binary event at Brighton University this guide will need to be updated due to changes to Homelessness legislation (Homeless Reduction Act) this Act introduces new homelessness prevention and relief duties and is a significant change to existing legislation

	<p>people and community groups to provide information and advice on services and legal rights.</p>		<p>ask for feedback from any interested parties. A review will be held six months after the launch to make any necessary amendments, in relation to content or accessibility.</p>	<p>and will come into force on 3rd April 2018.</p>
	<p>50. Housing commissioners to improve the appropriateness and safety of emergency /hostel accommodation for trans people.</p>	<p>50. Hostel provision and supported accommodation services are being remodelled to include a strong focus on supporting health and wellbeing. This review will include ensuring they are appropriate and safe for trans people. Lead: BHCC Social Care</p>	<p>50 (Housing Related Support update). Hostels and Supported Accommodation: Services for single homeless people are due to be tendered throughout 2016/17. The need to provide services in which service users and staff feel safe is being written into the service specification and evaluated through the tender process. The specification also includes the need to provide personalised services which meet the needs of all communities of interest and the need to ensure that hate crime and incidents are robustly tackled.</p> <p>Clauses in the new service specifications are listed at the end of this document.</p>	<p>50. HASC commissioning for supported accommodation services: A variety of new services have been commissioned and are now in place in the city. This includes high, medium and low supported accommodation and a women only high and medium support accommodation service.</p> <p>Each service is contracted to provide a psychologically informed environment which works with individuals around their needs and aspirations. Services are required to ensure they work with people in a personalised way and meet individual needs.</p> <p>Hate crime and incidents are monitored and how these are addressed within the service is checked as part of the contract monitoring process, this includes taking the feedback of staff and service users.</p>

	<p>51. BHCC to consider the recommendations of the Stonewall Housing research into LGBT rough sleepers.</p>	<p>51. The city is currently developing a new rough sleeping strategy for summer 2016. The Stonewall Housing recommendations will be considered as part of the review. Lead: BHCC Social Care</p>	<p>As above, update 50</p>	<p>51. Following the Stonewall Housing survey in 2015, in which CRI, RISE and Brighton Housing Trust participated, the Rough Sleeping Strategy 2016 included the findings of the report. Priority 2, goal 5 states: 'Ensure providers implement recommendations of Stonewall Housing LGBT report'. ASC Commissioning have said as an update: "<i>Implemented across all HASC commissioned services.</i>" BHCC worked with Stonewall in the drafting of this report and with Public Health on how the Council implements the recommendations.</p> <p>BHCC Commissioning team are still in negotiation with providers about whether a specific trans service is viable. This is part of the ongoing Commissioning to assess needs and the appropriate service responses.</p> <p>The Safeguarding Adults Board (SAB) undertook an extensive review of the death of client X, a trans person rough sleeping in the Brighton area. An action plan and recommendations, X</p>
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				<p>Safeguarding Adult Review, was drawn up in May 2017. These actions will be monitored by the Equip Trans Sub-Group.</p> <p>Fulfilling Lives are undertaking case studies with clients that have multiple complex needs and some specific case studies for LGBT clients. The outcomes of their work with these individuals is yet to be analysed as the cases have just been taken on. Feedback from how LGBT clients access homeless services across the city and whether there are any gaps and barriers and what best practice can be developed will follow.</p> <p>The Project Co-ordinator for Brighton Charity Link Project, is also working to the implement LGBT procedures in the voluntary sector supporting homeless people.</p>
	<p>52. BHCC Housing should ensure trans tenants are provided with information explaining what can be done to address unacceptable behaviour by neighbours.</p>	<p>52. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include how to take action against anti-social behaviour. Lead: BHCC Housing</p>	<p>As above, update 5</p>	<p>As above, update 5</p>

	<p>53. BHCC Housing should take into account the specific needs and vulnerability of trans people in the 2015/16 review of housing allocation policy.</p>	<p>53. The housing allocation policy is currently under review. This review will include an Equality Impact Assessment that will consider the needs of the trans community. This review will complete Spring 2016. Lead: BHCC Housing</p>	<p>53. This is done and the allocation policy is currently being finalised. Trans people were specifically encouraged to take part in the consultation. Where applicable transphobia is included as a form of harassment. An EIA was completed on the Allocations Policy, including assessment of impact on trans people.</p>	<p>b. As per 2016 update.</p>
	<p>54. The BHCC Homemove service should update their equal opportunities policy and monitoring data to include gender identity.</p>	<p>54. This work will be done as part of the implementation of the new housing allocations policy and will complete Sumer 2016. Lead: BHCC Housing</p>	<p>54. In the process of a retendering exercise. Honorifics have been changed and there are now improved processes and guidance for people transitioning. Any tender for the new ICT system will include an option to declare gender identity, but only relevant material will be used to assess eligibility. All information will be used for monitoring analysis and informing service improvement</p>	<p>The council is currently in the process of implementing a new IT platform that will be in place in June 2018 as part of the implementation the issues that have been highlighted with regards to the trans community will be imbedded into the new IT platform.</p>

	<p>55. BHCC to promote trans inclusive practice by landlords and letting agents.</p>	<p>55. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include information on trans inclusive practices. Lead: BHCC Housing</p>	<p>As above, update 5.</p>	<p>As above, update 5.</p>
<p>BHCC – Sports Development</p>	<p>57. BHCC Sports Development to consider how the profile of trans people in sport and physical activity can be increased.</p>	<p>57. A case study highlighting the Brighton and Hove trans-swimming sessions has recently been submitted to the national Sport and Recreational Alliance.</p> <p>The Sports Development team have produced and circulated a new Sport and Physical Activity brochure which provides information on how to get active, promotes the weekly accessible, trans friendly, activity programmes and signposts to other health services such as the free NHS Health Checks.</p> <p>Within the councils new activity finder organisations are able to tag their opportunities as trans friendly.</p> <p>Meetings have taken place with LGBT Health Inclusion Project (HIP) to increase promotion of the trans swimming session and a new LGBT friendly Zumba session has been supported.</p>	<p>57, 58 and 59 <u>Active for Life Team, BHCC</u></p> <ul style="list-style-type: none"> • 22nd July – short presentation at the Trans inclusion in public services Conference - Audrey Emerton Building, Brighton. • 23rd July – Attended Trans Pride. • Promotion of the Trans Swimming session. <p>Trans Can Sport Partnership Sessions are trans specific, with friends, families and allies welcome. The project began in September 2016.</p> <p>Other Active For Life Team, as part of the Healthy Lifestyles Team, support::</p> <ul style="list-style-type: none"> • Work with Trans Can Sport to identify potential funding. • The trans logo on the front of the Get Active Programme. • Ensure links with local clubs and organisations, and help identify other suitable 	<p>57, 58 and 59 <u>Active for Life Team, BHCC</u></p> <ul style="list-style-type: none"> • Trans Swimming will go to weekly sessions at St. Luke’s from January 4th 2018, as agreed with Freedom Leisure. This is a positive step forward. • A member of the team has written a book about diverse families, including one called ‘My Daughter’s a Boy’. Children’s Services asked the author to read the book for interested staff from that directorate and others. • Active For Life worker will be working on a funding bid with Trans Can Sport. • As part of the LGBT Workers Forum, we promoted Transgender Day of Remembrance 2017. • Team, as part of the Healthy Lifestyles team provided an information stand and engagement opportunity at

		<p>Further meetings in November 2015 with Pride and LGBT HIP to explore opportunities within TAKEPART.</p>	<p>coaches and instructors to deliver on the project.</p> <ul style="list-style-type: none"> We will support the Trans Can Sport project through social media links 	<p>the Trans and Non-Binary conference in July.</p> <ul style="list-style-type: none"> Healthy Lifestyles Team activities including TAKEPART presentation to LGBT Forum TAKEPART 2017, the 2 week sport and physical activity festival and on going weekly activities promoted to the Trans community, The Trans logo features on the front of the Active for Life Programme, with a Trans Can Sport page. Distribution reaches 15,000 twice year.
	<p>58. BHCC Sports Development should liaise with trans community and voluntary sector to discuss how trans inclusivity could be promoted to private gyms/sports providers.</p>	<p>58. A factsheet on trans experience of community sport / activity and recommendations to be developed.</p> <p>Through the TAKEPART festival registration process identify local providers wishing to develop trans friendly opportunities</p>	<p>As above: 57</p>	<p>As above: 57</p> <p>Plus:</p> <ul style="list-style-type: none"> Promoted the Trans Alliance awareness training to organisations.
	<p>59. BHCC Sports Development should monitor the uptake and accessibility of the trans swimming sessions</p>	<p>59. The trans/queer swimming sessions continue at St Luke's Swimming Pool. Discussing incorporating Swim Fit and opening the sessions to young trans/queer people. Evaluating proposals from two developers</p>	<p>As above: 57</p>	<p>As above: 57</p> <p>Plus:</p> <ul style="list-style-type: none"> Further development of trans work with an officer working closely with Trans Can Sport and Freedom Leisure to support the provision of trans

		for the King Alfred Leisure Centre. Both meet the council’s specification to provide a separate ‘screenable’ pool and unisex accessible changing facilities.		safe sports session across the city and further development of the trans swimming sessions. Participants now numbering 10-12 fortnightly with many reporting confidence gained which enable swimming in open public sessions. There are plans to develop a weekly session following further promotion and publicity.
BHCC – ‘Cultural Services’	9. VisitBrighton could consider how it recognises and promotes Brighton & Hove as a trans inclusive destination, including practical information for trans visitors.	<p>9. VisitBrighton already highlight B&H as trans inclusive destination online and promote events such as Trans Pride. Further plans:</p> <ul style="list-style-type: none"> • Specific ‘trans’ page within the LGBT section of the new visitbrighton.com website • Aim to host a trans press visit; • Will work with trans community and appropriate groups and ensure appropriate language is used and shared. • Increase information on support available and other relevant services 	9: Awaiting information	9. No update available.
	60. Museums and libraries to continue to support inclusion of	60. Awaiting information	60. Libraries	60. Museums Jul17-Jun18: The Museum of Transology comprises a
			<ul style="list-style-type: none"> • <i>Into the Outside, the story so</i> 	

	<p>trans people in permanent and other exhibitions and events.</p>		<p><i>far</i>, a multi-partner heritage-learning project with local young people, re-examining the city's rich LGBTQ+ past..</p> <ul style="list-style-type: none"> • Pride Launch 22nd July, followed by a two week exhibition at Jubilee Library • An exhibition in the foyer at Jubilee Library for LGBT History Month in February • Libraries were a partner in Brighton Photo Biennial 2016 - theme <i>Beyond the Bias- Reshaping Image</i>. • Polari LGBT Literary Salon came to Hove Library on its national tour. <p>60. Museums: The Royal Pavilion & Museums service worked in partnership with Allsorts to create a new permanent LGBTQ display in the Images of Brighton gallery at Brighton Museum. The films they made are available online.</p>	<p>collection of artefacts and photographic portraiture began with donations from Brighton's vibrant trans community. It is now the largest collection representing trans people in the UK – if not the world.</p> <p>This display challenges the idea that gender is fixed, binary and biologically determined by exploring how the objects reflect the participants' self-determined gender journeys.</p> <p>This launches Be Bold, a series of collaborative exhibitions and events, programmed with Brighton & Hove's LGBTQ communities.</p>
<p>BHCC – Communities, Equality & Third Sector team</p>	<p>13. BHCC Communities, Equality and Third Sector (CETS) Team to review the role of mediation in relation to trans people and their families.</p>	<p>13. The CETS team does not fund the Mediation Service, but has highlighted this recommendation to them. The service has acknowledged the need for a more inclusive approach and are planning to run trans awareness training for</p>	<p>13. Trans training was commissioned by Mediation services and delivered by Trans Alliance and mediation services have developed a plan for going forward.</p>	<p>13. See update from 2016 in relation to training for mediation Service.</p>

		their staff and volunteers. The CETS team will explore this further.		
	61. The B&H Economic Partnership and the B&H Business Forum, with the support of B&H Connected and the Communities, Equality and Third Sector Team to consider how local businesses can be supported to be trans inclusive .	61: This works links to the Trans Kite Mark (see update 33)	61: This works links to the Trans Kite Mark (see update 33) As this scheme develops relevant teams will advertise it and encourage its use.	61: This works links to the Trans Kite Mark (see update 33) As this scheme develops relevant teams will advertise it and encourage its use.
Universities / Higher Education	<p>17. Higher education establishments should consider how further progress can be made to tackle transphobia and promote trans equality including:</p> <ul style="list-style-type: none"> • ensuring clear guidance is made available regarding transphobic bullying. • ensuring information about local groups and services for trans people is accessible to trans students (also via Students' Unions). 	<p>17. [University of Brighton info] The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> include guidance about how to report transphobic bullying and where to access support.</p> <p>The UoB is also currently developing guidance for staff on how to effectively support trans students.</p> <p>Information about local groups and services for trans people is provided at UoB Student Centres, Counselling Service, Student Advice Service, and the</p>	<p>17. University of Brighton: The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> has recently been updated to include more information about transphobic bullying.</p> <p>Student Services are developing guidance for staff on how to effectively support trans students To be launched Feb/Mar 2017.</p> <p>All Student Services staff (including counsellors) have now received Trans Awareness training from Allsorts Youth</p>	<p>University of Brighton</p> <p>The launch of guidance for university staff on how to effectively support trans students (including how to prevent and respond to transphobic bullying) has unfortunately been delayed until 2018. A draft of the guidance has now been completed and is due to be finalised and launched in the Spring of 2018.</p> <p>Information about local groups and services for trans people (including Allsorts Youth Project/Transformers, Mind Out, Navigate, Clare Project) continues to be provided at UoB</p>

	<ul style="list-style-type: none"> • ensuring counselling services are trans inclusive/appropriate. • considering the role of peer mentoring for trans students. • considering how trans people are represented in the curriculum. 	<p>Student Support and Guidance Tutor Scheme based in academic schools and LGBrighton (Students' Union LGBT+ Student Society).</p> <p>All UoB Counsellors (plus other support staff such as the Student Support and Guidance Tutors) have received Trans Awareness training from Allsorts Youth Project.</p> <p>The Careers Service runs a professional-to-student mentoring scheme specifically for LGBT students.</p> <p>The UoB Centre for Learning and Teaching (CLT) provide academic staff with up-to-date guidance on inclusive teaching, learning and assessment practices through their Continuing Professional Education (CPD) programme.</p> <p>[University of Sussex info]</p> <ul style="list-style-type: none"> • Guidance on harassment/bullying procedures is available online for students. • The University Counselling service for students currently has a trans counsellor 	<p>Project.</p> <p>The Careers Service continues to run their professional-to-student mentoring scheme.</p> <p>17. University of Sussex:</p> <ul style="list-style-type: none"> • The Deputy Director of HR is developing Trans staff guidance. • The Students' Union & Sussex LGBTQ is considering peer mentoring for trans students. • The new role of Deputy Pro-Vice Chancellor for Equality and Diversity. will look at inclusive teaching, learning and assessment practices • Student Life Centre Advisors have been trained to support students through transition. • The Student Life Centre has produced a training package to help staff support trans students. • Some Student Services staff have attended Grass Roots Trans suicide training. • Trans guidance leaflets from Allsorts and Terrence Higgins are available in Student Services offices. • The Careers Service would be happy to approach any 	<p>Student Centres, Counselling Service, Student Advice Service, and the Student Support and Guidance Tutor Scheme based in academic schools. The Students' Union's LGBT+ Student Society also provides this information.</p> <p>Allsorts Youth Project delivered Trans awareness training to the university's Student Residential Advisors. The SRAs are based in Halls of Residence and act as a first point of contact for students living in Halls; they also organise various social activities for students in Halls.</p> <p>The Careers Service continues to run their professional-to-student mentoring scheme specifically for lesbian, gay, bisexual, and trans (LGBT) students, in partnership with American Express. The scheme aims to pair current LGBT students who wish to gain employability skills and confidence, with professionals and managers from the AMEX's LGBT Pride Network who wish to share their experience. In 2016-17, 19 pairs completed the programme, and 8 students</p>
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		<ul style="list-style-type: none"> • Students' Union & Sussex LGBTQ to consider peer mentoring for trans students • Equality Committee will consider recommendation about presentation of trans people in the curriculum. • 	<p>trans-friendly local employers on behalf of trans students to arrange mentoring. They are aware of the Stonewall workplace equality index.</p>	<p>from the University of Sussex also participated.</p> <p>The School of Education has received funding from the university to work with Allsorts Youth Project to develop, revise and improve policy, procedures and practice to support trans students in their School, ensuring all guidance for School staff and partner agencies (i.e. staff at local secondary schools, primary schools, youth projects etc.) reflects current good practice. They will be utilising Allsorts expertise as a local LGBTU support group to survey students and staff and analyse the findings. The project will include reviewing how trans people are represented in their course curriculum.</p>
	<p>18. Student health and related services to ensure information related to trans health issues is made available online and at relevant sites including university GP practices.</p>	<p>18. [University of Brighton info] A range of information related to trans health issues is made available at University GP practices - for example, sexual health information leaflets specifically aimed at trans people.</p> <p>[University of Sussex info] Will update Wellbeing website and pass request to Health Centre.</p>	<p>18. University of Brighton: Various information related to trans health issues continues to be made available at University GP practices -.</p> <p>18. University of Sussex:</p> <ul style="list-style-type: none"> • The NHS Health Centre on campus has ordered trans leaflets and posters for their waiting room. • The LGBTQ society has a 	<p>18. See updates from 2016.</p>

			weekly welfare drop-in in the Student Life Centre	
Third Sector	<p>3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p>	<p>3. LGBT HIP sub-contracted by Community Works to deliver infrastructure support / capacity building to LGBT groups and organisations in the city.</p> <p>LGBT Groups Network helps smaller not-for profit groups get to know and support each other, share opportunities and resources, and to access specialist advice, information and support.</p> <p>MindOut is working in partnership with The Clare Project to develop their governance, policies, procedures and office systems, as well as supporting development of Trans peer support groups and providing operational advice.</p>	<p>3. LGBT HIP has delivered Train the Trainer and worked with Community Works (CW) to offer Volunteer Management training attended by several trans groups.</p> <p>LGBT HIP and CW brokered bespoke development support to Trans Alliance.</p> <p>MindOut’s work with The Clare Project is ongoing and positive.</p> <p>Community Works updates:</p> <ul style="list-style-type: none"> • Current support to Clare Project being developed • Delivered Governance workshop to LGBT groups • Support engagement of Trans group representatives • Training to membership on Trans and LGBT Awareness • Equalities Symposium, with an workshop on Trans and Gender Complexity • Trans rep on Equip 	<p>3. LGBT Switchboard working in partnership with The Clare Project on trans and non-binary engagement – ensuring that there is a link between the two organisations and the work that they are doing around engagement.</p> <p>3. This mentoring work for the Clare Project is paid for via a wider contract for peer support groups provided by the Clare Project and commissioned by public health. These groups aim to promote emotional wellbeing in trans adults.</p>
	<p>7. LGBT organisations should demonstrate how they are promoting trans inclusion (eg. in</p>	<p>7. LGBT organisations to collect data on Trans use of services where possible.</p>	<p>7. LGBT HIP has:</p> <ul style="list-style-type: none"> • supported volunteers to lead Switchboard’s trans awareness training. 	<p>7. LGBT Switchboard has continues to offer trans awareness training to organisations requesting it.</p>

	<p>annual reports).</p>	<p>Variety of plans including increasing volunteering opportunities, social media use, sharing knowledge on making trans inclusive spaces, workshops and equality sessions.</p>	<ul style="list-style-type: none"> delivered Trans Awareness training to a range of volunteers and for Pavilions Two trans specific reports: <p>Other activities:</p> <ul style="list-style-type: none"> LGBT Switchboard has enabled volunteers/ service users to share pronouns on application forms <p>MindOut:</p> <ul style="list-style-type: none"> collects data, published in Annual Report. Trans Awareness training for B&H Advocacy Partnership. ran non-binary peer support group and appointed a Trans Advocacy worker. appointed four trans members of staff, and has trans representation on the Trustee Board. published a leaflet on all trans work and piloted a trans specific online session 	<p>LGBT HIP is working on an engagement piece of work looking at how gender identity is monitored within health settings.</p> <p>Through the Inclusion Award LGBT Switchboard has worked with GP settings in viewing forms and putting in place patient friendly systems around gender identity and trans status.</p>
	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p>	<p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p>	<p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p>	<p>8. As per update in 2016</p>

	30. NHS and CVS mental health services should ensure that they are trans inclusive.	30. LGBT HIP's ongoing engagement work around trans inclusion includes recent consultations on trans people's experience of drugs and alcohol services and trans people's experiences of Hospital Care.	30. LGBT HIP supported the development and launch of the GP Guide for Supporting Trans Patients. LGBT HIP provided Trans Awareness Training at the CCG Protected Learning Scheme to 40 non-clinical workers. LGBT HIP provided trans-inclusion consultation to NHS Cancer Prevention Team to update Trans Cancer resource	30. No further update available.
	44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.	44. Development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks.	44. LGBT Switchboard helpline volunteers have had Hate Crime Reporting training and this is a way for people to report transphobic hate crime. New training dates for Hate Crime reporting in early 2017 (potentially with LGBT Liaison Officer TBC)	44. LGBT Switchboard Helpline volunteers annually have Hate Crime Reporting training and are equipped to support individuals reporting transphobic hate crime.
Trans organisations	5. BHCC, the CCG and trans community & voluntary sector groups should: • identify how a	5. Awaiting information	5. Claire Project website has section <u>Know your Rights</u> -developed by LGBT Liaison Officer. This includes information on the Equality Act,	Trans organisations: work is ongoing with groups to support their capacity and help with sustainability at present. As outlined in others areas of this

	<p>central information resource for trans people and support organisations can be provided</p> <ul style="list-style-type: none"> • consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. 		<p>Hate Crime reporting and Deed of Name Change.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project. These were distributed at Trans Pride 2015 and 2016: What can I do about transphobia?</p>	<p>table, work is continuing but no more specific details could be provided.</p>
	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p>	<p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p>	<p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p>	<p>See update in 5 above, in this section.</p>
	<p>11. Trans community groups to provide briefing sessions as part of inductions of elected members and other city leaders.</p>	<p>11. Awaiting information</p>		<p>See update in 5 above, in this section.</p>
	<p>22. Trans community groups to engage with Job Centre Plus and</p>	<p>22. Awaiting information</p>		<p>See update in 5 above, in this section.</p>

	DWP to ensure awareness and understanding of rights, especially with regard to access and sustaining employment.			
NHS England	28: NHS England should produce a resource for trans people and clinicians describing eligibility for health screening services.	28: Awaiting information	28 and 35. NHSE Updates: Charing Cross Clinic The Board has decided that the service doesn't sit well in a mental health group and have given notice on the contract. Discussions and consultation have taken place. NHSE will attend the Health & Well-Being Board to update on their progress against the TNA recommendations.	All NHS England Updates. 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. Their website says: 'Existing GIC patients will continue to receive their care uninterrupted, with the same staff, in the same location. The GIC is a multi-disciplinary administrative and clinical team, including psychologists, psychiatrists, endocrinologists and speech and language therapists. The team works together in order to provide holistic gender care, focusing on the biological/medical, psychological and social aspects of gender.'
	29. NHS England should issue best practice guidance for GPs, including regarding the collection and storage of personal information related to trans people.	29: Awaiting information	29: Awaiting information	
	35. NHS England should improve the quality and configuration of Specialist Gender		As above, no. 28	

	<p>Identity Services (SGIS) for the Brighton & Hove population:</p> <ul style="list-style-type: none"> • Progress should be reported to the Health and Wellbeing Board. • Waiting times and achievement against national standards should be reported publically. • Services should be required to run service user groups. • Services should take into account the needs of people with non-binary gender identities and from BME groups. 			<p>Update on the national review of specialised services for trans and non-binary people:</p> <p>The consultation on new service specifications for adult services, took place over the summer and lasted 14 weeks. There were face-to-face events and a number of focus groups, as well as three webinars. NHSE also attended Trans Pride in Brighton.</p> <p>There was a high response rate – more than 800 people responded via the online survey and through written responses.</p> <p>All responses are now being analysed by an independent third party organisation. The final report will be available in the New Year. NHSE will also seek advice from relevant Clinical Reference Groups and external groups and organisations in forming the final versions of the service specifications.</p> <p>Once clearer on the future shape of the service specifications, there will be a further update, including the plans for a process of national</p>
	<p>36. NHS England and the CCG should continue to consider what local action can improve the service pathway, including exploring the development of local specialised gender identity services as well as counselling services following referral.</p>	<p>36. A recommendation was referred by the council's Neighbourhoods, Communities and Equality Committee to the Health & Well-Being Board</p> <ul style="list-style-type: none"> • That the Committee's concerns and frustrations in respect of waiting lists and access to health pathways especially in relation to specialist services be conveyed to the Health and Wellbeing Board requesting 		

		<p>that that they seek to bring leverage to bear to facilitate innovative solutions by NHS England.</p> <p>It was agreed that NHS England will bring an item to the HWB in 2016. Brighton & Hove CCG has been invited to be the local commissioning representative on the national group redesigning the pathway.</p>		<p>procurement to identify which organisations are best placed to deliver specialised gender identity services in the future.</p> <p>There are also priority areas set for 2018 including a plan to develop meaningful indicators of quality for surgical and non-surgical services.</p>
Clinical Commissioning Group	<p>3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p>	<p>3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.</p>	<p>3. The Third Sector prospectus includes a specific requirement on engaging with, and supporting capacity building for, trans communities. This work will start in April 2017 (dependent on receiving satisfactory proposals)</p>	<p>3. 3. The Third Sector prospectus (joint CCG and BHCC funding) includes a specific requirement on engaging with, and supporting capacity building for, trans communities. LGBT Switchboard is working in partnership with The Clare Project on trans and non-binary engagement – ensuring that there is a link between the two organisations and the work that they are doing around engagement.</p>
	<p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and</p>	<p>4. The CCG commission the LGBT Health and Inclusion project for engagement with the LGB and T communities. Currently they are consulting on experiences of trans people in</p>	<p>4. As above</p>	<p>4. As 3 above.</p>

	service provision.	hospital settings. It is currently being considered as to whether there needs to be a separate trans engagement mechanism when this work is recommissioned (for April 2017)		
	5. BHCC, the CCG and trans community & voluntary sector groups should: <ul style="list-style-type: none"> • identify how a central information resource can be provided • consider holding an event 	<p>5. The CCG will be speaking to Switchboard about what kind of information is needed and where it is best held. This could potentially be included on the My Life portal</p> <p>Event: to be confirmed.</p> <p>Work will need to be done to ensure all parts of this hub and event are effectively linked.</p>	5. To be confirmed	5. Conversation to take place with LGBT Switchboard in early 2018.
	30. NHS and CVS mental health services should ensure that they are trans inclusive.	30. The CCG agrees that this should be the case, and commissions all of our services to be inclusive of all communities. Should there be specific feedback from the Trans community relating to MH services, the CCG would be more than happy to discuss further	30. As per update Dec 2015. Commissioners have embedded responding to trans issues within the procurement for the new Wellbeing service.	30. The CCG gathers feedback from the Trans community via its equalities engagement mechanisms, and we ensure feedback is passed to commissioners to contribute to service change. EIAs are conducted for each service redesign of procurement, which will draw on existing feedback from the Trans community and indicate where further engagement is needed.
	31. The CCG should	31. There have been significant	31. As per update Dec 2015	31. The CCG will continue to

	<p>review:</p> <ul style="list-style-type: none"> • access to mental health support in crisis and/or out of hours • access to counselling and CVS mental health service provision. 	<p>developments in mental health crisis services over the past few years and the Crisis Care Concordat has created an additional momentum to this.</p> <p>The CCG commissions MindOut to support LGBT people.</p> <p>The CCG will be re-procuring the primary care mental health service next year and will also be reviewing all of psychosocial, advocacy and day services contracts held with the third sector, including engaging with trans people.</p>		<p>part fund the Trans advocate in 2018/19.</p> <p>The CCG will be reprocurring psychosocial, advocacy and day services contracts; this process will include a review of existing feedback and further engagement to inform the recommission.</p>
	<p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p>	<p>32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p>	<p>32. As per update Dec 2015</p>	<p>32. No update available</p>
	<p>33. All General Practices should receive trans awareness training and the CCG should work with the Local Pharmaceutical Committee to improve</p>	<p>33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016.</p> <p>A guide for GPs on supporting</p>	<p>33. An LGBTQ kitemark is being developed, to be piloted in a number of GP practices; the “gold” level will include training – including trans awareness – for practice staff</p>	<p>33. LGBT Switchboard has worked in partnership with Trans Alliance and developed the Inclusion Award and through the CCG funded pilot supported four GP practices achieve the award.</p>

	trans awareness in community pharmacy staff.	people accessing gender identity services is now on the CCG website. The Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.		
	34. The CCG and social care commissioners should consider how advocacy to support trans people to access health and social care services can be provided.	34. The CCG is currently in negotiation with BHCC about jointly funding trans advocacy, based on a proposal by Mind Out	34. Trans advocacy is now operational. CCG funding confirmed for 2017/18. See update 34.	34. Trans advocacy is now operational. CCG funding confirmed for 2018/19. See update 34 .
	36. NHS England and the CCG should continue to consider what local action can improve the service pathway, including exploring the development of local specialised gender identity services as well as counselling services following referral.	36. The CCG is in discussion with specialised commissioning (NHSE) and is part of the group to review the pathway.	36. See update for 28 above re NHSE	36. See update for 28 above re NHSE
	37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender	37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at	37. See update for 28 above re NHSE	37. See update for 28 above re NHSE

	endocrinology clinic, including confirming GP referral criteria.	this point as it still sits with specialised commissioning.		
	38. CCG to facilitate providing training and guidance for GPs in relation to hormone therapy and other clinical issues.	38. There is a training event planned for primary care in Spring 2016 at the Nuffield hospital to be delivered by trans clinicians including surgeons and endocrinologists	38. The GP training session at the Nuffield was very successful with good attendance by GPS and practice nurses with talks from endocrinologist and psychiatrist from Charing Cross and local surgeons.	38. See update for 2016.
General Practitioners (GPs)	32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.	32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.		32. No further update available,
	33. All General Practices should receive trans awareness training and the CCG should work with the Local Pharmaceutical Committee to improve trans awareness in community pharmacy staff.	33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016. Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.	33. Trans advocacy is now operational. CCG funding confirmed for 2017/18	33. LGBT Switchboard has worked in partnership with Trans Alliance and developed the Inclusion Award and through the CCG funded pilot supported four GP practices achieve the award.
Brighton &	27. Clinic T should	27. Clinic T has been promoted		27. As 2015 update.

Sussex University Hospitals Trust	review how the sexual health service is promoted to the trans community and data from the service (and other sexual health services) should be used to inform Public Health of the sexual health needs of the trans community.	to the Trans groups in Brighton, an outreach session was held with Allsorts, and had a stall at Trans Pride. THT also promoted the clinic during HIV Testing Week and on some of their publicity. Links to Trans Alliance committee now. Clinic-T is also mentioned in the recently published CCG guidance. Plans for more training days with GPs.		Clinic T providing a wide range of health services for people who identify as trans, non-binary and gender variant http://brightonsexualhealth.com/service/clinic-t/
	32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.	32. The Preventing Suicide Among Trans Young People - Toolkit for Nurses' has been discussed with the Paediatric Nurse Consultant at the children's hospital, and will be made available to all staff in the Children's Emergency Department, and forwarded to the Paediatric Mental Health Team.		32. This toolkit has been widely circulated and widely used in BSUH since 2015. The Fair Care for Trans Patients from the Royal College of Nurses was sent to all staff in 2016.
	37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.	37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at this point as it still sits with specialised commissioning.		37. The Trust has been invited to take part in this work and is considering its approach, working with the CCG.
Health watch	40. Healthwatch Brighton & Hove should monitor progress in	40: A number of work strands are underway: <ul style="list-style-type: none"> • Feeding into NHS England 	40: Healthwatch Brighton and Hove have continued to support and promote this work:	40. We continue to press East Sussex Healthwatch and the HWLH CCG to respond to the

	<p>improving the SGIS pathway and other health services for local trans residents.</p>	<p>national consultation on gender identity services and also linking NHS England to local patient reps.</p> <ul style="list-style-type: none"> • Ensuring NHS England aware of Trans Needs Assessment, Scrutiny etc. • The council allocated £5k to HW last year to be used to fund trans advocacy work in partnership with Mind Out. • Meeting with the Trans Alliance with regard to supporting their project in pharmacies. • Meeting with two trans people regarding their concerns about health services and referring these onto ICAS • Attended Trans* Pride • 10 people from HW attended a trans awareness session 	<ul style="list-style-type: none"> • HWBH briefed the CEO of the Care Quality Commission about the Trans advocacy work and issues trans people have raised with us. • Similar to the above but with the local CQC inspection team for B&H - all three CQC Directorates - July 2016 • HWBH staff met with a group of local trans people and in related work with LGBT older people Sep16 • The Trans Advocacy project won a national commendation at the Healthwatch Annual Conference and Awards Ceremony 2016 • The Trans Advocacy project and issues raised by local trans people were shared in detail with senior NHS England staff <p>HWBH will aim to include trans people in our new Spokes programme.</p>	<p>Advocacy needs of trans women in Lewes Prison. We are also seeking advice from the Brighton and Hove CCG on endocrinology issues.</p> <p>As part of the STP Mental Health work stream we have raised issues about delays and personal impact issues related to the Trans psychology assessment process.</p> <p>We regularly meet with the lead Councillor for Mental Health and the NHS delivery manager for mental health. In the new year trans issues are on that agenda.</p> <p>Trans people were also well represented in our recent GP on line survey. Details will be available in the New Year.</p>
<p>Sussex Police</p>	<p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of</p>	<p>44. The Community Safety Casework team have decided that increasing trans people's trust and confidence with regards to the Trans community.</p>	<p>44. This is an item for discussion at the Trans External Reference Group (ERG). We will look to include any suggestions for this work within our Sussex Hate Crime Action</p>	<p>44. No update available</p>

	<p>transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p>	<p>We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p> <p>The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway.</p>	<p>Plan.</p>	
	<p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p>	<p>46. Specialist domestic and sexual violence services have been commissioned, with the specification including consideration of issues for trans survivors. A skills and training needs survey in relation to domestic and sexual violence is underway to develop a training strategy, including consideration of issues for trans survivors.</p> <p>Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale research project into supporting trans survivors of sexual violence.</p>	<p>46. See previous year update.</p>	<p>46. See 2015 update.</p>

	47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.	47. This project is ongoing.	47. See above, update 46.	47. See above, update 46.
	49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system, including custody/bail hostels and the courts, and support relevant organisations to do so.	49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video Trans training produced by Sussex Police around addressing, respecting and understanding trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.	49. Action completed, see update Dec 2015	49. Action completed, see update Dec 2015
Other	1. The Equality and Inclusion Partnership (EQUIP) and other city partnerships should maintain an overview of action on the basis of the needs assessment.	1. EquIP will receive regular reports from the trans sub-group overseeing the implementation of these recommendations and will support city-wide completion of the actions.	1. Ongoing: the group meets regularly with representation from all the groups and organisations with recommendations within the TNA. It is chaired by the Lead Members for Neighbourhoods, Communities and Equality.	1. Ongoing: the group meets regularly with representation from all the groups and organisations with recommendations within the TNA. It is chaired by the Lead Members for Neighbourhoods, Communities and Equality.
	6. Brighton Pride	6. Awaiting information		6. No update available,

	should maintain a focus on promoting trans inclusion.			
	<p>23. Employers (both public and private sector) to:</p> <ul style="list-style-type: none"> • to promote and ensure access to apprenticeships for trans people. • to develop advocacy and mentoring in the workplace, both whilst in employment and to promote access. 	<p>23. BHCC: The council proposes to include a positive action statement in its job adverts for apprentices. Similar diversity messaging will also be included on the Apprenticeship section of its jobs site.</p> <p>The council will also publish its Supporting Transgender Staff Policy on its jobs site.</p> <p>Regrettably, the council's dedicated diversity mentoring scheme is currently discontinued due to a lack of resources and available funding.</p>		<p>23. BHCC: Positive action statements, including encouraging trans applicants are now included on adverts, based on data collected by directorate.</p>
	<p>45. BHCC Transport team to advise on liaising with Brighton Area Buswatch and Brighton & Hove Buses over improving feelings of safety on buses.</p>	<p>45. A meeting is planned in January of the Transport team, Brighton & Hove Buses and members of the trans sub-group to discuss this recommendation. The 'Helping Hands Scheme' may be a suitable scheme to be extended to this community.</p>		<p>45. No update available</p>
	<p>61. The Brighton & Hove Economic Partnership and the Brighton & Hove</p>	<p>61. May be possible to link in with the kite-marking scheme and use this to raise awareness and standards.</p>		<p>61. As the kite mark develops the intention is to expand it to cover businesses.</p>

	Business Forum, with the support of Brighton & Hove Connected and the Communities, Equality and Third Sector Team to consider how local businesses can be supported to be trans inclusive and to meet the requirements of the Equality Act.			
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Additional work not covered in the recommendations above

Organisation	December 2017 update on activity and outcomes
Trans and Non-Binary Conference 2017	<p>The Annual Brighton Trans & Non-Binary Conference took place in the city 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 with 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 coming together to share, listen and learn about the realities of trans and non-binary lives.</p> <p>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).</p> <p>The conference is a direct outcome of the city's Trans Needs Assessment, completed in 2015 (link to the TNA online). This drew together information on a range of topics, including health and wellbeing, healthcare, community safety and housing, from data, interviews and focus groups. A series of recommendations for all partners across the city were defined from the findings. One of these was a commitment to report annually on progress to increase inclusion for trans people: the conference has emerged from this and developed into something structured and created by trans and non-binary people and people exploring gender identity subjects. The event is also an opportunity for trans and non-binary people to share their experiences and increase understanding of trans and non-binary lives and what we can all do to make them better.</p> <p>Sessions during the 2017 conference 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. Throughout the day the Brighton Trans Alliance provided 'Trans 101' awareness sessions and LGBT Switchboard facilitated a quiet space for trans and non-binary people needing to take a time out or receive support.</p> <p>The conference was supported by the University of Sussex, Brighton & Hove City Council, Brighton & Hove Clinical</p>

	<p>Commissioning Group, Brighton & Hove LGBT Switchboard, Sussex Partnership NHS Foundation Trust, Sussex Community NHS Foundation Trust, Brighton & Sussex University Hospitals NHS Trust, Sussex Police and the Sussex Police & Crime Commissioner.</p> <p>Nest year’s conference is planned to be over two days and will also include intersex people, after contacts have been established with an intersex national organisation. Once again the University of Brighton will host, with BHCC being an active partner in all aspects of the planning, funding and co-ordination, via the Communities, Equality & Third Sector Team.</p>
<p>BHCC – Brighton Centre</p>	<p>We now have 6 “Toilets for Everyone” (TFE) on site at the Brighton Centre, 4 of which are single stall, 2 double stall backstage (generally not a public area). We’re looking to build 1 new single stall in our Restaurant soon. We opened them in September 2017 to positive feedback.</p> <p>One negative comment around them “being for everyone unless you’re disabled” led us to change the name of our accessible toilets to “Accessible For Everyone”. The TFE also have signage in them that states that the toilet is for anyone to use but if more accessible facilities are required to use the closest accessible toilet (and gives directions to it) or states that we have a changing place on the ground floor.</p> <p>Our conferences, particularly UNISON LGBT, Labour Party and the NUS congress, have given really positive feedback on them – we used to put temporary gender neutral toilets in for their events, by changing over a quiet female multi-stall toilet, which was not ideal at all. Tweets have shown photos of the toilet signs with messages saying “see rest of the world, it’s not that hard” and “thank you Brighton Centre #WeExist”</p> <p>Brighton Centre staff have also been speaking with other teams in the council about the TFE’s installed (Libraries and Museums) and giving advice / thoughts, and will continue doing so.</p>
<p>Brighton and Sussex University Hospitals NHS Trust</p>	<ul style="list-style-type: none"> • Trans awareness training provided by Allsorts Youth Project ran throughout 2017 and has been extended to continue throughout 2018,at RACH. • Mx. Prefix available for patients and service users. • Staff can have more than one ID badge to help enable greater staff expression. • Bespoke support provided by Equality, Diversity and Inclusion team, to help facilitate smooth transition in the workplace for both the individual concerned and their teams/colleagues. • Clinic T providing a wide range of health services for people who identify as trans, non-binary and gender variant (http://brightonsexualhealth.com/service/clinic-t/) • Promotion of Trans Day of Remembrance.

	<ul style="list-style-type: none"> • More inclusive EDI site (www.equalityhub.org) • Continued roll-out of the following <ul style="list-style-type: none"> ○ 10 Tips for Improving Services for Trans People ○ Supporting Trans Staff and Patients • Continued use in clinical areas of <ul style="list-style-type: none"> ○ RCN, Fair Care for Trans Patients ○ PHE & RCN, Preventing suicide among lesbian, gay and bisexual young people. • Gender neutral toilets available in the Lawson Unit. • Continued support for the Brighton Trans and Non-Binary Conference 2017. • Guidance for staff re common gender identity issues. Feedback from trans patients has been very positive – many of them have come to Brighton for the city’s trans inclusive reputation.
<p>University of Brighton</p>	<ul style="list-style-type: none"> • The Equality and Diversity Team are currently working with Human Resources to review its policies and procedures for trans staff. Guidance for staff will be developed in 2018. • The university collected data on students’ gender identity for the first time during online enrolment in 2016/17. The data was published and analysed in the Student Equalities Report 2016-17: https://staff.brighton.ac.uk/ss/Documents/Student_Equalities_Report_2016-17.pdf • The university has arranged for Allsorts Youth Project to deliver two trans awareness sessions during the Spring term of 2018. These are open to all staff and will run alongside broader LGBT awareness sessions that are also being provided by Allsorts. Further sessions may be arranged following evaluation of these sessions. • The university supports research in areas associated with trans, non-binary and gender identity. For example, Professor Katherine Johnson, Professor of Psychology and Sexualities, and leader of the university’s Centre for Transforming Sexuality and Gender has particularly research interests in this area and is currently involved in research on ‘ACCESSCare: Advanced Cancer Care Equality Strategy for gendered and Sexual Minorities’, and on ‘Trans Youth: What matters? Creative-arts based projects with trans youth groups’. https://www.brighton.ac.uk/staff/katherine-johnson.aspx • The Centre for Transforming Sexuality & Gender is co-hosting an event with GIDS, Tavistock & Portman Trust, focused on the role of third-sector support for gender diverse youth. The centre has also funded 2 PhD bursaries for topics including trans sex and relationships, and trans participation in grassroots sport. https://www.brighton.ac.uk/research-and-enterprise/cores/centre-for-transforming-sexuality-and-gender.aspx

