





Brighton & Hove
City Council

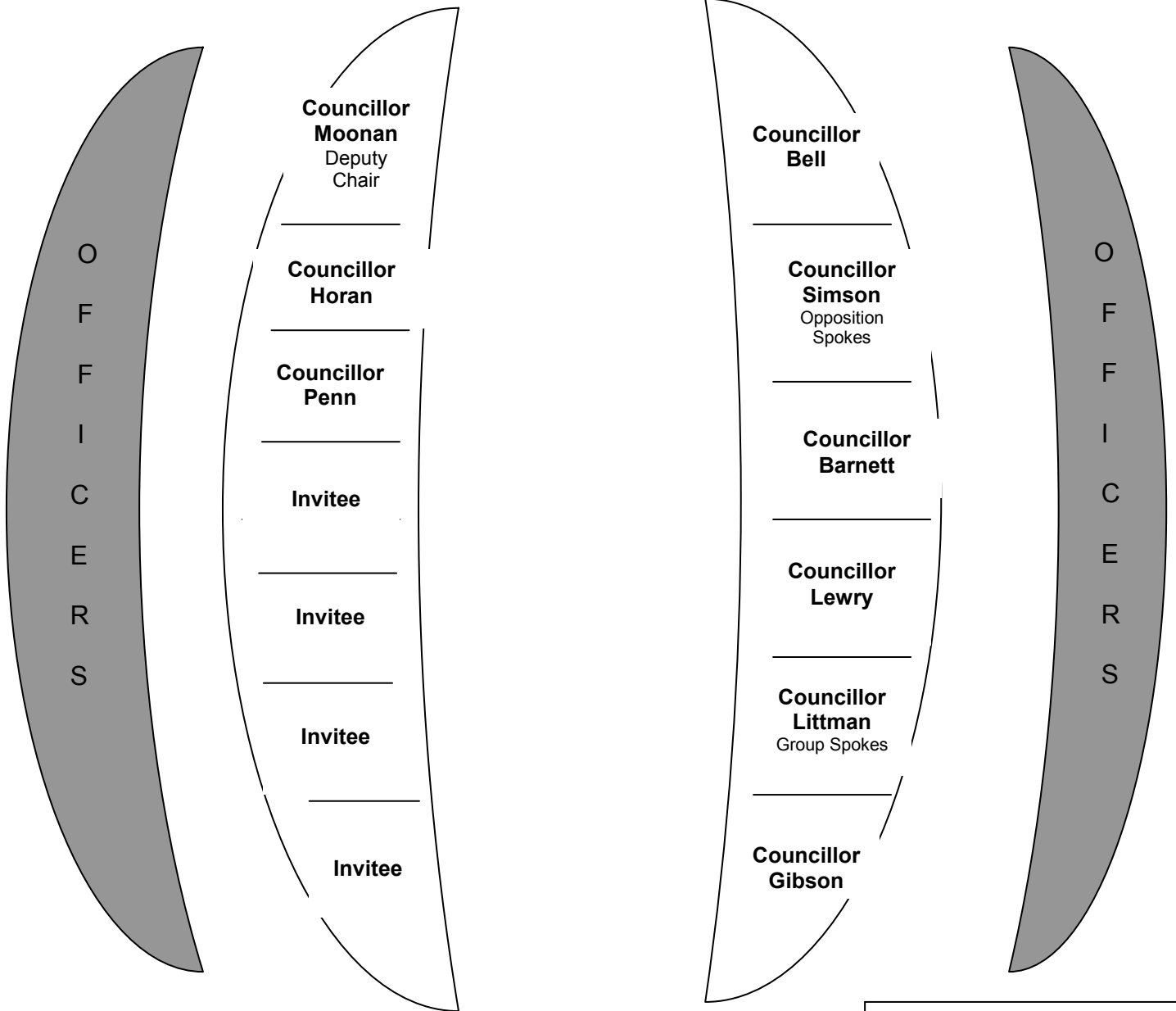
Neighbourhoods, Communities & Equalities Committee

Title:	Neighbourhoods, Communities and Equalities Committee
Date:	5 October 2015
Time:	4.00pm
Venue	Friends Meeting House, Ship Street, Brighton
Members:	Councillors: Daniel (Chair) Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Barnett, Bell, Gibson, Hill, Horan and Lewry,
Invitees:	Geraldine Hoban (Clinical Commissioning Group), Hanan Mansi (HOPE Sussex), Joanna Martindale (HK Project) and Nev Kemp (Sussex Police)
Contact:	Penny Jennings Democratic Services Officer 01273 291065 penny.jennings@brighton-hove.gov.uk

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Democratic Services: Neighbourhoods, Communities & Equalities Committee

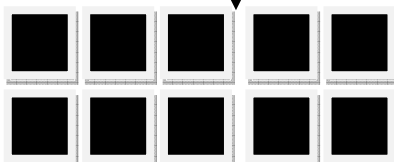
Legal Officer	Assistant Chief Executive	Councillor Daniel Chair	Democratic Services Officer
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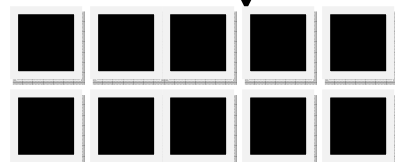
Press

Public Speaker Public Speaker

Public Seating



Public Seating



AGENDA

13 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

14 PRESENTATION - STREET COMMUNITY

Presentation – Update on life of the city’s street community.

Following a presentation and the opportunity to ask questions it is intended that there will be a short break before proceeding to the further business of the meeting.

15 MINUTES

1 - 10

To consider the minutes of the meeting held on 15 July 2015 (copy attached).

16 CHAIRS COMMUNICATIONS

17 CALL OVER

- (a) Items (18 – 24) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

18 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public to the full Council or at the meeting itself.
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 26 September 2015.
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 26 September 2015.

19 MEMBER INVOLVEMENT

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions referred from Full Council or submitted directly to the Committee;
- (b) **Written Questions:** To consider any written questions;
- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.

20 ROUGH SLEEPER STRATEGY UPDATE

11 - 18

Joint Report of the Executive Director, Adult Services and the Acting Executive Director, Environment, Development and Housing (copy attached)

Contact Officer: Andy Staniford Tel: 29-3159
Ward Affected: All Wards

21 PROGRESS TO DATE ON ESTABLISHMENT OF THE BRIGHTON & HOVE FAIRNESS COMMISSION – OCTOBER 2015 19 - 24

Report of the Assistant Chief Executive (copy attached)

Contact Officer: Julia Reddaway/ Matthew Wragg Tel: 29-3944
Ward Affected: All Wards

22 EQUALITY & INCLUSION POLICY REVIEW PROPOSAL 25 - 28

Report of the Assistant Chief Executive (copy attached)

Contact Officer: Sarah Tighe-Ford Tel: 29-2301
Ward Affected: All Wards

23 PREVENT : NEW STATUTORY DUTY 29 - 38

Report of the Director of Public Health (copy attached)

Contact Officer: Nahida Shaikh Tel: 29-0548
Ward Affected: All Wards

24 TRANS NEEDS ASSESSMENT FINDINGS AND RECOMMENDATIONS 39 - 60

Report of the Director of Public Health (copy attached)

Contact Officer: Alistair Hill Tel: 29-6560
Ward Affected: All Wards

25 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to the 22 October 2015 Council meeting for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting.

26 COMMUNITY VENUES FOR FUTURE MEETINGS

Please Note, Community Venues for meetings the remainder of the Municipal Year are as set out below :

23 November, 2015, St Richard's Community Centre, Egremont Road, Hove;

25 January 2016, South Portslade Community Centre, Church Road, Portslade;

14 March 2016, Valley Social Centre, Whitehawk Way, Brighton.

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk. Agendas are available to view five working days prior to the meeting date.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

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For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication Friday, 25 September 2015

BRIGHTON & HOVE CITY COUNCIL

NEIGHBOURHOODS, COMMUNITIES AND EQUALITIES COMMITTEE

4.00pm 20 JULY 2015

**BRIDGE COMMUNITY CENTRE, LUCRAFT ROAD, MOULSECOOMB, BRIGHTON, BN2
4PN**

MINUTES

Present: Councillor Daniel (Chair) Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Barnett, Bell, Horan and Lewry

PART ONE

1 PROCEDURAL BUSINESS

(A) Declarations of Substitutes

1.1 Councillor Penn was present in substitution for Councillor Hill and Councillor Mac Cafferty was present in substitution for Councillor Gibson.

(B) Declarations of Interest

1.2 Councillor Simson declared a personal interest in Item 9 – Third Sector Investment as a trustee of Deans Youth Project.

1.3 Councillor Moonan declared a personal interest in Item 9 – Third Sector Investment as a trustee of the Brighton Fund.

(C) Exclusion of Press and Public

1.4 In accordance with Section 100A of the Local Government Act 1972 (“the Act”), the Committee considered whether the public should be excluded from the meeting during consideration of any item of business on the grounds that it is likely in view of the business to be transacted or the nature of the proceedings, that if members of the public were present during it, there would be disclosure to them of confidential information as defined in Section 100A (3) of the Act.

- 1.5 **RESOLVED** - That the public are not excluded from any item of business on the agenda.

2 CHAIRS COMMUNICATIONS

- 2.1 The Chair gave the following communications:

“This meeting is being recorded and will be capable of repeated being viewing viable online webcast.

Opening message from the Chair

Welcome – councillors, partners from other public agencies and community and voluntary sector and people of the city to this new committee.

Aims of new committee – how we are going to work

- Work with communities and partners on how we tackle the impact of budget challenge – in context of the savings to be made over next 4 years
- Focus on tackling poverty and inequality, to ensure everyone shares in the city’s economic success, and how to deliver services at a neighbourhood level.
- Through learning from other local authority areas, challenging what is and isn’t working here and most importantly collaborating with communities and partners we are keen to develop plans that are local, accountable and designed for the unique city that is Brighton & Hove.
- Rotating venue around the city – extending our membership

Some notable events over the last month

Three key awards to mention – in recognition of excellent work in our communities:

- Last month Pat Weller from Hangelton and Knoll received MBE
- Dr Hong Lu, from Hove, also received MBE for services to the Chinese community in the city and across the UK
- Band of Brothers a voluntary group that provides mentor for young men from disadvantage backgrounds received queens award for voluntary service

Events coming up over the next month to mention

- Group of Trans residents have set up and grown in the last three years Trans Pride which will be happening again this year this coming weekend at the Peace Gardens on Dorset Gardens in Kemptown. A section of our city community whilst small in number face some of the worst discrimination, prejudice and inequality of our city residents.
- A Trans needs assessment is nearing its completion and we also look forward to hearing the findings and recommendations.

- We also of course have Pride on 1st August with over 160,000 participants it has international recognition for its celebration of LGBT community and its supporters. And this year marks its 25th birthday. Pride, the council and Police having been working very hard to make it safe and inclusive festival including the street party that has grown alongside it and I look forward to another great day.

Chair's activity

Also Eid Mubarak to our Muslim community who have just finished Ramadan. I attended the most recent One Voice meeting last month in my role as Chair of this Committee – a powerful and important initiative which has grown out of the need to resist Islamophobia in our city.

I also attended an event last month as part of Volunteers' Week which really highlighted the strength and depth of volunteering in our city – something I would like to see grow even more.

Final remarks

The remit of this committee is vast and with potential overlap with other committees put I feel strongly and passionately that through its work it will ensure that reducing inequality and creating a fairer city will be integral to every action that the council takes and that our partners and communities are here as an integral part of the journey with us, together.”

3 CALL OVER

3.1 The following items were reserved for discussion:

- Item 8 Brighton & Hove Fairness Commission Ways of Working
- Item 9 Third Sector Investment
- Item 11 Neighbourhood Enforcement Teams

3.2 The Democratic Services Manager confirmed that the items listed above had been reserved for discussion, and that the following reports of the agenda, with the recommendations therein, had been approved and adopted.

- Item 10 Corporate Plan & Medium Term Financial Strategy 2015-2019: Budget Planning and Resource Update 2016/17

4 PUBLIC INVOLVEMENT

(B) Written Questions

4.1 The Chair noted there was one written question and welcomed Lynne Shields to the Committee and asked her to come forward and put her question to the Committee.

4.2 Ms Shields asked:

“The Policy and Resources Committee report July 9th stated that due to reduced funding it is likely the Council will ‘shrink’.

The report suggested that as a result the relationship between the council, partners, providers and citizens will need to adapt.

How will we inform our neighbourhoods and communities about this ‘need to adapt’ and how will these various groups be supported to work together in a positive and effective way?

I will be joining The Older Peoples Council later in the month and will be representing East Brighton and Queens Park. I would like to know how I can support the Council in its aims to inform and adapt?”

4.3 The Chair responded:

“The council has been working with communities of place, and communities of identify and interest for many years now through a wide range of mechanisms from funding community development workers in priority neighbourhoods to resident involvement officers on council housing estates to parent involvement workers through our children centres to support for the Racial Harassment Forum. The purpose of any engagement activity has always been to work with residents to not only identify their needs and concerns but also their assets and work together on developing and delivering solutions within available resources with many community and voluntary groups going on to secure non-council funding.

This approach will not only continue but be bolstered under the Labour administration which a strong push for more neighbourhood based working, improved co-ordination and delivery by engagement and participation workers across the council and discussions with a range of forums for example, Older Peoples Council, Local Action Teams about responding to city's challenges and aspirations including the budget challenge.

I strongly believe that the council and its officers should be playing a greater enabling role that builds an interdependent relationship between residents and public services. I am keen to re-establish a more co-operative relationship between communities, citizens and public services. This will require a significant culture shift for the council and changes to its staff structures, processes and systems to enable new forms of participation, co-production and engagement and volunteering. The Council is developing a programme that aims to support and enable us to work more collaboratively with residents, communities and other partners so we can develop and deliver more services 'with them' rather than 'to them'. This programme will include

1. Commissioned and in house community development and community engagement support
2. A staff development approach to ensure staff have the right skills to work with communities.

3. A communication and information campaign
4. A review of the city's 'Community Engagement Framework'
5. A coordinated approach to enabling volunteering
6. A review of council engagement to provide a coordinated approach and style to fit with new ways of working.

This work will be developed and implemented over the next two years and fit alongside the findings of the new Fairness Commission.

Following the recent OPC elections Policy, Scrutiny and Communities Team met TODAY with Mike Bojczuk from the OPC to review the OPC budget, work programme and delivery arrangements for 2015/6 and beyond. Critically these discussions centred on the OPC developing its mandate for the strategic representation of older people to support the understanding and delivery of the public service reform agenda. These discussions will be developed at the OPC meeting tomorrow and again in September. To support the development of this work it has been suggested the OPC meets with the Director of Adult Social Care and the Director of Public Health. The Policy, Scrutiny and Communities Team will support the OPC in the implementation of this new programme of work.

- 4.4 There were no further petitions, written questions or depositions.

5 MEMBER INVOLVEMENT

- 5.1 There were no items listed under Member Involvement.

6 CONSTITUTIONAL MATTERS: NEIGHBOURHOODS, COMMUNITIES & EQUALITIES COMMITTEE

6.1 RESOLVED:

- 1) That the Committee's terms of reference, as set out in Appendix 1 to this report, be noted; and
- 2) That the establishment of an Urgency Sub-Committee consisting of the Chair of the Committee and two other Members (nominated in accordance with the scheme for the allocation of seats for committees), to exercise its powers in relation to matters of urgency, on which it is necessary to make a decision before the next ordinary meeting of the Committee be approved.
- 3) That the Committee agrees that one representative each from Sussex Police and the Clinical Commissioning Group and two representatives from Community Works in the areas of equalities and neighbourhoods are invited to attend all meetings in an advisory capacity.
- 4) That the Committee agrees to invite further specialist community representatives to attend meetings on an issue by issue, ad-hoc basis.

- 5) That the Committee appoints Councillors: Daniel, Simson and Littman to the Urgency Sub-Committee.

7 PRESENTATION ON PUBLIC HEALTH REPORT ON INEQUALITY

- 7.1 The Committee received a report from the Director of Public Health in relation the Public Health Report on Inequality.
- 7.2 Following the presentation the Chair noted that there would be a welfare reform paper coming to the next meeting of the Committee. She went on to highlight work that could be undertaken to get GPs into communities more; particular to help reach those that would not normally see a GP.
- 7.3 Councillor Simson thanked the Director of Public Health for the presentation, and noted that the report had been very well received at the launch. She acknowledged there was still a great deal of work to do, but was of the view that this would help progress the work. Councillor Simson also noted her agreement with the Chair's comments in relation to encouraging GPs to get out and see more people within the community. The Director of Public Health stated he was happy to bring regular updates to the Committee.
- 7.4 Geraldine Hoban from the Clinical Commissioning Group (CCG) explained there was already work ongoing with Community Works to add value through commissioning; the work sought to get the city to sign up to measures of social life to help work towards a common set of goals and outcomes, some of this emerging work could be brought to the Committee at a later date.
- 7.5 Councillor Moonan stated how feel presented the report was; she was of the view that the data was crucial for the Committee as a means to measure improvement.
- 7.6 In response to queries from Councillor Barnett it was clarified that definition of anti-social behaviour could relate to less visible activities, or in some areas there could be a focal point or area. Officers agreed to send Councillor Barnett the relevant data and calculations for Hangleton & Knoll Ward.
- 7.7 The Chair thanked Officers for the presentation.
- 7.8 **RESOLVED** – That the Committee note the presentation.

8 BRIGHTON & HOVE FAIRNESS COMMISSION WAYS OF WORKING

- 8.1 The Committee received a report of the Assistant Chief Executive in relation to the Establishment of the Brighton & Hove Fairness Commission. The report provided further context to the decision of the Policy & Resources Committee on 11 June 2015 to establish a Fairness Commission, and additional detail on the ways of working with the draft terms of reference.
- 8.2 Councillor Bell noted his full support for the Fairness Commission; in response to his queries Officers clarified that the Policy & Communities Section was currently holding

post vacant and had a small amount of grant money that it used annually to do focused policy work – the Fairness Commission would form the basis of that work this year.

- 8.3 Councillor Simson also noted her support; in response to her queries it was explained that Officers would ensure there was as little duplication as possible between bodies such as the Equality Partnership; however, the same service within the council supported all three main bodies and would be able to ensure this work linked up properly. In terms of timescales it was hoped that the Commission could report in May 2016 to allow the recommendations to be debated and inform budget planning and the Medium Term Financial Strategy.
- 8.4 Councillor Littman noted the support for the Commission from the Green Group, and noted that some of the initial work had been undertaken by the previous administration. The previous Green administration had considering setting up a similar Commission, but had decided against it. It was hoped that the whole process would be meaningful; with measurable outcomes and the exercise could take place with constructive working across all political groups. In response to some of the points made by Councillor Littman the Chair stated that some of the data needed pulling together and the independently chaired Commission would allow issues to be considered differently; which was important in a local authority with no overall control. The Head of Policy & Communities also provided reassurance that the Commission would not duplicate work that had already been undertaken, and would look at what other Fairness Commission had produced. The Commission would be centred on considering the impact of the funding gap over the next few years.
- 8.5 In response to questions from Councillor Mac Cafferty the Head of Policy & Communities clarified that SMART targets would be key to measuring the success of the Fairness Commission, and it was envisaged that the success would be something all residents in the city could share in. In terms of community engagement this was considered fundamental to the work of the Commission and outreach meetings would be held. The Chair added that the voluntary sector in the city had already express a keenness to be involved in the work.
- 8.6 The representative from Community Works stated she was pleased the voluntary sector would be represented on the Commission, and Officers agreed that there was an opportunity to link up with the local strategic partnership, as well as Brighton & Hove Connected and the City Management Board. It was anticipated that the recommendations would not be Councilcentric and the support of all public services would be fundamental.
- 8.7 The Chair put the recommendation to the vote.
- 8.4 **RESOLVED:**
- 1) That Committee recommends to the Acting Chief Executive that the ways of working for the Brighton & Hove Fairness Commission contained within this report are adopted; and,
 - 2) That the Committee recommends to the Acting Chief Executive that the terms of reference as set out in Appendix 2 are adopted.

9 THIRD SECTOR INVESTMENT

- 9.1 The Committee considered a report of the Assistant Chief Executive in relation to Third Sector Investment. The proposals in the report were based on extensive cross sector consultation and aimed to develop a second Communities & Third Sector Commission drawing in more funding streams from partners and across the Council, including the Three Year Discretionary Grants Programme.
- 9.2 In response to Councillor Moonan it was clarified that the annual grants programme would need to be reviewed if it were to better small and medium sized charities. The Head of Communities added that there was a year left of the current programme which ended in 2016/17 and there would be close work with Community Works on the new prospectus.
- 9.3 In response to Councillor Littman the Head of Policy & Communities provided assurance that there would be as much collaborative work as possible.
- 9.4 Councillor Simson welcomed the work and she acknowledged that the situation had changed and it was now appropriate to move on from three year discretionary grants to a new model. She expressed concern that support for some of the medium sized groups, and asked for assurance that the situation would be carefully monitored going forward. In response the Head of Communities explained that early conversations had taken place with the community and voluntary sector around the annual grants programme, and it was agreed there close attention needed to be paid to the medium sized organisations, there needed to be an investment fund that sat alongside infrastructure support.
- 9.5 The representative from Community Works noted support for the approach and welcomed the cross-party support from Members, but asked for as much protection for the grant scheme.
- 9.6 Geraldine Hoben highlighted that both the Council and the CCG were facing a situation where funds were becoming increasingly squeezed and had to be used in a targeted manner; with this in mind the CCG were continually looking at how health services could be commissioned in a different way.
- 9.10 The Chair put the recommendations to the vote.

9. **RESOLVED:** That the committee:

- 1) Approves the creation of a second Communities and Third Sector Commission commencing in April 2017 made up of funding from across the council our partners including the Three Year Discretionary Grants Programme.
- 2) Approves the extension of the current Three Year Discretionary Grant Programme allocations, the Financial Inclusion Commission and Healthwatch and NHS ICAS Commission until 31st March 2017, subject to funding.

- 3) Approves a full review of the Annual Grants programme to ensure its continued effectiveness in meeting the needs of communities and third sector groups in the city.
- 4) Instructs officers to bring a further report to the Neighbourhoods, Communities and Equalities Committee in 2016 setting out the proposed Third Sector investment arrangements and outcomes for approval. The report to include complementary proposals for the future of the Annual Grants Programme and to be informed by cross sector consultation and the findings of the Fairness Commission.

10 CORPORATE PLAN & MEDIUM TERM FINANCIAL STRATEGY 2015 – 2019: BUDGET PLANNING AND RESOURCE UPDATE 2016/17

- 10.1 **RESOLVED:** That the Committee consider the approach to Community Engagement & Consultation as set out in section 5 of the report.

11 NEIGHBOURHOOD ENFORCEMENT TEAMS

- 11.1 The Committee considered a report of the Assistant Chief Executive in relation to Neighbourhood Enforcement Teams. The report sought to launch the process of reviewing the enforcement functions of the Council with the intention of making them more neighbourhood focussed. The Chair added that many of these types of issues were those Ward Councillors dealt with on a daily basis; the report was seeking any views and general support from the Committee.
- 11.2 Councillor Simson noted that the concept was still in its infancy, but she stated that there were already projects in her own Ward that attempted to achieve this, and she highlighted the previous role of neighbourhood wardens. In response to a query the Head of Community Safety clarified that the first task would be to facilitate discussions with all key partners and understand what was enforceable; Councillor Simson asked for more information on how communities could become involved as the work progressed.
- 11.3 Nev Kemp (Sussex Police) added that there was real opportunity to greater efficiency, but noted that this required a lot of upfront funding where it had been tried in places such as Nottingham.
- 11.4 Councillor Littman welcomed this work; in particular more intelligent ways of working. Co-locating services was also a means to achieve closer working.
- 11.5 In response to queries from the representative from Community Works the Chair highlighted that the vision was redesign Council services around communities and neighbourhoods; it was hoped that focusing on priorities could help achieve better relationships and outcomes.
- 11.6 The Chair put the recommendations to the vote:
11. **RESOLVED –** That the Committee:
- 1) Undertake a review of existing enforcement functions across the council.

- 2) Allows Officers to progress work to draw up options for reconfiguring enforcement functions to be more efficient with a neighbourhood focus utilising officers who are already in neighbourhoods and communities, and a report be brought back to the Committee for consideration.

12 ITEMS REFERRED FOR FULL COUNCIL

12.1 There were no items referred to Council.

The meeting concluded at 5.52pm

Signed

Chair

Dated this

day of

Subject:	Rough Sleeper Strategy Update		
Date of Meeting:	5 October 2015		
Report of:	Executive Director, Adult Services and Acting Executive Director Environment, Development & Housing		
Contact Officer:	Name:	Andy Staniford	Tel: 29-3159
	Email:	andy.staniford@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The issue of rough sleeping has become more acute recently with a visibly increased presence on the streets. This not only impacts on the individual's life chances, but also the city's reputation and costs to public services and business.
- 1.2 The city's current approach to rough sleeping needs to be re-assessed to ensure that the city's commissioners, service providers and advocates are working in partnership to a clear strategic plan that will reduce rough sleeping in the city and improve outcomes for rough sleepers and those at risk of rough sleeping.
- 1.3 This report seeks approval from the Neighbourhoods, Communities and Equalities Committee for our approach to developing a new Rough Sleeper Strategy for the city with the aim of making sure no-one has the need to sleep rough in Brighton & Hove by 2020.

2. RECOMMENDATIONS

- 2.1 That the Neighbourhoods, Communities and Equalities Committee approve the approach outlined in this report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Rough sleepers are a transient population and our street services work with around 1,000 rough sleepers each year, 20 new rough sleepers every week. There are thought to be more than 100 rough sleepers in the city at any one time. In March 2014 there were an estimated 132 rough sleepers in Brighton & Hove, (with the official street count in November 2014 showing 41 rough sleepers).
- 3.2 Over the last few years the number of rough sleepers seen by services has almost doubled:

	2010/11	2011/12	2012/13	2013/14	2014/15
Number of rough sleepers worked with in year (street services)	588	732	1,163	1,066	<i>Awaiting figures</i>
Rough sleepers official street count (single night)	14 (Nov'10)	36 (Nov'11)	43 (Nov'12)	50 (Nov'13)	41 (Nov'14)
Rough sleepers estimate (single night) *	x	x	x	132 (Mar'14)	<i>Next Nov'15</i>
* Note: the Rough Sleeper Estimate is a different methodology from the official count and records the number of rough sleepers known to services in the city on a particular date.					

3.3 A new estimate will be compiled towards the end of 2015 and we are concerned that numbers could increase further over the next year with the natural draw of the city, the impact of welfare reforms and the high cost of accessing and sustaining accommodation in the city's private rented sector.

3.4 Health and wellbeing needs are high among rough sleepers and health service, police and prisons report high levels of service use caused by rough sleeping:

- There is a high prevalence of mental and physical ill-health and drug and alcohol dependency amongst rough sleepers. Other common problems include physical trauma (especially foot trauma), skin problems, respiratory illness and infections (including hepatitis).
- Nationally, it is estimated that the use of inpatient hospital care by people who are sleeping rough or living in insecure accommodation (such as hostels) is eight times higher than in the general population aged 16-64.
- The average age of death for a homeless person nationally is estimated to be 47 years old compared to 77 for the general population.

3.5 A significant amount of local work has recently been completed or is currently in progress aimed at improving the city's approach to homelessness, support and rough sleeping which will help frame this review:

- Young People's Accommodation & Support Pathway 2013
- Mental Health Supported Housing Pathway 2014
- Scrutiny Panel on Homelessness 2014
- Homelessness Strategy 2014
- Better Care Homeless Integrated Care Board (overseeing development of an integrated health and care model for single homeless)
- Hostel Review (in-house hostels) 2014
- Housing Related Support Commissioning Plan 2015
- Substance Misuse Services (new contract Apr 2015)
- No Second Night Out
- Day and Street Services Working Group Homelessness Strategy 2014 Action Plan
- Housing First (a new service commissioned to provide support to former rough sleepers with complex needs)
- Rough Sleeper Outreach Service Tender (new contract Sept 2015)
- Floating Support Services Tender (new contract Oct 2015)
- Integrated Support Pathway Review (complete Mar 2017)
- Private Sector Access Services Tender (new contract Apr 2017)

- 3.6 Of particular importance is the need to review the Integrated Support Pathway which was set up in 2007 as a way of providing supported accommodation for single homeless people, rough sleepers and ex offenders who require support. Through consultation, the rough sleeper estimate and needs analysis we have identified a number of gaps in provision and an increase in levels of demand for some services within the city. We are currently in the process of drafting the specifications for the future tender of Homeless Supported Accommodation with an aim is to develop stronger links with health and other support services for homeless people and wider representation from service users.
- 3.7 This project will review the way that rough sleeping is currently addressed, covering the measures to prevent people sleeping rough, services provided to support people on the streets and approaches to help people move on from rough sleeping in a sustained way. Stakeholders will be involved in the review and encouraged to formally sign-up to the resultant strategy.
- 3.8 We have drafted a set of initial strategic priorities to help shape our discussions:
1. **Preventing Homelessness** – to prevent homelessness at source or where not possible to arrange alternative accommodation to avoid rough sleeping
 2. **Street Triage** – to bring street homeless people into appropriate emergency accommodation to assess their needs in a stable environment
 3. **Managing the Street Community** – and having a robust and proportionate approach to managing those choosing street life
 4. **Improving Health** – to ensure rough sleepers engage with appropriate health and social care professionals and treatment plans
 5. **Safe Reconnection** – to reconnect rough sleepers with friends, families, support networks and communities where appropriate
 6. **Pathways to Independence** – to support rough sleepers into regaining their independence through effective treatment and life skills training
 7. **Working with the City** – a shared dialogue and options that support groups, residents and visitors who want to help rough sleepers make informed decisions on how to do this

Financial Context:

- 3.9 The Housing Related Support budgets aligned to the wider homelessness agenda (which includes current and former rough sleepers) are programmed to make savings of £1.450m from a budget of £5.605m, a reduction of 26%. Whilst there will be some service reductions, this will be partially mitigated through recommissioning that improves value for money:

	Budget 2014/15 (£)	Savings achieved (£)	Savings to be implemented (£)	Budget @ 31/3/16 (£)	Decrease (£)	Decrease (%)
Supported Accommodation (Hostels & Supported)	2,025,000	190,000	185,000	1,650,000	375,000	19%
Floating Support / Peer Support / Work & Learning	910,000	525,000	10,000	375,000	535,000	59%
Mental Health Accommodation	880,000	85,000	235,000	560,000	320,000	36%
Young People Accommodation & Floating Support	1,390,000	115,000	185,000	1,090,000	300,000	22%
Rough Sleepers Street Services / Severe Weather Emergency Protocol	400,000	20000	10000	370,000	30,000	8%
Housing First (new service)	0	0	-110,000	110,000	-110,000	N/A
Total	5,605,000	935,000	515,000	4,155,000	1,450,000	26%

3.10 Alongside funding from the Council, the Community and Voluntary Sector is estimated to contribute in excess of £1m from other funding sources.

3.11 The Housing Related Support Budget & Commissioning report to Housing & New Homes Committee of 23 September 2015 highlights the service remodelling that is planned to bridge identified gaps in provision, improve value for money and ensure services are delivered within available funding. Whilst there will be an overall reduction in the number of supported accommodation beds for single homeless people we plan to expand the range of smaller accommodation services as recommended by the Overview & Scrutiny Panel for Homelessness. The impact of overall budget reductions on supported accommodation services may increase pressure on other services within the city, including Housing, Adult Social Care, Health and Community Safety. We may also see an increased number of people living on the streets due to this and the increasing gap between incomes, welfare support and housing costs in the city.

Timescales:

3.12 The Rough Sleeper Strategy Review will be developed in four phases:

1. **Position Statement (draft/current strategy – work in progress):** this will summarise the current approach to rough sleeping by pulling together the wide range of work relating to rough sleepers that has been recently completed, is currently in progress and is already planned. This will also summarise the latest information on numbers of rough sleepers, their needs and gaps in services.
2. **Stakeholder Summit (4 December 2015 during Learning Together to Safeguard the City fortnight) and additional consultation:** this will bring together a range of stakeholders such as councillors, the council, clinical

commissioning group, Police, third sector advocates, providers and business community, relevant professional experts and service user representatives to review our approach to rough sleeping. This Summit will consider whether the approach is appropriate or is in need of change and will develop options for the city's future Rough Sleeper Strategy.

3. **Rough Sleeper Strategy 2016 (spring 2016):** building on the draft strategy and options developed in the Stakeholder Summit, stakeholders will be encouraged to formally sign-up to the vision, aims and objectives of the strategy to ensure a unified and consistent approach across the city. The launch and sign-up may be a formal event.
4. **Transformation Programme (2016/17 onwards):** developed to implement the Rough Sleeper Strategy. The extent of any transformation required will determine the need for a full modernisation Business Care.

Project Oversight:

- 3.13 This project forms part of the Council's Corporate Modernisation Programme for 2015/16. The Senior Responsible Officer is Denise d'Souza, Executive Director of Adult Services. An Officer Steering Group has representatives of Adult Services; Housing; Public Health; Stronger Families, Youth & Communities; and the Corporate Programme Management Office.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Options for service delivery and design will be reviewed as part of the development of the new Strategy.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 As outlined earlier in this report, a Stakeholder Summit is being held on 4 December 2015 during Learning Together to Safeguard the City fortnight and additional consultation will be carried out. There will be a particular emphasis on service user involvement with the summit and draft strategy.

6. CONCLUSION

- 6.1 The issue of rough sleeping has become more acute recently with a visibly increased presence on the streets. This not only impacts on the individual's life chances, but also the city's reputation and costs to public services and business.
- 6.2 We are concerned that numbers could increase further over the next year with the natural draw of the city, the impact of welfare reforms and the high cost of accessing and sustaining accommodation in the city's private rented sector.
- 6.3 The city's current approach to rough sleeping needs to be re-assessed to ensure that the city's commissioners, service providers and advocates are working in partnership to a clear strategic plan that will reduce rough sleeping in the city and improve outcomes for rough sleepers and those at risk of rough sleeping.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There has been £0.003m allocated by the corporate modernisation delivery board to fund this project and the implementation of this project will need to be managed within this resource.
- 7.2 Savings are to be achieved in 2015/16 against the Housing Related Support budget and there is a projected shortfall of £0.370m against these savings targets within Supported Accommodation and Young People services which requires mitigating actions to manage this shortfall.
- 7.3 The Integrated Service and Financial Plans for the period 2016/17 to 2019/20 are currently being developed in accordance with the Budget Planning report to Policy & Resources on 9th July 2015.

Finance Officer Consulted: Neil Smith

Date: 21/09/2015

Legal Implications:

- 7.4 We are obliged to keep all policy documents under review. This is especially the case when there has been a change to the situation underpinning previous strategies and policies. As such it is appropriate to commission a review at this stage.
- 7.5 Any actions generated by the review will need to be brought back to the relevant committee for oversight and approval.

Lawyer Consulted:

Simon Court

Date: 15/09/15

Equalities Implications:

- 7.6 Rough sleepers are a vulnerable group more likely to have contact with the criminal justice system, drug, alcohol and health conditions, be excluded from mainstream services and have much worse outcomes than other groups. Measures to reduce rough sleeping will have a direct impact on reducing inequality in Brighton & Hove.

Sustainability Implications:

- 7.7 None directly arising from this report.

Crime & Disorder Implications:

- 7.8 Rough sleepers are more likely to commit crime and be the victim of crime. Measures to reduce rough sleeping will decrease the level of crime and perception of crime and increase the availability of the emergency services making the city a safer place for residents and visitors alike.

Risk and Opportunity Management Implications:

- 7.9 Genuine good practice that does not simply result in rough sleepers being pushed to less visible locations appears limited and highlights the challenge faced by the city. We need to ensure that our approach does not view rough sleepers as a problem to move but provides real solutions to prevent rough sleeping and improve the lives of those affected.

Public Health Implications:

7.10 As part of the Better Care initiative overseen by the Health and Wellbeing Board, an integrated health and care model for the single homeless is being developed. Although the remit of this work is broader than rough sleeping, it will be closely linked with the emerging work to develop a Rough Sleeping Strategy. Relevant current developments for the Rough Sleeper Strategy include:

- Establishing a fortnightly meeting to coordinate support for the most unwell, vulnerable and difficult to engage homeless people in the city
- Though the Pathway Plus project, working to ensure that rough sleepers are not discharged from hospital to the street
- Exploring how community nurses can address the health needs of rough sleepers

Corporate / Citywide Implications:

7.11 If we do not reduce rough sleeping there will be:

- More early deaths
- Wasted lives
- Reputation damage as a caring city
- Tourism impact from street begging
- Crisis pressure on Police, A&E and other services
- Crime / ASB associated with rough sleeping / street drinking
- Increased costs to the local authority, Police and NHS
- Increased use of acute services

SUPPORTING DOCUMENTATION

Appendices:

1. None

Documents in Members' Rooms

1. None

Background Documents

1. Housing Related Support Budget & Commissioning, Housing & New Homes Committee, 23 September 2015: [http://present.brighton-hove.gov.uk/Published/C00000884/M00005929/AI00047254/\\$20150914111457007769_0032819_HousingRelatedSupportCommissioningUpdateforHousingNewHomesCommitte.docxA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000884/M00005929/AI00047254/$20150914111457007769_0032819_HousingRelatedSupportCommissioningUpdateforHousingNewHomesCommitte.docxA.ps.pdf)
2. Housing Related Support Commissioning Plan, Policy & Resources Committee, 22 January 2015: [http://present.brighton-hove.gov.uk/Published/C00000689/M00005093/AI00043961/\\$2015011316550006958_0028576_2015HRSCommissioningPlanv5.docA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000689/M00005093/AI00043961/$2015011316550006958_0028576_2015HRSCommissioningPlanv5.docA.ps.pdf)

3. Update on Better Care Homeless Programme, Health & Wellbeing Overview & Scrutiny Committee, 25 March 2015: [http://present.brighton-hove.gov.uk/Published/C00000728/M00005423/AI00044799/\\$20150313125851007154_0029842_UpdateonHomelessHealthcareHOSC130315_v1.docxA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000728/M00005423/AI00044799/$20150313125851007154_0029842_UpdateonHomelessHealthcareHOSC130315_v1.docxA.ps.pdf)
4. Hostels & Homeless Provision, Policy & Resources Committee, 4 December 2014: [http://present.brighton-hove.gov.uk/Published/C00000689/M00005092/AI00043074/\\$20141121152733006519_0027389_BHCCInHouseHostelsRDBv1.docxA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000689/M00005092/AI00043074/$20141121152733006519_0027389_BHCCInHouseHostelsRDBv1.docxA.ps.pdf)
5. Homelessness Strategy 2014: [http://present.brighton-hove.gov.uk/Published/C00000709/M00005185/AI00040396/\\$HomelessStrategy2014CommitteeVersion.docx.pdf](http://present.brighton-hove.gov.uk/Published/C00000709/M00005185/AI00040396/$HomelessStrategy2014CommitteeVersion.docx.pdf)
6. Homeless Health Needs Audit 2014: [http://present.brighton-hove.gov.uk/Published/C00000689/M00005092/AI00043074/\\$20141121152733006656_0027391_MemRms2BrightonandHoveHomelessHealthNeedsAudit2014.pdfA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000689/M00005092/AI00043074/$20141121152733006656_0027391_MemRms2BrightonandHoveHomelessHealthNeedsAudit2014.pdfA.ps.pdf)
7. Scrutiny Panel on Homelessness 2014: [http://present.brighton-hove.gov.uk/Published/C00000117/M00005112/AI00041794/\\$20141203114832006221_0027693_CommitteeReportTemplate100614newsavedformat.docxA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000117/M00005112/AI00041794/$20141203114832006221_0027693_CommitteeReportTemplate100614newsavedformat.docxA.ps.pdf)

Subject:	Progress to date on the establishment of the Brighton & Hove Fairness Commission		
Date of Meeting:	05 October 2015		
Report of:	Assistant Chief Executive		
Contact Officer:	Name:	Julia Reddaway	Tel: 29-3944
	Email:	Julia.Reddaway@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 In July 2015, The Neighbourhoods, Communities and Equalities Committee received a report setting out the proposed details on the ways of working for the Brighton & Hove Fairness Commission along with its draft terms of reference for consideration by the Committee.
- 1.2 The Neighbourhoods, Communities and Equalities Committee agreed to the proposed way of working and approved the terms of reference for the Fairness Commission.
- 1.3 This report provides an update on the progress to date of establishing the Fairness Commission.

2. RECOMMENDATIONS:

- 2.1 That Neighbourhoods, Communities and Equalities Committee notes the progress made to date; and
- 2.2 Requests an update on the work of the Fairness Commission at its Committee meetings during the period of the Commission's work.

3. CONTEXT/ BACKGROUND INFORMATION

Progress in establishing the Fairness Commission: Membership

- 3.1 The Commission will be composed of 12 individuals chosen for their knowledge and expertise. Commissioners will be expected to contribute expertise rather

than represent specific interests, groups, organisations or sectors. All of the 12 places for members of the Fairness Commission are now confirmed as:

Panel Member	Position
Vic Rayner (Chair)	Chief Executive, SITRA Board member of the London Housing Foundation
Wednesday Croft	The Brighton & Hove Youth Mayor
Martin Harris	Managing Director, Brighton & Hove Bus and Coach Company
Ann Hickey	General Manager, East Sussex Credit Union
Dr Rhidian Hughes	Chief Executive, Voluntary Organisations Disability Group (VODG)
Imran Hussein	Director of Policy, Rights and Advocacy; Child Poverty Action Group
Sally Polanski	Chief Officer; Brighton & Hove Community Works Trustee of Community Base
Bill Randall	Board member of the Brighton Housing Trust Journalist and writer
Dan Shelley	Vice Principal, Sussex Coast College, Hastings
Dr Katie Stead	Public Health GP and CCG Clinical Lead for Primary Care, locally commissioned services and Quality
Rachel Verdin	GMB Organiser
David Wolff	Director, Community University Partnership Project, University of Brighton

3.2 Cllrs. Daniel, Simson and Littman will sit as Observers on the Fairness Commission.

3.3 In accordance with the report to Policy & Resources Committee on 11 June 2015, the Chair of the Commission has made a number of suggestions for additional Commissioners and these have been followed up.

Process for delivering the Brighton & Hove Fairness Commission

3.4 The Fairness Commission will be delivered along very similar lines to those set up since the London Borough of Islington established the first such commission in 2010: evidence and solutions will be gathered through a range of methods including:

- A series of themed select committee-style meetings where Commissioners will hear evidence from expert and community witnesses;
- A 'Call for Evidence and Ideas' with the aim of engaging with residents across the city, encouraging debate and gathering their feedback and ideas;
- A range of events, workshops and open sessions where residents will be able to give evidence and ideas directly to the Commissioners;

- Planned visits for the Commissioners to meet with frontline workers and service users to listen to their experiences and hear their solutions.

Public meeting dates

- 3.5 The dates for meetings of the whole Commission to hear evidence, at select committee-style meetings, have been agreed and will take place in various venues across the city. The first two meetings will be closed in order for the Members to gain a shared insight into inequalities in the city, the financial challenge facing the city council and its partners, the context and aspirations for the Fairness Commission and to decide on key issues for its lines of enquiry.
- 3.6 From November 2015 to March 2016, the Fairness Commission will invite expert and community witnesses to give evidence at themed monthly meetings to which the public will be invited. These meetings will be webcast live.

Meeting Date	Purpose of Meeting
Thursday 24 September	Introductory meeting
Wednesday 14 October	Closed meeting to agree themes and lines of enquiry
Thursday 26 November	Theme 1 – public meeting
Wednesday 16 December (or 10 December)	Theme 2 – public meeting
Wednesday 20 January 2016	Theme 3 – public meeting
Thursday 18 February 2016	Theme 4 – public meeting
Wednesday 16 March 2016	Theme 5 – public meeting

Links to existing work

- 3.7 Duplication with existing plans, work programmes and other council committees will be avoided by ensuring that the Fairness Commission Panel Members are made aware of all on-going work and that this is taken account of when developing their recommendations.

Timetable

- 3.8 The timetable for the Commission's work is:

Month	Key Activity
September	Recruitment to the Commission finalised
10 September	Fairness Commission launched
September – Feb 2016	'Call for Evidence' – engagement programme implemented
24 September	Initial meeting of Fairness Commission held
14 October	Commission finalises key issues and lines of enquiry
November – March	Series of 5 public meetings held to hear evidence from

2016	expert & community witnesses
April – May 2016	Commission finalises its recommendations
May – June 2016	Draft report for approval by the Commission
May 2016	Recommendations shared with council and partners
June 2016	Final Report Published on council website

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 Not applicable at this stage of the process.

5. COMMUNITY ENGAGEMENT & CONSULTATION

Engagement Programme

- 5.1 A 'Call for Evidence and Ideas' was launched on 10th September with the aim of engaging as many residents, community & voluntary sector groups, service providers and businesses in the process and encouraging everyone to provide evidence and offer ideas for making Brighton & Hove a fairer and more equal place to live and work. Through this 'Call for Evidence' residents will be offered a number of ways for submitting their evidence and ideas including social media, email, via dedicated web pages linked to the council's website and via events to be held in community venues across the city.
- 5.2 Community groups will be encouraged and supported to run their own workshops, focus groups or discussion groups and to feed their experiences and solutions back to the Commission.
- 5.3 A series of visits for Commissioners will be arranged across the city, each focusing on specific aspects of work being undertaken to address inequality. These visits will give the Commissioners an opportunity to hear directly from residents, frontline workers and service users.
- 5.4 Information on the Fairness Commission, its Members, meeting dates and events programme will be available at www.brighton-hove.gov.uk/fairness-commission. There is a link from these web pages to a Fairness Commission Twitter account (<https://twitter.com/FairnessBH>).
- 5.5 Officers of the council, Elected Members, Partners and Fairness Commission Panel Members will be asked to promote opportunities to get involved in engagement activity and act as champions for the Commission.

6. CONCLUSION

- 6.1 Neighbourhoods, Communities & Equalities Committee agreed to the formation of the Brighton & Hove Fairness Commission and approved its terms of reference at its meeting on 20 July 2015.
- 6.2 This report provides an update on progress to date.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The set-up and running costs of the Fairness Commission are expected to be met from within existing budget resources. The Chair and Members will receive subsistence and travel allowances.
- 7.2 The financial implications arising from the Commission's recommendations will help to inform future budget development and the medium term financial strategy.

Finance Officer Consulted: Michelle Herrington Date: 09/09/2015

Legal Implications:

- 7.3 There are no legal implications arising from the progress to date as set out in this report.

Equalities Implications:

- 7.4 The Fairness Commission will consider issues relating to equalities, particularly being about inequality experienced by people and communities within the city.

Sustainability Implications:

- 7.5 The Fairness Commission may consider issues broadly relating to sustainability, particularly being about the quality of life (social, financial and environmental) within the city as a whole and for specific communities and neighbourhoods.

Crime and Disorder Implications:

- 7.6 This report has no crime and disorder implications.

Risk and Opportunity Management Implications:

- 7.7 This report has no risk and opportunity management implications.

Public Health Implications:

7.8 The Fairness Commission will consider issues relating to health inequalities, being either a cause and/or outcomes of fairness, as experienced by people and communities.

Corporate / Citywide Implications:

7.9 The Fairness Commission itself will consider the risks associated with not addressing issues relating to inequality and poverty and opportunities for the city, communities and council and public services more widely in creating a fairer city.

Any other Significant Implications:

7.10 There are no other significant implications of the information set out in this report.

Subject:	Equality & Inclusion Policy Review Proposal		
Date of Meeting:	5th October 2015		
Report of:	Assistant Chief Executive		
Contact Officer:	Name:	Sarah Tighe-Ford	Tel: 29-2301
	Email:	sarah.tighe-ford@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 Under the Equality Act 2010 the council is required to set out and publish its equality objectives. Currently BHCC achieves this through the development and adoption of its corporate Equality & Inclusion Policy (2012-15) and underpinning action plan. The current policy is due for review by the end of this calendar year (2015). This is before the new Fairness Commission will have completed and reported its findings. For the policy to have most impact and relevance it should reflect the findings and recommendations of the Commission. Therefore the proposal is to delay the review and refresh of the Equality and Inclusion Policy and align it with the timetable for the Fairness Commission.
- 1.2 Stakeholders have agreed to this process in principle (see below), agreeing that having these corporate documents in alignment is valuable. In addition equality work and processes described by the policy will continue, ensuring the council can demonstrate that it is meeting its legal obligations and maintaining accessible services (including provision for staff).

2. RECOMMENDATIONS:

- 2.1 That the NCE Committee approves that the council continues to follow the existing Equality & Inclusion Policy
- 2.2 That the NCE Committee notes that a full report and new policy will be taken to full council for approval, linking the timetable for this to the Fairness Commission.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The council's Equality & Inclusion Policy was agreed at full council in 2012 and covers the period 2012-2015. It describes the council's vision in relation to equality, access and inclusion and details the corporate equality objectives.

- 3.2 All equality processes and activity are ongoing and will continue (such as Equality Impact Assessments, equality monitoring, service level equality actions and the groups that oversee progress).
- 3.3 The council will be assessed against the Equality Framework for Local Government in autumn 2016 and the Local Government Association (which runs this process) is satisfied with this recommended approach. In the proposed timeframe, the new policy will be complete by the time of the assessment.
- 3.4 The proposed review of the policy in 2016 will include consultation with relevant groups through Community Works.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 An alternative approach would be to redraft the Policy by the end of 2015, before the Commission reports. This risks not incorporating valuable data and feedback gathered during the Commission process. It also risks the policy priorities not aligning with those identified by the Commission, leading to resources being ineffectively allocated.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Informal discussions have been held with Community Works as the representative body of the community and voluntary sector and this recommended approach has been agreed in principle.
- 5.2 Fuller consultation on the content of the policy will be held as part of the revision process.

6. CONCLUSION

- 6.1 The corporate policy requires revision and, to be most effective and relevant, must be aligned to the findings of the Fairness Commission. Therefore the recommendation is that the timescale for review of the policy is linked to that of the Commission, with a review and revision during 2016 rather than in 2015.
- 6.2 After consultation, the full policy will be submitted to full council for approval.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The resources to support the review will be identified within existing budgets.

Finance Officer Consulted: Anne Silley

Date: 10/09/15

Legal Implications:

- 7.2 The Council's Equality and Inclusion Policy is a mechanism through which the Council can demonstrate and ensure that it meets its duties under the Equality Act 2010. The policy is one which the Council has chosen to take to full Council for approval.

Lawyer Consulted: Elizabeth Culbert

Date: 14th September 2015

Equalities Implications:

- 7.3 The purpose of the policy is to set out the council's vision and objectives for promoting, delivering, measuring and reporting progress on equality in the council and the city. Equality groups throughout the city will be consulted on the revised policy and the council will continue to report publicly on progress against the action plan underpinning it.

Sustainability Implications:

- 7.4 The council's Equality & Inclusion Policy contributes to and supports the principle of Equity & Local Economy.
- 7.5 Communities in which different groups of individuals face inequality and exclusion and/or where relations between groups are not good are unsustainable socially and economically and present both an immediate and long term financial, legal and reputational risk to the local authority.

Any Other Significant Implications:

- 7.6 None

SUPPORTING DOCUMENTATION

Appendices:

None

Documents in Members' Rooms

None

Background Documents

BHCC Equality and Inclusion Policy 2012-2015

Subject:	Prevent: New Statutory Duty		
Date of Meeting:	5 of October 2015		
Report of:	Director of Public Health		
Contact Officer:	Name:	Nahida Shaikh, Prevent Coordinator	Tel: 290584
	Email:	Nahida.Shaikh@brighton-hove.gcsx.gov.uk	
Ward(s) affected:	All		

NOT FOR PUBLICATION

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The new general '[Prevent Duty](#)', created by the Counter Terrorism and Security Act, 2015 commenced on 1st July 2015 for the local authority and other statutory partners¹. The purpose of this report is to identify its implications on our work, risk management and actions needed to achieve compliance.
- 1.2 The report relates to the Prevent Strategy, the Action Plan, and the work of the Community Safety Partnership. The priorities and performance indicators are reflected within the corporate plan.

2. RECOMMENDATIONS:

- 2.1 The NCE note the requirements of the Prevent Duty and the resource implications with respect to staff training and extending safeguarding and the Prevent Duty arrangements for out-of-school educational and childcare settings.
- 2.2 The NCE note that a 'Prevent Action Plan' responding to risks and priorities, setting out the work programme and performance framework will be taken to the Prevent Board in its October meeting.
- 2.3 The NCE note the resource implications for Prevent projects.
- 2.4 The NCE note the requirement for an overall communication plan.
- 2.5 The report is referred to the Full Council for noting and copy is sent to all committee chairs.

3. CONTEXT/ BACKGROUND INFORMATION

Threat Level to the UK and Risks For the City

- 3.1 The threat level to the UK from international terrorism was raised to 'Severe' (meaning 'an attack is highly likely') on 29th August 2014 and remains such². The increased threat has been driven by developments in Syria and Iraq. Specific concerns related to those returning from fighting in Syria and Iraq and

¹ The Duty became effective for the FE/ HE sectors (Colleges and Universities) on Friday 18th September 2015 and specific statutory guidance has been published for these sectors.

² Threat levels are subject to change as new information becomes available. See up to date information: <https://www.mi5.gov.uk/home/about-us/what-we-do/the-threats/terrorism/threat-levels.html>

the potential risk that a terrorist group will have asked them to conduct attacks or that they may engage in such acts on their own initiative.

- 3.2 The National [‘Prevent Strategy’](#) addresses all forms of terrorism and some aspects of non-violent extremism. However, work is prioritised according to the threat they pose to our national security. Currently the government identifies that the most significant threat comes from terrorist organisations in Syria and Iraq and *Al-Qaida* associated groups. The Government identifies that right-wing extremists/ terrorist also pose a threat.
- 3.3 Threats are continually evolving. National reports suggest continued campaign by terrorist organisations to encourage travel to Syria or conflict zone, also seen in travel by a small number of young women nationally. Threats from lone actors (such as Lee Rigby murder in May 2013) are difficult to predict and disrupt. Internet has emerged as an important enabler and social media has been particularly influential in drawing vulnerable individuals into terrorist related activities. Some risks are less well defined, such as, the extent of fund-raising and its links with extremist activities in the city.

Prevent Duty

- 3.4 The Counter Terrorism and Security Act, 2015 has introduced new statutory Prevent Duty which requires specified authorities (including local authorities) to have due regard to the need to prevent people from being drawn into terrorism (please see the appended briefing).

Channel Duty: Information Sharing, Assessment and Support

- 3.5 The Counter Terrorism and Security Act, 2015 has also placed current ‘Channel’ arrangements to support people from being drawn into terrorism on a statutory footing. The Channel Duty on local authorities has commenced from 12th April 2015.

Prevent and Channel Duties: Summary of Key Issues

- 3.6 The Safe In The City Partnership (SITCP) and the Community Safety Team has led on the delivery of Prevent work since 2009 and this is reflected as a priority in the Community Safety Strategy and action plan.
- 3.7 The Prevent Duty has strengthened some existing provisions (or work already being carried out) and has also introduced some new requirements.
- 3.8 A Prevent Board (part of the SITCP) was set up in June 2015 to regularly assess threats, risks and vulnerabilities referenced in the Counter Terrorism Local Profile (created by Sussex Police) and through local engagement with partners and communities. The Prevent Board, led by the Chief Executive of the council, is the co-ordinating and oversight body, tasked with ensuring full compliance with these duties.
- 3.9 The ‘Channel’ programme provides a structure and process in the City to identify, assess and support individuals vulnerable to being drawn into terrorism. Our Channel arrangements are already in place and comply with the legal (statutory guidance) and best practice requirements. The Channel meetings are held monthly chaired by Prevent Coordinator (local authority required to chair and

support), with a good buy-in and co-operation from partners. The nature of threat and our responses to them are wide and varied.

- 3.10 Channel arrangements sit alongside and are integrated with the wider safeguarding arrangements, as necessary. New work is needed to extend those arrangements to include adults and Safeguarding Adults Board.
- 3.11 With additional resources from the Home Office in the current financial year, dedicated Prevent Coordinator has been appointed. Projects that respond to identified strategic needs and engage with young people, women and institutions are in various stages of planning and delivery.
- 3.12 **To achieve compliance, action on the following key priorities is required.**
- a clear partnership structure to assess threats and risks, develop and implement an action plan proportionate to identified risks and flexible to respond to emerging risks,
 - skilled and confident workforce capable of recognising, referring and supporting individuals and communities,
 - a 'due diligence' process to manage events and speakers and prevent use of public resources for extremist purposes,
 - promotion of the Prevent Duty through existing policies, commissions, contracts, and a communication plan
 - safeguarding children from risk of radicalisation in out-of-school educational and childcare settings
 - effective dialogue with communities to create resilience
 - effective monitoring of outcomes, impact of work and compliance with the Duty
- 3.13 **Some Required Actions** (please also refer to the appended table):
- i. Incorporate Prevent training within the core learning for Children and Adult Safeguarding as well as corporate learning. Prioritise training of trainers across partners/ teams to increase capacity. Recruitment of a part time community engagement (and training) officer will help increase capacity.
 - ii. Standard clause referencing Prevent (and Equality) Duties to be added into new commissions and contracts and at the point of review/ renewal. Monitoring and enforcing these across our commissioned and contracted services may be a challenge.
 - iii. Integrate Prevent Duty into existing policies (safeguarding, ICT), new work will be needed to extend these to safeguarding adults arrangements.
 - iv. A corporate 'Due Diligence' process covering the council's engagements, partnership working, and a 'No Platform' policy for the city (meaning that our funding, venues, resources etc. will not provide platform for extremist activities/ messages).
 - v. Effective dialogue with communities, developing community capacity and resilience by creating credible voices and community spokespeople.
 - vi. Strategic engagement and communication with vulnerable people and communities so they understand 'Prevent' programme, refer individuals for support and report other concerns.

- vii. Identify a lead, scope the extent of work required in mapping out-of-school educational and childcare settings³, assess feasibility, and develop options.
- viii. An overall communication plan to enable us to achieve our strategic objectives and outcomes.

3.14 Some Considerations with Regard to Extremist Speakers' Policy

- i. We need to develop and communicate a clear and shared understanding amongst partners and communities to define issues, risks from extremist speakers/events, and plans to manage those risks.
- ii. Communications and scrutiny will be crucial in balancing this element of the Duty against the rights to freedom of speech, provisions of Equalities Act, 2010, provision of safe spaces to debate/ discuss, and sustain trust and confidence particularly amongst the Black & Minority Ethnic (BME) communities.
- iii. As the understanding and use of extremist speakers is embedded within local authority and partners owned and managed venues, we need to be cognisant of and manage the risk of extremist speakers and events being displaced onto private and other community venues within the city. Adopting a two-pronged approach and providing leadership to create city wide headline messages around 'no platform policy' and supporting 'credible voices' or community spokespeople will be useful management strategies which will also empower communities.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS - NA

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 National consultations had taken place on the Prevent Duty from December 2014 to January 2015.
- 5.2 We have facilitated a community member to attend the National ACPO (Association of Chief Police Officers) 'Prevent Challenge Panel' that enables community members from across the UK to raise issues regarding Prevent delivery, issues are fed to the Home Office and ministers. The community member has also reported back from the Prevent Challenge Panel meeting to communities at the 'One Voice' meeting.
- 5.3 Need for projects that will increase the capacity of communities to understand and address online safety and radicalisation as well as engage young people were identified by the communities.

6. CONCLUSION

- 6.1 The actions outlined here will help achieve compliance with new statutory Prevent and Channel duties, improve our responses to reduce risks and harm caused to individuals and communities and increase resilience to extremism and terrorism.

³ There is also a tension between local authority powers (such as the right to see a home schooled child), legal provision (these settings are not currently regulated under the education law), and the Duty requirements, which will need to be considered and managed.

- 6.2 The BHCC and partnership resources will need to be harnessed to effectively deliver Prevent projects and action plan to address identified and emerging risks in a proportionate manner in partnership with communities.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 Existing provisions such as 'best value duties' (Local Government Act) can be used to monitor and enforce actions to comply with the Prevent Duty. The monetary assistance from the Home Office is subject to future risk assessment and lack of progress will have financial implications. A full understanding of resource requirements will develop through the year.

Finance Officer Consulted: Nigel Manvell

Date: 9/7/2015

Legal Implications:

- 7.2 Recommended actions will help comply with the Prevent Duty, which also has links with other responsibilities under the Equality Act (section 149) and safeguarding.
- 7.3 The Prevent Duty will be monitored by the Home Office and within existing inspection frameworks (Ofsted, HMIC). Existing legal provisions such as the Education Act 1996 can also be used to direct action to bring about compliance. Non-compliance will therefore have legal implications.

Lawyer Consulted: Elisabeth Culvert

Date: 9/7/2015

Equalities Implications:

- 7.4 We intend to incorporate Equalities and Prevent duties together in the existing policies, commissions and contracts. A separate equality impact assessment has not been carried out.

Sustainability Implications:

- 7.5 Actions to achieve compliance are also expected to mainstream Prevent work and increase consistency in our responses.

Crime & Disorder Implications:

- 7.5 Supporting individuals at an early stage and diverting them from risk and illegality is likely to have positive impact on reduction of crime and anti-social behaviour and increase trust and confidence.

Appendices:

1. Information about the new statutory duties created by the Counter Terrorism and Security Act, 2015.
2. Table of actions required to achieve compliance with Prevent Duty

The Counter Terrorism And Security Act, 2015 New Statutory Duties

The Counter Terrorism and Security Bill was introduced in the Parliament on 26th November 2014 and received Royal Assent on 12th February 2015. The provisions of the new Act are wide ranging, covering security aspects to better reduce risks from those who may be suspected of terrorism-related activities. The new legislation strengthens the application of CONTEST, the government's counter-terrorism strategy. 'Prevent' with its three main objectives is one of the four strands of CONTEST strategy.

- I. Section 26 (1) of the Act creates a new 'Prevent Duty' for 'specified authorities', which 'must in the exercise of its functions, have due regard to the need to prevent people from being drawn into terrorism'. Unitary authorities are included in the list of specified authorities, as are county and district local authorities, schools, colleges, universities, police, probation, prisons, young offenders' institutions and the health sector (schedule 6 lists specified authority and the Secretary of the State has the power to amend list and include further partners).
- II. The Statutory 'Prevent Duty' has come into effect on 1st July 2015 and is confirmed by a statutory instrument. Prevent Duty and the CTS Act refer to the 'Prevent Strategy'.
- III. Prevent is one of the four strands of CONTEST, the Government's Counter Terrorism Strategy. The 'Prevent' Strategy is to reduce the threat to the UK from terrorism and aims 'to stop people becoming terrorists or supporting terrorism'. Prevent Strategy (2011) has three objectives:
 1. respond to the **ideological challenge** of terrorism and the threat faced from those who promote it;
 2. **prevent people from being drawn into terrorism** and ensure that they are given appropriate advice and support ; and
 3. work with **sectors and institutions** where there are risks of radicalisation which we need to address.
- IV. Prevent addresses all forms of terrorism (extreme right wing, and Al-Qaida inspired and associated terrorism etc.) but prioritises these according to the threat they pose to our national security (currently highest threat comes from *Al-Qaida* associated and terrorist organisations in Syria and Iraq). The Prevent strategy also focuses on some aspects of non-violent extremism that create an environment conducive to terrorism and can popularise views which terrorist exploit.
- V. Placing the Prevent programme on a statutory footing was one of the recommendations from the Prime Minister's Extremism Task Force set up following the murder of Fusilier Lee Rigby in May 2013.
- VI. The current 'Channel' arrangements or support for people vulnerable to being drawn into terrorism is placed on a statutory footing. Section 36 (1) requires that 'each local authority must ensure that a panel of persons is in place for its area, with the function of assessing the extent to which identified individuals are vulnerable to being drawn into terrorism'. The Local Authority is responsible for chairing the local (Channel) panel. Broader functions of the Panel are also defined and include the preparation of action plans to reduce the vulnerability of the individual being drawn

into terrorism and that with the consent of that individual, that arrangements are made to receive support (which include provision by an approved independent provider who can address the potential radicalisation).

- VII. [The Channel Statutory Duty has come into effect on Sunday 12th April 2015](#). A new Statutory '[Channel Guidance](#)' is published in April 2015 (replacing the previous guidance issued in October 2012).
- VIII. Under the Act, the Secretary of State has the power to issue general guidance elaborating on how the 'Prevent Duty' is to be implemented. The guidance is statutory in nature and Section 29 (2) of the Act states, '[specified authority must have regard to any such guidance in implementing the Prevent duty](#)'.
- IX. The Act requires full participation of all specified authorities and partners in work to prevent vulnerable individuals being drawn into terrorism. It is also expected that Community Safety Partnerships, will be identified as the co-ordinating and oversight bodies, tasked with ensuring full compliance and participation from within their local authority area. There will be a requirement to incorporate Prevent duties into existing policies and procedures including children and adult safeguarding arrangements.
- X. The '[Prevent Duty Guidance](#)' sets out that the work will be 'risk based and proportionate', that we will fully understand the risk in our localities and institutions and where risks are identified, that we will develop a clear plan of action to reduce those risks. We will be expected to 'provide effective leadership, work in partnership particularly with those sectors and institutions where there are risks of radicalisation, and provide appropriate capabilities to staff to recognise vulnerable individuals, challenge and support appropriately.

Additionally, amongst other requirements, we will be expected to:

- establish responsible booking policies to ensure that publicly funded venues and resources do not provide a platform for extremists (for example, IT equipment available to the general public)
- safeguarding requirements for children attending educational and childcare settings, other than schools, including those who are home schooled

- XI. The Home Office will monitor the implementation of the Prevent Duty in priority areas. Prevent Duty will also be monitored within existing inspection framework for partners (for e.g. HMIC, Ofsted inspections). The Prevent Oversight Board, chaired by the Minister for Immigration and Security may recommend further action to support implementation of the Prevent Duty in future.
- XII. The Secretary of State will have the power to issue directions to a specified authority in case of failure to discharge the 'Prevent Duty' effectively. In addition, the Secretary of State may use existing provisions; for example, under the Local Government Act 1999 to appoint inspectors to assess under section 10 or invoke section 15 to direct tasks and action plans to deliver Prevent duty in relation to 'best value' duties. Likewise, if the Local Authority fails to implement the duty, the Secretary of State can intervene under section 497A of the Education Act 1996 to direct action.

Nahida Shaikh, Prevent Coordinator, Partnership Community Safety Team, Tel: 01273 (290584), E: Nahida.Shaikh@brighton-hove.gcsx.gov.uk

Actions to achieve compliance with the Prevent Duty.

	Prevent Duty requirement	Options	Future Action
Strategic Commitment and Effective Leadership			
Risk based approach	Regular and dynamic risk & threat assessment, develop and deliver action plan proportionate to risks and flexible to respond to emerging risks, advice and support vulnerable institutions. Mechanism to capture and respond to local intelligence in meaningful way.	Achieved through Prevent Board, Prevent Operational and Coordination Group	Action Plan to be approved at the Board on 8/10/2015 Identify other mechanisms with partners
Skilled workforce Improved capabilities	Training and capabilities for staff from BHCC, contracted & commissioned services and across Partners Raise awareness, skills and confidence Disseminate best practice	Channel e-learning package (25 mins) / WRAP training (2 hours) mandatory for all staff – tiered and staggered to key staff different packages including 'Far Right Aware',	Incorporate training in corporate and core learning for children and adult safeguarding Training trainers to increase capacity service level agreements
Productive Partnerships			
Due Diligence, Extremist Speakers/ events guidance	A corporate 'Due Diligence' process covering Council's engagements, partnership working, and a no platform (events and speaker management) policy for the city.	Events and Speakers management Policy and procedures	To be developed, agreed, communicated, implemented, monitored and learning to be acted upon
Safeguarding	new requirements to map and ensure safeguarding and Prevent Duty requirements for children attending educational and childcare settings, other than schools, including those who are home schooled		Identify lead, scope activity, assess feasibility and develop options
Prevention & Resilience			
Community Capacity building	Effective dialogue with communities, developing community capacity and resilience by creating credible voices and community spokespeople		
Community	Monitoring community tensions and	Achieved through partnership working	

Tension	responding to prevent escalation, reassure communities, preserve safety and cohesion	with police and others	
Communication and Promotion			
Duty to be incorporated into policies	Incorporating Prevent Duty in existing policies (safeguarding, ICT), commissioning and contracts	start with new commissions and contracts or those to be reviewed / renewed	
Communication plan	tiered approach, generic messages, websites, to include role of members		To be developed along with an 'on demand' media strategy
	strategic engagement and communication with vulnerable people and communities so they understand Prevent, refer individuals for support and report concerns		
Outcomes			
Monitoring performance	compliance with duty, impact of work, outcomes; performance and progress		

Subject:	Trans Needs Assessment Findings and Recommendations		
Date of Meeting:	5 October 2015		
Report of:	Director of Public Health		
Contact Officer:	Name:	Alistair Hill	Tel: 29-6560
	Email:	alistair.hill@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 3.1 The Corporate Plan sets out the authority's commitment to reducing inequality and ensuring fairness in the city for all its communities.
- 3.2 In 2013 a high profile scrutiny panel was established to better understand and highlight the very significant challenges and inequalities facing trans people in Brighton & Hove and to make some recommendations for change. A key recommendation made by the panel was to undertake the first ever Trans Need Assessment for the city.
- 3.3 The Trans Needs Assessment presented in this report provides a comprehensive analysis of current and future needs of local trans people to inform commissioning and delivery of services across the City in order to improve outcomes and reduce inequalities

2. RECOMMENDATIONS:

- 2.1 That the Neighbourhoods, Communities & Equalities Committee agree the findings of the needs assessment.
- 2.2 That the Committee notes the role of the Equality and Inclusion Partnership (EQUIP) Trans Subgroup in developing an action plan in response to the recommendations.

4. CONTEXT/ BACKGROUND INFORMATION

Background and methods

- 4.1 Brighton & Hove has a reputation for inclusion and diversity, yet the trans community in the city faces significant discrimination, problems accessing services, and often health problems. Feedback from reports, surveys and community engagement consistently identify the Trans community as one of the most vulnerable to marginalisation and exclusion.

- 4.2 In response to this Brighton and Hove City Council established a Trans Equality Scrutiny Panel to better understand the needs of the Trans community. In partnership with the trans community the panel identified a set of key recommendations that would make a start at addressing the very serious issues being experienced.
- 4.3 The Trans Equality Scrutiny Panel report was published in 2013 and since then a great deal of work has been conducted in relation to the recommendations that have supported improving equality for the trans community. Progress has been regularly reported to the Overview and Scrutiny Committee.
- 4.4 One of the recommendations of the panel was to conduct a comprehensive needs assessment. This has been taken forward as part of the city's Joint Strategic Needs Assessment programme (which is overseen by the Health and Wellbeing Board). The Trans Needs Assessment specifically reported to the city wide Equality and Inclusion Partnership (EQUIP) Trans Subgroup.
- 4.5 The Needs Assessment steering group included representatives from city wide statutory partners (including BHCC, Brighton & Hove Clinical Commissioning Group and Sussex Police) and the community & voluntary sector.
- 4.6 Involvement and engagement of trans people has been at the heart of the project. One of the co-chairs of the steering group was a trans community and voluntary sector representative.
- 4.7 The scope of the needs assessment is broad, and consultation with trans organisations identified health & wellbeing (including NHS specialist gender identity services), community safety and housing identified by as the key priorities for consideration.
- 4.8 Evidence for the needs assessment was collected using various methods including
- A review of relevant published research
 - A 'data snapshot' exercise gathering existing data held by statutory and community voluntary sector services
 - Interviews with key stakeholders including service providers and community groups
 - Community research conducted by University of Brighton and Brighton & Hove LGBT Switchboard. This engaged 150 trans people and gathered information via a questionnaire survey and focus groups.

Findings and recommendations

- 4.9 The report describes the experience of trans people and living, working, socialising and using services in the city. It therefore highlights examples of good

practice as well as providing challenging feedback about people's experiences in the city and where services could be improved.

4.10 A summary of the findings are reported in the executive summary (Appendix 1). Key findings include:

- At least 2,760 trans people live in the city with many more studying, working or socialising here. The trans community is highly diverse (for example around age, gender identity, ethnicity and sexual orientation).
- Brighton and Hove is seen as a trans friendly city but discrimination, abuse and isolation is still experienced.
- There are many strengths and assets in the community & voluntary sector however resources limit the support that can be provided.
- Trans people have high levels of health needs related to general health and mental health and wellbeing compared to the overall population (for example, four in five respondents had experienced depression and one in three had self-harmed)
- Improvements can be made to improve trans people's experience of both general and specialist health services. 4 in 10 service users were dissatisfied with NHS Specialist Gender Identity Services.
- Experience of hate incidents by trans people is common and they feel less safe than the overall population.
- Trans people are vulnerable to homelessness and improved practice by letting agents and homeless services would help.
- Inclusion in education, the workplace and services for older people are other key issues.

4.11 The full recommendations are included in the executive summary (Appendix 1). Table 1 below provides an overview of the themes covered by the recommendations and highlights some of the partner organisations that can address them.

Table 1. Overview of key themes covered by the recommendations

Key themes	Partners
Information and awareness raising	
A. Ensure visibility and positive representation of trans people in the city and raise public awareness	B&HCC; NHS; universities; transport operators; trans and LGBT organisations
B. Empower trans people by providing accessible information on local support, other services and their rights (to include a central resource of information).	B&HCC (including children's services and housing); CCG; community and voluntary sector; Job Centre Plus; DWP; Visit Brighton
C. Improve inclusion by increasing awareness and knowledge across services through information and training/education.	B&HCC (services and elected members); schools and higher/further education settings (incl. Student Unions and health services); CCG; community and voluntary sector
Service improvement	
D. Improve health services: <ul style="list-style-type: none"> • Ensure services understand and meet the needs of trans people, including general practice, community pharmacy and mental health services (for adults and children & young people) • Quality of specialist gender identity services requires improvement (including waiting times and delays) and progress should be reported locally (options for local services should be explored). 	NHS England; CCG; BSUH NHS Trust; Sussex Partnership NHS Foundation Trust, Healthwatch.
E. Support capacity and capability of trans community & voluntary services.	City leaders; B&HCC; CCG; community & voluntary sector
F. Ensure health improvement initiatives address needs of trans people, incorporating physical activity, smoking, mental health and wellbeing; and sexual health	B&HC (public health; sports development); NHS
G. Promote inclusive practice across the whole range of city services, with involvement of the trans community. To include: <ul style="list-style-type: none"> • LGBT organisations; • social care, social care and carers services; • mental health services; • criminal justice and victim services • private rented sector and council housing • providers of gender specific services (eg. toilets, changing rooms, sports 	B&HCC (adult social care; housing); NHS, community & voluntary sector; police; courts; CPS; letting agents and landlords; Brighton & Hove Business Forum; Economic Partnership; local businesses and employers; trans community & voluntary sector

Key themes	Partners
teams, etc.) <ul style="list-style-type: none"> • local businesses, incl. clothes shops, licensed premises, etc. 	
H. Improve the availability of suitable and safe accommodation for trans people who are homeless	B&HCC
I. Support action to prevent transphobic incidents; support victims of hate crime and encourage reporting	B&HCC (community safety; housing; public transport); LGBT Community Safety Forum; Business Crime Reduction Partnership; Brighton Area Buswatch; B&H Buses.
J. Better provision of support for trans people, especially in relation to mental health (eg. counselling, advocacy, peer mentoring, etc.)	GPs; other NHS; higher and further education; B&HCC social care; community & voluntary sector; employers
K. Support children/young people and families to help build and maintain supportive relationships within families	B&HCC; children's services; community & voluntary sector
L. Improved practice around the recording and management of information and processes relating to trans people	Improved practice required across many partners, including GPs
Monitoring progress	
M. Review, monitor and report progress achieved as a result of taking forward priorities A to L above.	Equality and Inclusion Partnership; B&HCC; Healthwatch

Next steps

- 4.12 The EQUIP Trans Subgroup, chaired by Cllr Emma Daniel and including multiagency and community membership, will review the recommendations and work with partners to oversee the development of a prioritised three year action plan. It should be possible to achieve progress in some areas within a short timescale, while other areas of work will require a longer term approach.
- 4.13 This plan will build on the existing Trans Scrutiny Action Plan. A final progress update on the Scrutiny Action Plan will be provided to Overview and Scrutiny Committee in January 2016.

5. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 5.1 Not applicable for this report.

6. COMMUNITY ENGAGEMENT & CONSULTATION

- 6.1 Community engagement and consultation have been prioritised throughout this process, including engagement with the Trans Alliance on topic priorities and methods; involvement of community group representatives on the steering group

(including the co-chair); engagement events on the community research conducted by Brighton & Hove LGBT Switchboard and University of Brighton; and feedback events including attendance at Trans*Pride in 2014 and 2015. A summary of the needs assessment findings to feed back to the community was produced for Trans*Pride 2015.

6. CONCLUSION

- 6.1 The report summarises the methods, finding and recommendations of the Trans Needs Assessment and describes the next steps.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 Any financial implications arising from actions proposed by the EQUIP Trans Subgroup will need to be identified and where possible progressed by effective joint working within council and partner budgets. Opportunities for external funding could be sought in some cases. Other implications will need to be considered within the usual business planning processes of lead organisations.

Finance Officer Consulted: Anne Silley

Date: 10/09/15

Legal Implications:

- 7.2 The proposals in this report will assist the Council in complying with its legal obligations under the Equalities Act, Human Rights Act principles as well as its own Equalities and Inclusion Policy.

Lawyer Consulted: Abraham Ghebre-Ghiorghis

Date: 23/09/2015

Equalities Implications:

- 7.3 The work makes a positive contribution to the corporate equalities approach of the Council and partner organisations

Sustainability Implications:

- 7.4 None with regard to this report

Corporate/citywide implications

- 7.5 The EQUIP Trans Subgroup will be supported by the Communities, Equality and Third Sector Team but will require the involvement of Council and external partners.

Public health implications

- 7.6 The needs assessment identifies significant health inequalities between trans people compared to the overall population and should be used by partners across the City to develop action to act on these issues.

SUPPORTING DOCUMENTATION

Appendices:

1. Trans Needs Assessment Executive Summary
2. Trans Living: Key findings from the Brighton & Hove Trans Needs Assessment

Documents in Members' Rooms

1. Brighton & Hove Trans Needs Assessment 2015 (full report)

Background Documents

None

TRANS NEEDS ASSESSMENT EXECUTIVE SUMMARY

1.1 Introduction and methodology

- In 2013, the Brighton & Hove Trans Equality Scrutiny Panel recommended in its report that a needs assessment should be undertaken to determine the size of the trans population in Brighton & Hove and its needs.
- A Trans Needs Assessment Steering Group, including representatives of the statutory and community & voluntary sectors, was set up to oversee the work. Although other issues are covered, the steering group agreed, in consultation with local trans groups, that the principal areas of focus should be health and wellbeing, healthcare, community safety and housing.
- This report draws together information which has been gathered using the following main approaches^a:
 - A review of relevant published research
 - A local 'data snapshot' exercise
 - Interviews with 'stakeholders'^b
 - Community research conducted by the University of Brighton and LGBT Switchboard, which gathered information from trans people in the city via a questionnaire survey^c and focus groups^d.

1.2 Trans people in Brighton & Hove

- It is estimated that at least 2,760 trans adults live in Brighton & Hove. The true figure is probably greater than this because a significant proportion of trans people do not disclose their gender identity in surveys. In addition, as Brighton & Hove is seen as inclusive, many trans people who live elsewhere visit Brighton & Hove to socialise, study and/or work.
- Data suggest that trans people in Brighton & Hove:
 - have a younger population distribution than the overall population, although trans people are represented in all age groups
 - have diverse gender identities, including non-binary identities
 - are more likely to have a limiting long-term illness or disability than the overall population.
 - come from a diverse range of ethnic backgrounds
 - have diverse sexual orientations
 - live throughout the city, with no concentration in any particular area
 - are more likely to live in private sector rented housing than the overall population.
- People who took part in the community research emphasised that characteristics other than gender identity, for example ethnicity and disability, are also important

^a The community research, data snapshot and stakeholder interviews are being published separately.

^b 'Stakeholder interviews' took place with a range of organisations whose work is relevant for trans people. People who took part in these interviews are referred to as 'stakeholders'.

^c The 'community survey' referred to in this report refers to the data gathered by means of a questionnaire for the community research part of the current project. People who completed the questionnaire are referred to as 'survey respondents'.

^d Focus groups were also held as part of the community research. Those who took part in the focus groups are referred to in this report as 'focus group participants'.

parts of their identity, and this should be taken into account in planning and providing services.

1.3 Inclusion and support

- Brighton & Hove is seen as a trans-friendly and inclusive city and attracts people who have had negative experiences elsewhere. However, trans people report that they still face abuse, discrimination and social isolation in the city.
- The Trans Equality Scrutiny Panel and subsequent action have helped to raise awareness, provide a catalyst for change and improve services.
- The trans community is becoming more visible and successful at communicating outside of wider LGBT communities; this is illustrated by the developments around Trans* Pride.
- Social networks and trans community and voluntary groups are highly important to the community, including their health and wellbeing. Sometimes trans people need the support of an advocate to help them access services and social spaces.
- Volunteering is common and has benefits for volunteers and those supported. 63% of the community survey respondents reported having provided unpaid help to a group, club or organisation in the last 12 months.
- However, there were seen to be limitations regarding capacity and skills in small groups that have limited funding and rely on volunteers.
- Trans people play an important part in supporting services to become more accessible to other trans people but some find this can become exhausting.
- The vulnerability of some trans people is illustrated by trans respondents to local surveys reporting that i) they are less able to ask someone for help if they were ill in bed and ii) more likely than non-trans respondents to feel anxious or stressed about their neighbourhood.

1.4 Different stages in life

Children, young people and their families

- Stakeholders saw a need for more support for young trans people with mental health problems, as well as raising awareness around the particular issues faced by young trans people who also had other vulnerabilities.
- Stakeholders felt there are some good community initiatives for young trans people, but there was scope for improving the skills of frontline workers in generic services.
- The need for more support for families with trans parents and children with trans parents was raised.

Families of trans people

- National research found there is a considerable impact from non-acceptance of trans people by their families including relationship breakdown, exclusion from family events and isolation, and a need to move away from their family. Local stakeholders observed that parents are not always supportive of their children and that this may be due to a lack of information and support.

Schools

- Trans and gender questioning young people are more likely to experience bullying and to feel less safe at school.
- Education is a setting where trans young people are at risk of discrimination and harassment. The council's 2013 Trans Equality Scrutiny Panel saw schools as a key area for achieving an impact. Concerns around gender stereotyping, the curriculum, awareness and training, bullying and lack of support were all issues raised.
- Significant further work has been undertaken with schools, the council and Allsorts including the Trans Inclusion Schools Toolkit and training within specific schools.

Higher education

- Higher education provides a space for trans students to 'be themselves', come out, and develop an independent adult identity. However, national research identified that nearly one in three had taken time out of because of trans related issues or bullying and harassment.
- Positive work by higher education institutions and student unions was reported around training and awareness-raising, celebratory events and the provision of support to trans people and there was a keenness to share best practice.
- Mixed experiences of higher education establishments were reported by community survey respondents.

Employment

- Gaining and retaining employment is an important challenge for trans people. Those without stable employment may find they are isolated, both financially and socially, which can in turn affect ability to access housing.
- The Scrutiny Panel found that neither employers nor trans employees were necessarily clear about the legal and employment rights of trans people.
- The community research survey found that, on balance, more people reported positive experiences than negative ones in employment. Some respondents found employers supportive, but others found they were excluded, the subject of gossip, were concerned about their position at work if they 'outed', or felt the need to delay transition.
- There were some good practice employers in the city with staff forums and mentoring schemes, but stakeholders felt that more could be done.

Caring

- Trans people are concerned about being accepted as carers of others, including older people.

Later in life

- Over time the number of trans older people is expected to increase but little is known about the health needs they may have as older people.
- Ensuring that staff and service users of older people's services are more trans aware was considered to be a very high priority by stakeholders.
- Trans people report they are concerned about the quality of care that they could expect in care homes and in other settings such as hospitals when they are older; this is important in ensuring all trans people are treated with dignity.

1.5 Health and wellbeing

- Trans people are less likely to report that they are in good health and more likely to report that they have a limiting long-term illness or disability.
- There is relatively limited evidence about many health behaviours although local surveys suggest that trans people have higher rates of smoking and lower rates of physical activity than the overall population.
- Stakeholders and trans people report a lack of knowledge regarding health screening.
- There are high levels of mental health need (including stress, depression, self-harm, and suicidal ideation) which participants related to gender dysphoria but more commonly to factors such as discrimination and NHS treatment delays.
- Trans people are less satisfied with NHS health services than the overall population.
- Some community research participants described negative experiences of NHS mental health services. Many found community & voluntary sector services more supportive but were aware of their limitations.
- Some good practice in GP services was reported, although there was more negative feedback, for example concerns about GPs' knowledge and problems with record keeping. Concerns were also raised about knowledge and attitudes in some local community pharmacy services.
- In the community research survey the most frequently suggested action for improving healthcare for trans people was an increase in training.

1.6 Specialist gender identity services

- More than half of survey respondents had been under the care of a Specialist Gender Identity Service (SGIS), most commonly Charing Cross. An increasing number are attending the Laurels, Exeter and there is significant use of private services.
- There is no longer a requirement for referrals to be made via local mental health services, although some trans people and clinicians are not aware of this change.
- 4 in 10 service users were dissatisfied or very dissatisfied with their experience of SGIS, a similar level to nationally. Negative experiences reported by service users included waiting times and delays, administrative errors, travel distance, disempowerment and a lack of clarity about the care pathway. These issues were also reported by some stakeholders, including clinicians.
- Long waiting times are having a detrimental, often serious, impact on service users' mental health. Support, including counselling, for those waiting to attend a service is very limited.
- NHS waiting time standards for SGIS are not being achieved. Standards are not widely publicised and reporting is difficult to obtain.
- Community members and stakeholders have expressed the need for more local services. Specialist clinicians have cited issues that would need to be considered.
- The service pathway for children and families is fragmented and could be more joined up. The roles of different providers are not well understood (including by clinicians). The services have practical proposals for how services could be improved.

1.7 Community safety

- Trans people feel less safe outside in their local area and in the city centre than the general population, especially after dark.
- Hate incidents and crimes are widely experienced by trans people. Local survey data in 2007 found that over a quarter of respondents had experienced violence over the last 5 years, and almost four out of five had experienced verbal abuse.
- A high percentage of transphobic incidents or crimes go unreported.
- A majority of hate incidents experienced by trans people occur in public places, and are perpetrated by strangers. However, incidents were also perpetrated in domestic settings by family members, and in shops, work and education settings.
- Domestic violence was reported by 63% of the community research survey sample. A need for a safe place for trans victims of domestic violence to go was identified.
- A high proportion of victims of sexual violence or abuse did not feel comfortable with using generic services as a trans person, especially if they were advertised 'for women' or 'for men'.
- There was felt to be a need for a better understanding of the needs of trans people by domestic and sexual violence services.
- 31% of community survey respondents felt that police services for trans people had improved over the last five years compared with 13% who did not think it had improved.
- Respondents to the community survey who had reported incidents to the police related that they had had more negative than positive experiences. There were more positive reactions to encounters with LGBT specialist support services, than with generic services.
- Stakeholders reported unsuitable custodial arrangements for trans people (young people and adults).
- Suggestions for improving feeling safer included training bus drivers, poster campaigns to familiarise the general population with the presence of trans people in public spaces, improved police presence and gender-neutral toilets.

1.8 Housing and homelessness

- Trans people have a high risk of homelessness, which is explained by a number of factors including financial, safety and vulnerability. The reputation of Brighton & Hove as a safe haven leads to some people arriving in the city who then find it difficult to find affordable and safe accommodation.
- There are significant gaps in knowledge of trans people and support organisations around their rights and eligibility for housing services.
- Some trans people report poor experience of some homeless services, including safety concerns. Training needs are indicated for housing staff.
- A high proportion of trans people live in the private rented sector and many report poor experiences with letting agents.
- Trans people are under-represented in data collection, and the gender identity of applicants for Council and housing association properties (through Homemove) is not currently collected.

1.9 Other services

Perceptions and experiences of city services

- A majority of trans people in the city make use of the city's services but some found they were not always easy to access. However, there was a sense that the situation in Brighton & Hove public services was improving.
- A lack of trans awareness, including, for example, misuse of pronouns, was reported to be a frequent experience of trans people.
- Services are often set up in 'gender binary' ways; many trans people described how this made services difficult to access. There may be scope for working with private companies to support improved trans awareness.
- Trans respondents in the City Tracker survey were less satisfied with council services than all respondents.

Libraries and museums

- Feedback on library services and museums was generally positive.

Sports and fitness

- Trans swimming sessions were well received and had been beneficial to those who had taken part in these. There may be a role for sports leaders/role models within the trans community to help engage more trans people in physical activities.
- There were mixed comments made in relation to leisure centres, with some negative experiences reported in relation to staff.
- The gender neutral facilities introduced in refurbishments were appreciated, and future major developments at the King Alfred Leisure Centre are being designed to take account of the needs of trans people, in consultation with the community.
- A high proportion of community survey respondents did not go to a gym or participate in organised sports, stating a range of reasons.
- There were some trans inclusive sports clubs in the city and these were appreciated, but others were seen to be problematic. Stakeholders felt that sports groups needed to be more aware of trans issues.

Parks and open spaces

- Trans respondents to the city-wide City Tracker were less likely to use parks or open spaces than all respondents.

Travel and transport

- Evidence suggests trans people may be more likely to travel on foot or by cycle, or travel as a car passenger than others, while less likely to make journeys as a car driver or travel by public transport.

2. RECOMMENDATIONS

2.1 Recommendations

The recommendations below have been developed and agreed by the Needs Assessment Steering Group. They will need to be considered and prioritised. It is worth noting that it should be possible to achieve progress in some areas within a short timescale, while other areas of work will require a longer term approach.

1. The Equality and Inclusion Partnership (EQUIP) and other city partnerships should maintain an overview of action on the basis of the needs assessment.

2.1.1 Inclusion and support

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.
3. Brighton & Hove City Council (B&HCC) 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.
4. B&HCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.
5. B&HCC, the CCG and trans community & voluntary sector groups should:
 - identify how a central information resource for trans people and support organisations can be provided (including specialist information on housing, services for older people, employment and health services)
 - consider holding an event for trans people and community groups to provide information and advice on services and their legal rights.
6. Brighton Pride should maintain a focus on promoting trans inclusion.
7. LGBT organisations should demonstrate how they are promoting trans inclusion (eg. in annual reports).
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.
9. Visit Brighton could consider how it recognises and promotes Brighton & Hove as a trans inclusive destination, including practical information for trans visitors.
10. The B&HCC Trans Champion should report annually to community members on progress in improving the trans inclusion of services.
11. Trans community groups to provide briefing sessions as part of inductions of elected members and other city leaders.

2.1.2 Different stages in life

Children, young people and their families

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).
13. B&HCC Communities, Equality and Third Sector Team to review the role of mediation in relation to trans people and their families.

14. Children and young people's services to engage with trans community groups about the support needs of a) children and young people with a trans parent, and b) trans children and young people and their families.
15. Children and young people's services should continue to provide trans awareness training for their staff.

Schools and higher education

16. Build on and extend the work carried out in schools, colleges and other education settings across Brighton and Hove by B&HCC, Allsorts and schools.
17. Higher education establishments should consider how further progress can be made to tackle transphobia and promote trans equality including:
 - 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).
 - 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.
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.

Carers

19. B&HCC Adult Social Care should take into account the needs of trans carers in services and initiatives to support carers.

Older people

20. B&HCC Adult Social Care to ensure social care providers receive training in trans awareness.
21. B&HCC Adult Social Care to conduct an equalities audit of residential and other care services.

Also: Ensure information about the rights of older trans people in services is available and accessible (Recommendation 5)

Employment

22. Trans community groups to engage with Job Centre Plus and DWP to ensure awareness and understanding of rights, especially with regard to access and sustaining employment.
23. Employers (both public and private sector) to:
 - promote and ensure access to apprenticeships for trans people.
 - develop advocacy and mentoring in the workplace, both whilst in employment and to promote access.

Also: Ensure guidance about employment rights is available and accessible (Recommendation 5).

2.1.3 Health and wellbeing

Health and wellbeing

24. Brighton & Hove Healthy Weight Programme Board (including Sports Development) to consider how trans people's levels of physical activity can be improved.

25. Public Health to ensure Stop Smoking services are targeted at trans people.
26. Public Health and CCG to ensure trans community groups have access to mental health training.
27. Clinic T should 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.
28. NHS England should produce a resource for trans people and clinicians describing eligibility for health screening services.

Health services

29. NHS England should issue best practice guidance for GPs, including regarding the collection and storage of personal information related to trans people.
30. NHS and community & voluntary sector mental health services should ensure that they are trans inclusive.
31. The CCG should review:
 - access to mental health support in crisis and/or out of hours
 - access to counselling and community & voluntary sector mental health service provision.
32. School nursing, GPs and the Accident & Emergency department at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.
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.
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.
Also: A central source of information on health services for trans people should be provided (Recommendation 5).

2.1.4 Specialist gender identity services

35. NHS England should improve the quality and configuration of Specialist Gender Identity Services (SGIS) for the Brighton & Hove population:
 - 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

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.
37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.
38. CCG to facilitate providing training and guidance for GPs in relation to hormone therapy and other clinical issues.
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.
40. Healthwatch Brighton & Hove should monitor progress in improving the SGIS pathway and other health services for local trans residents.

2.1.5 Community safety

41. B&HCC Community Safety to determine whether current processes and levels of awareness are 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.
42. City organisations such as B&HCC, NHS, universities and transport operators to promote visibility, positive representation and inclusion of trans people in publicity materials.
43. City organisations such as B&HCC, NHS, and universities should promote the introduction of gender neutral facilities (including toilets and changing rooms) in new and refurbished buildings.
44. Sussex Police, B&HCC (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.
45. B&HCC Transport team to advise on liaising with Brighton Area Buswatch and Brighton & Hove Buses over improving feelings of safety on buses.
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.
47. B&HCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.
48. B&HCC Community Safety Team to consider how personal safety for trans people can be promoted.
49. Sussex Police and B&HCC, 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.

2.1.6 Housing and homelessness

50. Housing commissioners to improve the appropriateness and safety of emergency/hostel accommodation for trans people.

51. B&HCC to consider the recommendations of the Stonewall Housing research into LGBT rough sleepers.
52. B&HCC Housing should ensure trans tenants are provided with information explaining what can be done to address unacceptable behaviour by neighbours.
53. B&HCC Housing should take into account the specific needs and vulnerability of trans people in the 2015/16 review of housing allocation policy.
54. The B&HCC Homemove service should update their equal opportunities policy and monitoring data to include gender identity.
55. B&HCC to promote trans inclusive practice by landlords and letting agents.
Also: Ensure guidance about housing and homeless services is available and accessible (including the housing guide for trans people accessing private sector accommodation currently being produced) and consider holding an event to provide information and advice (including regarding local connection policies) (Recommendation 5)

2.1.7 Other services

56. B&HCC and other services should ensure continuing provision of trans awareness training for their respective workforces.
57. B&HCC Sports Development to consider how the profile of trans people in sport and physical activity can be increased.
58. B&HCC Sports Development should liaise with trans community and voluntary sector to discuss how trans inclusivity could be promoted to private gyms/sports providers.
59. B&HCC Sports Development should continue to monitor the uptake and accessibility of the trans swimming sessions
60. Museums and libraries to continue to support inclusion of trans people in permanent and other exhibitions and events.
61. The Brighton & Hove Economic Partnership and the Brighton & Hove 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.
62. B&HCC 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.

Trans Living in Brighton & Hove

Key findings from the Brighton & Hove Trans Needs Assessment, 2015

The Brighton & Hove Trans Equality Scrutiny Panel wanted to know:

“How many trans people are there in the city?”

“What are their needs?”

What we did:

Services and trans groups jointly led the project

University of Brighton and Brighton & Hove LGBT Switchboard conducted community research, including a survey and focus groups, involving 150 trans people

We reviewed local data and national research

We interviewed stakeholders who work with trans people

A group including services and trans community representatives will consider the recommendations and develop an action plan.

Brighton & Hove - a trans friendly city...

... but discrimination, abuse and social isolation is still experienced...

“I can walk the streets in Brighton and not worry about getting crap for being trans because people are chilled out about it here.”

“People haven’t understood. They still use the wrong pronouns. In the street I get stared at all the time.”

Our research suggests that **at least 2,760 trans adults** live in the city. Many more study, work or socialise here.



What is Brighton & Hove doing well?

- Trans* Pride
- Schools Trans Inclusion Toolkit
- Trans Equality Scrutiny Panel
- Trans swimming sessions

Brighton & Hove’s trans community...

Covers a **wide range of gender identities**, including female, male, gender queer, trans, non-binary and others

Spans all age groups but our ‘out’ trans community has a younger age distribution than all residents

Is **more diverse** than the general population in terms of **sexual orientation**

Is represented across **different ethnic groups**

Has more people with a **long term health problem or who are disabled** than the general population

Lives across **all parts of the city**

Is more likely to live in **private rented housing**

Health and Wellbeing

Percentage of survey respondents saying they are in good health
(Health Counts, 2012)



Trans people:

- have **more limiting long term illnesses** or are **disabled** (trans 44%; all 26%)
- may **smoke more** (trans 39%; all 23%)
- may be **less physically active**

Mental health

"It's not surprising that so many of us have mental health issues. It's because of what we have to deal with on a day to day basis."



The trans community survey found that in the last five years:

- nearly **four out of five** respondents had **experienced depression**
- one in three respondents had **self-harmed**

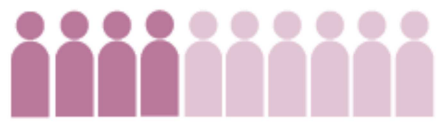
Counselling support is limited.

Health services



Four in ten Specialist Gender Identity Service users feeling dissatisfied.

(Trans Community Survey, 2014)



Community and voluntary

Highly valued community and voluntary sector services for trans people include:

- safe space
- drop-ins

Community Safety

"I am on high alert all the time."

Feeling safe

Percentage of people feeling safe after dark in their local area in Brighton & Hove

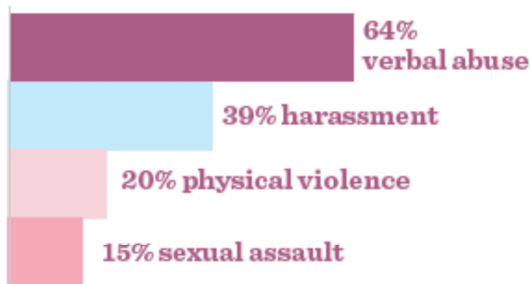
(City Trader, 2013)



Hate incidents

Survey respondents' experience of incidents due to their gender identity in the last five years

(Trans Community Survey, 2014)



At some point in the past, over six in ten had experienced domestic violence.

What could help?

- Trans people having greater visibility in the city
- More gender neutral options, eg. toilets
- Improved police presence
- Further increase in safe spaces

"I know it doesn't make everyone feel safe, [but] just to know that there's trans-friendly police on the beat would be a godsend."

sector

- peer support
- volunteering opportunities

However, available resources limit what can be achieved.



Housing & Homelessness

Brighton & Hove has a reputation which attracts trans people, **but**

- Limited affordable housing in the city
- Family isolation
- Financial vulnerability
- Harassment and discrimination

contribute to

One in three community survey respondents having experienced homelessness

What could help?

- Trans inclusive practice by letting agents
- Improve trans people and support organisations' knowledge of housing rights and services
- Homeless services including safer hostel accommodation

"[It's] not just a place where I can sleep at night, but also a place where I feel comfortable being open about my gender."

Daily Life and Inclusion

“Application forms are binary...
Toilets are binary...
Sport teams are binary...”

Social support

A lack of family acceptance and support

can lead to

- being left out of family events
- a need to move away
- relationship breakdown

Percentage of people who could ask someone for help if ill in bed

(Health Counts, 2012)



Education

School years and higher education are important stages for trans and gender questioning children and young people. However, they are more likely than others to:

- experience bullying and feel less safe at school
- take time out of higher education because of trans-related issues, bullying or harassment

Finding and keeping work

Gaining and maintaining employment can be a challenge for trans people. Not being in work

can lead to

- social isolation
- financial isolation
- difficulties in accessing housing

At work



Good experiences:

- supportive employers
- planned transition
- staff forums and mentoring schemes
- supportive colleagues



Poor experiences:

- exclusion and isolation
- gossip
- fear of transitioning at work

Becoming older

Community research participants were concerned about:

- The quality of care to be expected in a care home or hospital
- Whether staff and other users of older people's services would understand the needs of trans people

Further information

The full needs assessment, along with the community research and other related reports are available from autumn 2015 at www.bhconnected.org.uk/content/needs-assessments.

For more information email: publichealth@brighton-hove.gov.uk

July 2015

NHS

**Brighton & Hove
City Council**