

Trans Needs Assessment – update on recommendations December 2016

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

Other additional trans work is included at the end, along with an update from NHS England.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
<p>City organisations</p>	<p>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.</p> <p>42. City organisations such as BHCC, NHS, universities and transport operators to promote visibility, positive representation and inclusion of trans people in publicity materials.</p> <p>43. City organisations such as BHCC, NHS, and universities should promote the introduction of gender neutral facilities (including toilets and changing rooms) in new and refurbished buildings.</p>	<p>2. As described below a number of city organisations are working with a funding trans community groups to develop capacity and resilience.</p> <p>42. Some updates are provided below, but there is currently no mechanism for gathering this information across the city.</p> <p>43. Information is included below, but there is currently no mechanism for gathering this data across the city.</p> <p>Gender-neutral toilets have been included in all recent new builds at the University of Brighton (e.g. new Student Centre at Grand Parade site) and will be included in the design</p>	<p>2 and 42. University of Brighton: The University's Alumni and Philanthropy department has launched a Brighton Titans campaign which celebrates the achievements of various UoB graduates. The campaign includes trans activists Paris Lees and Fox Fisher: https://blogs.brighton.ac.uk/alumni/2016/11/02/meet-brightons-titans-arts-and-humanities/ Paris Lees was awarded an honorary degree by the University in recognition of her major contribution to the understanding of trans identity in contemporary society as a journalist and cultural commentator: https://www.brighton.ac.uk/about-us/news-and-events/news/2016/07-27-prize-winning-equality-campaigner-and-journalist-honoured.aspx She also narrated a short film introducing the University's new Strategy.</p> <p>43. University of Brighton: Gender-neutral toilets have now been introduced to all University buildings. The gender-neutral toilets can be identified by signage showing a symbol of a toilet and the line 'For everyone.'</p> <p>See also additional information from the Brighton centre at the end of this document.</p>

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		<p>for all future new builds. A proposal to introduce gender-neutral toilets to current buildings is going to the University's Equality and Diversity Committee in January 2016. If approved, the plan is to introduce gender-neutral toilets to current buildings at all five campuses by October 2016.</p> <p>The University of Sussex has gender-neutral toilets in all buildings with the exception of Sussex House which has physical restrictions on this provision.</p>	<p>University of Sussex: We are seeking confirmation that gender-neutral toilets are included in the design of all planned new buildings.</p> <p>We have a gender neutral changing room in one of our Sport complexes and another is planned in the refurbishment of the second Sports building.</p>
BHCC – all council	<p>3. BHCC and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p> <p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.</p> <p>5. BHCC, the CCG and trans community & voluntary sector</p>	<p>3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.</p> <p>4. As no. 3, and through the council's ongoing discretionary grants funding.</p> <p>5. To be discussed.</p>	<p>3. Trans groups receiving capacity building training including governance and fundraising. Evidence of impact is being analysed and due January 2017. A review of progress to date has led to discussions by the BHCC Community Engagement Coordinator in September 2016 with key trans groups and CCG to develop a specific trans lot to be developed in the Third Sector investment programme to complement LGBT work and this has been advertised as an open process through the Communities and Third Sector Prospectus. Bids are currently being assessed as of November 2016.</p> <p>4. As no 3 and ongoing work of the Communities fund. A Trans Advocacy project has also been supported by City Council and CCG</p> <p>5. Clare Project website has section Know your Rights- developed by LGBT Liaison</p>

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	<p>groups should:</p> <ul style="list-style-type: none"> • 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. <p>10. The BHCC Trans Champion should report annually to community members on progress in improving the trans inclusion of services.</p>	<p>10. To be discussed at the Equip Trans sub-group</p>	<p>Officer. This includes information on the Equality Act, Hate Crime reporting and Deed of Name Change.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project. These were distributed at Trans Pride 2015 and 2016: <i>What can I do about transphobia?</i></p> <p>5. My Life portal was launched on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community. The development of the portal has included close working with internal BHCC services as well as the CCG and the community & voluntary sector within the city. The site is maintained regularly and new information is regularly added. http://www.mylifebh.org.uk/support-groups-charities?fwp_charities=lesbian-gay-bisexual-transgender-lgbt</p> <p>No further development on holding a specific event. This will need discussion with our internal and external partners within the city to explore options.</p>

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	<p>56. BHCC and other services should ensure continuing provision of trans awareness training for their respective workforces.</p> <p>62. BHCC should consider the development of a scheme to identify and promote trans friendly businesses and organisations throughout the city, eg. gyms, clothes shops,</p>	<p>56. The council has delivered trans awareness training for some front-line staff in Adult Social Care and Housing.</p> <p>Awareness sessions were also run by the Communities, Equality & Third Sector team for council employees and managers who sit on the council's Directorate Equalities Groups.</p> <p>The induction programme for new Members included a session on trans awareness.</p> <p>It is unlikely, given the council's need to achieve significant financial savings over the next 4 years, that it will be feasible to deliver a specific programme of trans awareness training throughout the workforce.</p> <p>However, the council will explore the inclusion of elements of trans awareness training as part of its Equality & Diversity Workshops and the corporate e-learning. Other ways of running training internally are also being discussed, with the possibility of payments for reps from the trans community to attend to contribute their perspectives.</p> <p>62. Further exploration and development of Safe Space and kite-marking schemes.</p>	<p>56. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. This is delivered by Allsorts.</p> <p>62 LGBTHIP is working with Trans Alliance and other organisations across the city on a LGBT quality assurance scheme, with a specific focus on trans inclusion. It will require evidence of what people are doing to be accredited.</p>

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	night clubs, letting agents etc.		<ul style="list-style-type: none"> • LGBT HIP and TA are in the process of developing our primary care kite-mark which will be delivered to GP surgeries in early 2017, aiming to roll out to pharmacies and dentists later in the year. LGBT HIP consulted on this and there has been work with 'Pride in Practice' as well as GPs and the CCG. The project seems well supported and TA plan to go forward with select pilot surgeries before answering general demand across the city. • Contact has been made with the older LGBT people's project and housing at the council, with a meeting planned in 2017 to take forward ideas. • The lead person and the TA have also been delivering training to the YMCA and are continuing to assist the organisation make its housing provision trans friendly. This may become a model to share with other housing projects. • Estate agents and letting agents, especially those who display Pride flags or rainbow stickers, will be approached as the kite-mark develops. • As for Freedom Leisure, they have expressed interest and will have capacity to pick this up in 2017. Work has been done with Trans Can Sport to explore how this might fit best within the city's exercise and fitness provision. • TA is exploring partnerships with other

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			<p>LGBT groups to explore outreach and training opportunities</p> <ul style="list-style-type: none"> The night-time economy: conversations with Safe Space (an after-hours welfare project on West St) have begun to make Brighton's nightlife trans inclusive.
<p>BHCC – Children’s Services</p>	<p>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).</p>	<p>12. Update</p> <ul style="list-style-type: none"> CAMHS currently has a Teen to Adult Personal Advisor (TAPA) worker working with Allsorts. If a young person identifies as being trans or questioning their gender identity Community CAMHS would be referred or signposted to Allsorts and or the Gender Identity Service at the Portman Clinic with their and their parent’s consent. A worker from Allsorts will be invited to Com CAMHS team meeting to update team on good practice. Request support from Allsorts in developing resource pack. Com CAMHs via the Emotional Wellbeing in School Pilot will promote good practice for working with children and young people who identify as trans or whom are questioning of their gender identity. Support and work with colleagues in BHCC, Public Health, Clinical Commission Group and Sussex Partnership NHS Trust in developing and promoting good practice to meet the needs of trans and gender identity questioning young people. 	<p>12. Community CAMHS team all received Allsorts ½ day training over the Summer 16.</p> <p>Community CAMHS works closely with Tier 3 CAMHS via triage and ongoing consultation to address the mental health needs of the Trans community.</p> <p>The Community CAMHS team actively seeks advice form Allsorts and TAPA and links young people to these services when appropriate</p> <p>The Community CAMHS team sits on schools and Early Help triages and advises accordingly. We are rolling out our school based work to include all secondary schools in Brighton and Hove by the end of the academic year.</p> <p>To date the team has not collected data on Trans young people using our service. This has now been updated to accommodate this. However we know have actively worked with a limited number of YP presenting with Trans issues,</p>

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	<p>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.</p> <p>15. Children and young people's services should continue to provide trans awareness training for their staff.</p>	<p>a) Allsorts don't currently support children with parents who are trans</p> <p>b) Currently Allsorts offer a parents group who have children under 26 who are trans or gender questioning, group for primary age children, TAG for under 16 LGBTU young people, drop-in for 16-25 LGBTU young people and Transformers 16-25 trans young people We deliver training for CVS, schools and any other service working with/who has the potential to work with trans children and young people, working in all secondary schools bar one, and going into primary schools a lot. We are on the referral pathway for CAMHS and receive a lot of referrals from social workers, youth workers, schools and Integrated Team for Families (ITF). Have been involved in Team Around the Family (TAF) and school meetings to provide support to children and the service.</p> <p>Issues would be capacity to deal with the volume of children and young people including emotional and wellbeing work.</p> <p>15. The course 'Trans Awareness – supporting the needs of young trans and gender questioning people' is delivered and evaluated twice per financial year by Allsorts. It is open to anyone working with children and young people in the city, including schools.</p>	<p>Allsorts Youth Project update: continues to work with TAPA across all groups bar children's group; Allsorts Young People's worker has attended meeting; and they are currently delivering training to all CAMHS staff</p> <p>Continue to have a high number of children and young people accessing all services. Increase in trans child & young people inductions and attendance at parents group</p> <p>Continue to receive referrals from various children's services across the city</p> <p>15. The course is being run twice a year and currently has very good attendance levels. Each session will be evaluated to ensure the training is meeting the needs of delegates.</p> <p>Allsorts update: continue to run this course. New addition of training newly qualified social</p>

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	<p>16. Build on and extend the work carried out in schools, colleges and other education settings across Brighton and Hove by BHCC, Allsorts and schools.</p>	<p>Session learning outcomes are:</p> <ul style="list-style-type: none"> · Review and act on duties under the Equality Act with particular reference to trans children, young people and trans parents and carers · Recognise the needs and experiences of trans children, young people and trans parents and carers and be able to provide support to this group · Identify and challenge transphobia · Examine activities that will support the service to improve its approach to trans equality including how to monitor. <p>16. All secondary schools have bought into support from Allsorts ensuring continued 1:1 support for trans students and access to staff training on request. Primary and special schools can request consultancy and training support from the Council on request. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings.</p>	<p>workers to start next financial year.</p> <p>Session outcomes for training no longer cover trans parents/carers as a learning objective but is highlighted in the session for awareness raising</p> <p>16. 8 out of 10 secondary schools have bought into support from Allsorts for 2016-2017 ensuring continued 1:1 support for trans students and access to staff training on request. All schools can request consultancy and training support from the Council on trans inclusion and this is often delivered in partnership with Allsorts. A pilot workshop for parents and carers on LGBT identities will take place in Varndean and Stringer schools in February 2017 co-ordinated by the Council. Guidance documents and PSHE lesson activities are regularly shared with schools and other educational settings via Pier2Peer. The Trans Inclusion Schools Toolkit is currently being updated.</p> <p>Allsorts update: Ongoing work in this area. We have made new connections with independent and private schools (secondary)</p>

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	<p>39. CAMHS providers and commissioners should review the service pathway and ensure it is centred on meeting the needs of children and young people and their families.</p>	<p>39. Update</p> <ul style="list-style-type: none"> • A review is underway looking at the whole pathway and vulnerable / targeted groups will be considered as part of that review and future provision. • A young person's gender identity can have a significant impact on their emotional wellbeing and where indicated during our assessment and/or intervention workers would explore whether gender identity or orientation is a contributory factor to the presentation. Com CAMHS will where needed refer or signpost young people (and/or their family or carers) who identify as "trans" to specialist services with their agreement. • Com CAMHS will invite Allsorts to a team meeting to support the team in being trans aware and will use this to inform service delivery. • As part of the Emotional Wellbeing in Schools Project, Com CAMHS and Public Health will promote LGBT issues and support schools in developing trans supportive pathways. 	<p>39. The Community CAMHS team is represented on the CAMHS Partnership Board where such pathways are considered.</p> <p>As part of our assessment with our young people are team are trained to identify potential mental health needs of the Trans community and respond appropriately. This may include referring to Allsorts or Specialist CAMHS. Furthermore, following the national mental health anti stigma campaign, the team is working in schools and the Student Voice to address stigma concerns.</p> <p>This was superseded by the training the team underwent with Allsorts.</p> <p>As above, we are seeking to actively engage the Student Voice within schools</p>
<p>BHCC – Adult Social care</p>	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be 	<p>5. Once up and running the Adult Social Care portal should be able to provide the vehicle for delivering a central information resource.</p> <p>This action needs to be linked to the other parts of the council to ensure integration of information.</p>	<p>5. My Life portal was launched on 1 June 2016. The site hosts local and national support groups and organisation supporting the trans community. The development of the portal has included close working with internal BHCC services as well as the CCG and the community & voluntary sector within the city.</p>

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	<p>provided (including specialist information on housing, services for older people, employment and health services)</p> <ul style="list-style-type: none"> consider holding an event for trans people and community groups to provide information and advice on services and their legal rights. <p>19. BHCC Adult Social Care should take into account the needs of trans carers in services and initiatives to support carers.</p> <p>20. BHCC Adult Social Care to ensure social care providers receive training in trans awareness.</p>	<p>19. Actions from this recommendation will be built into the Carers Strategy and Carers JSNA.</p> <p>20. 15 people attended a session on transgender awareness, largely attended by senior managers in Adult Social Care, all of whom rated the course as good or excellent. There was a further follow up evaluation of the course and in the light of this the Workforce Development Team arranged an expression of interest process for a training provider in accordance with the corporate procurement process, involving the Equalities Team. A new training provider (Allsorts) has been identified. On 3 September the council introduced new financial controls, placing restrictions upon "training, away days, conferences, seminars and course materials." Consequently there have not, as yet been</p>	<p>The site is maintained regularly and new information is regularly added. http://www.mylifebh.org.uk/support-groups-charities?fwp_charities=lesbian-gay-bisexual-transgender-lgbt</p> <p>No further development on holding a specific event. This will need discussion with our internal and external partners within the city to explore options.</p> <p>19. The new National Carers Strategy is due to be published in January 2017, following which we will develop our local carers strategy and ensure any relevant recommendations are included.</p> <p>20. The course Transgender Awareness in Adult Social Care is offered in the adult social care workforce development programme. There has been a lower rate of take up for these courses in comparison to overall course take up. 2 courses have run in the period, with 19 people receiving the training, "I already been able to put my learning in to practice. I was in contact with a service user that had identified themselves as trans person and I asked them how they wished to be addressed, they asked me to address them as she and for me to use their first name. The person thanked me for asking them. I am now also aware of legislation, including the Recognition Act 2004 and the</p>

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	<p>21. BHCC Adult Social Care to conduct an equalities audit of residential and other care services.</p> <p>34. The CCG and social care commissioners should consider how advocacy to support trans people to access</p>	<p>further training dates arranged this financial year, but we hope to be able to do so, budgets permitting from April 2016.</p> <p>21. The format used to monitor quality of care homes/ home care services contracted by Adult Social Care includes equalities as an area. This is considered in depth if specifically if raised by a service user, a professional or a whistle blower.</p> <p>All our contractual Terms and Conditions include Equal Opportunities – this requires an organisation contracting with us to have an Equal Opportunities policy that satisfies all statutory obligations on discrimination regarding recruitment/training/promotion and the provision of the service. We also require the provision of monitoring information if requested.</p> <p>All our service contracts go further than the above by asking for equalities data to be captured on a standard form which is returned to us. Service contracts tend to include KPIs with equalities specific detail (e.g. Specialist Advocacy and Engagement contracts).</p> <p>34. The CCG and Social Care commission advocacy from several community and voluntary sector organisations. Mind Out offer advocacy to trans people around their mental</p>	<p><i>Equality Act 2010 . I will also distribute a list of support services for transgender people to colleagues and encourage them to attend this excellent training.”</i></p> <p>21.As per update in December 2015 – ongoing approach.</p> <p>34. MindOut and Healthwatch Brighton were jointly commissioned by the CCG and BHCC to set up the city’s first Trans Advocacy Service. The service provides person-centred</p>

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	health and social care services can be provided.	health and wellbeing. Other advocacy organisations support particular client groups: Age UK support older people, Speak Out and Impetus people with learning disabilities and / or autism and the Fed support people with a physical or sensory impairment. All of these organisations would support trans people to access health and social care services.	advocacy support for trans communities in the city. It offers advice, information, representation and case work support on all issues related to trans care pathways, including services and treatment at the Gender Identity Clinic, primary and secondary health care, Social Care, legal issues, family and relationships, employment, housing, hate crime, harassment and bullying, diagnosis, treatment options, referral systems and waiting times, as well as health issues not related to the trans care pathway.
BHCC – Public Health	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (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. <p>24. Brighton & Hove Healthy Weight Programme Board (including Sports</p>	<p>5. Further discussion needs to happen at a corporate level to enable this central hub and event to develop.</p> <p>24. The Healthy Weight Programme Board ensures that all services developing physical activity initiatives complete an Equality Impact</p>	<p>24. See updates for numbers 57, 58 and 59</p>

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	<p>Development) to consider how trans people's levels of physical activity can be improved.</p> <p>25. Public Health to ensure Stop Smoking services are</p>	<p>Assessment actively addressing inequalities and barriers to participation.</p> <p>The Sports Development team will liaise with the Health Inclusion Project (HIP) and the trans community on national campaigns around physical activity such as the forthcoming One You alongside local campaigns such as TAKEPART to improve engagement levels.</p> <p>The Sports Development Team has all attended trans awareness training and raise awareness of the needs of the trans people to physical activity providers when working collaboratively. The new cohort of Health Trainers will be trained in 2016.</p> <p>A new Sports Development training programme giving good practical advice on developing physical activity into people's lives will soon be offered to health professionals, employers, sports coaches, social care workers and volunteers.</p> <p>The Healthy Weight Programme Board will continue to develop and sustain programmes to increase participation in sport and physical activity to address known inequalities and maximise opportunities to improve health amongst inactive populations</p> <p>25. This recommendation will be embedded into the revised tobacco control action plan. A</p>	<p>25. This recommendation has been embedded in the new tobacco control action</p>

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	<p>targeted at trans people.</p> <p>26. Public Health and CCG to ensure trans community groups have access to mental health training.</p> <p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p>	<p>draft plan is intended to be completed by end of December.</p> <p>26. The training courses provided by Grassroots are free of charge for frontline staff or volunteers who work with groups at higher risk of mental illness or suicide. This explicitly includes people who identify as transgender. Up till 31 March 2015, access to these places was analysed by workers with groups that included 'LGBT' and therefore didn't separate out trans people as a risk group. That information will be available in future. Organisations whose staff or volunteers have attended the training include Allsorts and MindOut. This year, Grassroots have also provided a 'SafeTALK' half day suicide prevention course to local trans people, free of charge; this was funded in part by PH, with support from MindOut, Allsorts and Switchboard.</p> <p>32. The GP refresher scheme, PLS programme and the Sessional GP meetings that Public Health have run have all included mental health topics, including suicide risk. Previously they have generally included LGBT as an undifferentiated risk group, without specific consideration of the trans community. Sussex Partnership provides a seminar programme for GPs.</p> <p>A&E: There are representatives from both the</p>	<p>plan for Brighton and Hove through targeted health promotion and outreach by health trainers.</p> <p>26. Grassroots Suicide Prevention have provided the following information about places on their courses (subsidised by public health) between November 2015 and November 2016:</p> <ul style="list-style-type: none"> • When booking, 62 participants specified they worked with LGBT people • When booking 23 participants specified they work with trans* people (*including all transgender, non-binary, and gender non-conforming identities) • 4 participants identified as trans* on the Equalities Monitoring form <p>Around 300 people are trained per year on these courses.</p> <p>32. The Public Health Community Nursing Service has been reprocured and is awaiting confirmation to appoint the preferred bidder from the Health and Wellbeing Board. This includes the school nursing service. As part of the procurement process an EIA was completed and action was identified for the provider to address issues for trans people during contract mobilisation period. This has been shared with the preferred provided and actions will be agreed and in place by Dec /</p>

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		<p>Mental Health Liaison Team and the acute A&E staff on the Suicide prevention strategy group.</p> <p>The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p>	<p>January 2016/17. The national toolkit will form part of that negotiation.</p>
BHCC – Community Safety	<p>41. BHCC 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.</p> <p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online</p>	<p>For 41 & 44 & 48 The Community Safety casework team have decided that increasing trust and confidence with regards to the Trans community will be the focus of the 2016/17 trust and confidence plan and those three recommendations will be implemented within that plan.</p> <p>The model will be the same as we have developed previously with the BME and Disabled communities. We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p> <p>44. The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse trans community.</p>	<p>41, 44 & 48 Work on increasing trust and confidence has progressed directly with Trans community groups through direct contact and raising awareness of the importance of reporting and reporting options. This has included consideration of incidents that might occur in the night time economy and the continued promotion of the Self Evident reporting app.</p> <p>44. See update for 41 above</p>

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	<p>methods.</p> <p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p> <p>47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.</p> <p>48. BHCC Community Safety Team to consider how</p>	<p>46. Specialist domestic and sexual violence services have been commissioned, with the specification including consideration of issues for trans victims / survivors. A skills and training needs survey in relation to domestic and sexual violence is underway and will be used to develop a training strategy, this includes consideration of issues for trans victim/survivors. Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale research project into supporting trans survivors of sexual violence.</p> <p>47. This project is ongoing.</p> <p>48. See above (41)</p>	<p>46. There are specific requirements in the re-commissioned specialist domestic and sexual abuse service relating to provision for trans* service users, with this delivered through an LGBTQI service. A level 3 training session on work with LGB and T victim/survivors has been included in the multi-agency training programme.</p> <p>47. The pilot GBT* pilot project has come to an end and the final project report identified a range of best practice and learning relating to the needs of trans* people who experience domestic violence and abuse which will inform practice within specialist services. Moving forward, there is a specialist LGBT function within 'The Portal', which has also developed targeted publicity materials for these communities. The commissioner is working with other local and national partners to identify funding opportunities to develop a successor programme to the GBT* refuge.</p> <p>44. See update for 41 above</p>

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	<p>personal safety for trans people can be promoted.</p> <p>49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system, including custody/bail hostels and the courts, and support relevant organisations to do so.</p>	<p>49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video trans training produced by Sussex Police around addressing, respecting and understanding Trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.</p>	<p>49. Completed (see Dec 2015 update)</p>
BHCC – Housing	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (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. 	<p>5. A Trans Housing Guide is being produced and will be ready by Summer 2016. Lead: BHCC Housing</p> <p>Further work will need to be done across the council to ensure that this information hub and event are integrated.</p>	<p>5 On hold pending the outcome of the allocations policy. Consultation was completed at the trans conference in July. The feedback from this event will inform his and the intention is to complete this by the end of the financial year.</p> <p>The aim is to have this hosted both on the council website and by a local trans group. We would support the group to update this information as changes take place.</p>

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	<p>50. Housing commissioners to improve the appropriateness and safety of emergency/hostel accommodation for trans people.</p> <p>51. BHCC to consider the recommendations of the Stonewall Housing research into LGBT rough sleepers.</p> <p>52. BHCC Housing should ensure trans tenants are provided with information explaining what can be done to address unacceptable behaviour by neighbours.</p> <p>53. BHCC Housing should take into account the specific needs and vulnerability of trans people in the 2015/16 review of housing allocation policy.</p>	<p>50. Hostel provision and supported accommodation services are being remodelled to include a strong focus on supporting health and wellbeing. This review will include ensuring they are appropriate and safe for trans people. Lead: BHCC Social Care</p> <p>51. The city is currently developing a new rough sleeping strategy for summer 2016. The Stonewall Housing recommendations will be considered as part of the review. Lead: BHCC Social Care</p> <p>52. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include how to take action against anti-social behaviour. Lead: BHCC Housing</p> <p>53. The housing allocation policy is currently under review. This review will include an Equality Impact Assessment that will consider the needs of the trans community. This review will complete Spring 2016. Lead: BHCC Housing</p>	<p>50 (Housing Related Support update). Hostels and Supported Accommodation: Services for single homeless people are due to be tendered throughout 2016/17. The need to provide services in which service users and staff feel safe is being written into the service specification and evaluated through the tender process. The specification also includes the need to provide personalised services which meet the needs of all communities of interest and the need to ensure that hate crime and incidents and robustly tackled.</p> <p>As above, update 50</p> <p>As above, update 5</p> <p>This is done and the allocation policy is currently being finalised. Trans people were encouraged to take part in the consultation. There was a specific meeting to promote this with the LGBT Community Safety Forum. This was also circulated to local trans groups. Where applicable transphobia is included as</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>54. The BHCC Homemove service should update their equal opportunities policy and monitoring data to include gender identity.</p> <p>55. BHCC to promote trans inclusive practice by landlords and letting agents.</p>	<p>54. This work will be done as part of the implementation of the new housing allocations policy and will complete Summer 2016. Lead: BHCC Housing</p> <p>55. A Trans Housing Guide is being produced and will be ready by Summer 2016. This guide will include information on trans inclusive practices. Lead: BHCC Housing</p>	<p>a form of harassment. An EIA was completed on the Allocations Policy, including assessment of impact on trans people.</p> <p>54. In the process of a retendering exercise. There are financial implications to this. Honorifics have been changed and are already on the system. There are also now improved processes and guidance for people transitioning. Any tender for the new ICT system will include an option to declare gender identity, but in the same way as ethnicity or disability, only relevant material will be used to assess eligibility. All information will be used for monitoring analysis and informing service improvement.</p> <p>As above, update 5.</p>
BHCC – Sports Development	57. BHCC Sports Development to consider how the profile of trans people in sport and physical activity can be increased.	<p>57. A case study highlighting the Brighton and Hove trans-swimming sessions has recently been submitted to the Sport and Recreational Alliance, which is the representative body for national sports organisations in the United Kingdom.</p> <p>The Sports Development team have produced a new Sport and Physical Activity brochure which provides information on how to get active, promotes the weekly accessible, trans friendly, activity programmes and signposts to other health services such as the</p>	<p>57, 58 and 59 <u>Active for Life Team, BHCC</u></p> <ul style="list-style-type: none"> • 22nd July – Shanni attended and gave a short presentation at the Trans inclusion in public services Conference - Audrey Emerton Building, Brighton. • 23rd July – Attended Trans Pride at Brunswick Square and was part of a BHCC stand, where we promoted the Trans Swim as well as our ‘Get Active’ Brochure for low cost weekly inclusive sessions and activities.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	58. BHCC Sports Development should liaise with trans community and voluntary sector to discuss how trans	<p>free NHS Health Checks. The rainbow flag is on the front cover and hard copies have been distributed to key networks, doctor's surgeries etc. Social media has been used for promotion and the brochure is available on line and in an easy read format. Officers will liaise with HIP and the trans community in February 2016 to review the current brochure, discuss the use of the transgender flag and new publicity materials.</p> <p>Within the councils new activity finder sport and physical activity organisations are able to tag their opportunities as trans friendly.</p> <p>Meetings have taken place with LGBT Health Inclusion Project (HIP) to increase promotion of the trans swimming session and a new LGBT friendly Zumba session has been supported through the Sports Development, Active For Life project.</p> <p>Further meetings have been arranged in November 2015 with Pride and LGBT HIP to explore opportunities within TAKEPART, Brighton & Hove two week Festival of Sport and Physical activity and to consider ways of better promoting the sports and physical activity opportunities within the community.</p> <p>58. A factsheet on trans experience of community sport / physical activity and recommendations for sports clubs and providers will be developed by January 2016.</p>	<ul style="list-style-type: none"> Promotion of the Trans Swimming session, delivered by Freedom Leisure, promoted via social media, flyer production and promotion in our Get Active programme: distribution of 15,000 by Active For Life Team at BHCC. <p>Trans Can Sport Partnership Dedicated to transforming the well-being of trans people through physical activity. The sessions are trans specific, with friends, families and allies welcome.</p> <p>The sessions concentrate on providing a safer space to trans people to exercise in. The long term aim is to build confidence so that our service users feel empowered to use mainstream provision.</p> <p>Trans Can Sport does this by:</p> <ul style="list-style-type: none"> Providing safer and trans friendly environments for fitness activity Providing physical activities that empower individuals to continue beyond the project Providing group fitness sessions at low cost / free at point of access Educating and advising services that provide fitness and leisure facilities Consulting with the local trans community as to what activities they would like to do Providing sessions that meet the specific needs of trans people <p><i>Values:</i></p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>inclusivity could be promoted to private gyms/sports providers.</p> <p>59. BHCC Sports Development should monitor the uptake and accessibility of the trans swimming sessions</p>	<p>Through the TAKEPART festival registration process (January - March 2016) we will identify local providers wishing to advertise and develop trans friendly opportunities. There is a potential opportunity to deliver trans awareness training but currently there are not resources available to deliver this through the Sports Development Team.</p> <p>59. The trans/queer swimming sessions have continued to take place at St Luke's Swimming Pool and the Sports Development Team have continued to meet with and support members of the trans community in the delivery of these sessions. They attended an LGBT Roadshow hosted by the Amateur Swimming Association (ASA) in March 2015 to help raise awareness of the sessions and it was actively promoted at Trans* Pride.</p> <p>In addition officers held meetings with the local ASA officer around the possibility of incorporating Swim Fit (pool based fitness sessions) into the trans swimming initiative. Longer-term plans could include group members potentially training as Swim Fit instructors in order to deliver the sessions. External funding through the ASA is available to support this.</p> <p>The number of attendees at the swim sessions has been low, and the session timings have been changed to try and</p>	<ul style="list-style-type: none"> • Not for profit • Using local personal trainers and fitness facilities • Supporting organisations deliver trans friendly services • Strengthen community resilience through individual empowerment • Run for the wider trans community by the trans community and allies • Avoid making assumptions about gender identity, physical capabilities and mental health <p>The project began in September 2016:</p> <ul style="list-style-type: none"> • Numbers have been good • They will be designing monitoring forms based on ones they've previously used, which can help them benchmark how the project is faring. • They will also look at charging a small fee for sessions to ensure some income and increase awareness of session costs • delivered 3 of 4 Fighting Fit sessions (last one on 24/10) and 3 of 4 Yoga (last one on 20/10). • From November we will be delivering Pilates, Weightlifting and Circuits. We will 're-launch' in January to capitalise on New Year fitness resolutions. <p>Other Active For Life Team, as part of the Healthy Lifestyles Team, support::</p> <ul style="list-style-type: none"> • Shanni Collins will attend regular steering group meetings, bi-monthly.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>improve this.</p> <p>There are also currently discussions taking place between officers, the trans community and Allsorts around opening up the swim sessions to young people who identify as trans/queer. This will benefit those young people and will boost numbers at the sessions.</p> <p>Evaluation suggests that some of those who previously attended the sessions now have the confidence to access general public sessions and therefore no longer attend the exclusive sessions.</p> <p>The councils Sports Facilities team are currently evaluating proposals from two developers for the King Alfred Leisure Centre and hope to appoint a preferred developer in January 2016. Currently both proposals meet the council's specification to provide a separate pool capable of being screened to allow for exclusive sessions like those at St Luke's Swimming Pool. They also both provide a mixed 'changing village' and unisex accessible changing facilities.</p>	<ul style="list-style-type: none"> • We will work with Trans Can Sport to identify any further potential funding. • The Trans logo to feature on the front of the Get Active Programme, with a link to the Trans Can Sport project. Distribution reach 15,000 twice yearly. • Coaches and instructors are currently identified (for Boxing, Running, Cardio, Yoga, Pilates, weightlifting) and instructors manage venue/booking spaces. • We will support to ensure links with local clubs and organisations, ie: Albion in the Community, Active Sussex, and help identify other suitable coaches and instructors to deliver on the project. • We will support the Trans Can Sport project through social media links
BHCC – 'Cultural Services'	9. VisitBrighton could consider how it recognises and promotes Brighton & Hove as a trans inclusive destination, including practical information for trans visitors.	<p>9. VisitBrighton already highlight B&H as trans inclusive destination online and promote events such as Trans Pride. The team also plans:</p> <ul style="list-style-type: none"> • Specific 'trans' page within the LGBT section of the new visitbrighton.com website (due for launch early 2016). Will 	9. VisitBrighton: due to staff reductions no further actions have been completed, but all actions from last year are finalised.

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	<p>60. Museums and libraries to continue to support inclusion of trans people in permanent and other exhibitions and events.</p>	<p>highlight bars, accommodation, shops, resources.</p> <ul style="list-style-type: none"> • Aim to host a trans press visit; might be specific publication or blog for trans community. Likely to be in the run up to Trans* Pride. • Will work with trans community and appropriate groups and ensure appropriate language is used and shared. Already making initial contacts. • Increase information on support available and other relevant services to the trans community via our LGBT information sheet <p>60. Awaiting information</p>	<p>60. Libraries</p> <ul style="list-style-type: none"> • <i>Into the Outside, the story so far</i>, is a multi-partner heritage-learning project with local young people, re-examining the city's rich LGBTQ+ past and creating a new archive of queer youth experiences. Workshops took place in Jubilee Library for young people to explore their experiences of growing up LGBTQ+ in Brighton & Hove, an exhibition took place at Brighton University and the archive will be held at The Keep. The project is funded by HLF. • Pride Launch 22nd July, followed by a two week exhibition in the foyer and front windows at Jubilee Library • An exhibition in the foyer at Jubilee Library

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			<p>for LGBT History Month in February</p> <ul style="list-style-type: none"> 1st Oct–6th Nov libraries were a partner in Brighton Photo Biennial 2016 - theme <i>Beyond the Bias-Reshaping Image</i>, exploring photography's role in defining and informing our understanding of subjects such as: gender and sexuality, the representation of the body, the politics of style, subcultures and the subversion of social and cultural norms. Jubilee Library hosted the State of Control exhibition of new work by young people from Brighton & Hove who had been considering their individual and collective identity. The group also created a new moving image piece, to be screened at Fabrica during Cinecity November 2016. Creative workshops for children also took place on Saturdays throughout October at Jubilee Library Polari LGBT Literary Salon came to Hove Library in November on its national tour, funded by The Arts Council. A creative writing workshop was followed by a literary evening with five authors.
BHCC – Communities, Equality & Third Sector team	13. BHCC Communities, Equality and Third Sector (CETS) Team to review the role of mediation in relation to trans people and their families.	13. The CETS team does not fund the Mediation Service, but has highlighted this recommendation to them. The service has acknowledged the need for a more inclusive approach and are planning to run trans awareness training for their staff and	13. Trans training was commissioned by Mediation services and delivered by Trans Alliance and mediation services have developed a plan for going forward. The role of mediation will be looked at within the scoping of the Advocacy Needs assessment

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	<p>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.</p>	<p>volunteers in the next six months. The CETS team will also find out more about this recommendation and see whether liaison with Children's Services would help progress this.</p> <p>61. May be possible to link in with the kite-marking scheme and use this to raise awareness and standards.</p>	<p>going forward.</p> <p>61. See update 62 on kite-mark. As this scheme develops relevant teams will advertise it and encourage its use.</p>
<p>Universities / Higher Education</p>	<p>17. Higher education establishments should consider how further progress can be made to tackle transphobia and promote trans equality including:</p> <ul style="list-style-type: none"> • ensuring clear guidance is made available regarding transphobic bullying. • ensuring information about local groups and services for trans people is accessible to trans students (also via Students' Unions). • ensuring counselling 	<p>17. [University of Brighton info] The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> include guidance about how to report transphobic bullying and where to access support. The policy and procedure are available on the UoB website and in the Student Contract.</p> <p>The UoB is also currently developing guidance for staff on how to effectively support trans students. This will include further information about the reporting procedure for transphobic bullying.</p> <p>Information about local groups and services</p>	<p>17. University of Brighton: The University's <i>Harassment and Bullying Policy</i> and <i>Student Bullying and Harassment Procedure</i> has recently been updated to include more information about transphobic bullying (for example, in the Appendix – Types of Bullying and Harassment: https://staff.brighton.ac.uk/ss/Documents/Student_Bullying_Harassment_Procedure.pdf)</p> <p>Student Services are currently developing guidance for staff on how to effectively support trans students (including how to prevent and respond to transphobic bullying). This will be launched in Feb/Mar 2017.</p>

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	<p>services are trans inclusive/appropriate.</p> <ul style="list-style-type: none"> • considering the role of peer mentoring for trans students. • considering how trans people are represented in the curriculum. 	<p>for trans people is provided at UoB Student Centres, Counselling Service, Student Advice Service, and the Student Support and Guidance Tutor Scheme based in academic schools. LGBrihTon (Students' Union LGBT+ Student Society) also provides this information.</p> <p>All UoB Counsellors (plus other support staff such as the Student Support and Guidance Tutors) have received Trans Awareness training from Allsorts Youth Project. The Head of Counselling and Wellbeing also works closely with the Student Development Officer (Student Experience and Equalities) to ensure that the service is trans inclusive.</p> <p>UoB currently does not provide peer mentoring for trans students. However, the Careers Service runs a professional-to-student mentoring scheme specifically for lesbian, gay, bisexual and trans (LGBT) students in partnership with American Express. It aims to pair current University of Brighton students who identify as LGBT, and who wish to gain employability skills and confidence, with professionals and managers from the LGBT Pride Network in American Express who wish to share their experience.</p> <p>The UoB Centre for Learning and Teaching (CLT) provide academic staff with up-to-date guidance on inclusive teaching, learning and assessment practices through their</p>	<p>Information about local groups and services for trans people (including Allsorts Youth Project/Transformers, Mind Out, Clare Project) is provided at UoB Student Centres, Counselling Service, Student Advice Service, and the Student Support and Guidance Tutor Scheme based in academic schools. The Students' Union's LGBT+ Student Society also provides this information.</p> <p>All Student Services staff (including counsellors) have now received Trans Awareness training from Allsorts Youth Project. Further training is planned for our Student Residential Advisors based in Halls of Residence in January 2017.</p> <p>The Careers Service continues to run their professional-to-student mentoring scheme specifically for lesbian, gay, bisexual and trans (LGBT) students in partnership with American Express. It aims to pair current University of Brighton students who identify as LGBT, and who wish to gain employability skills and confidence, with professionals and managers from the LGBT Pride Network in American Express who wish to share their experience. The LGBT mentoring programme has recently been extended to the University of Sussex.</p> <p>17. University of Sussex:</p> <ul style="list-style-type: none"> • The Deputy Director of HR is developing Trans staff guidance.

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	18. Student health and related services to ensure information	<p>Continuing Professional Education (CPD) programme. The CPD programme includes modules and assessments whereby teaching staff are required to consider how to embed inclusive practice (in relation to disability, race, sexual orientation, gender identity etc.) in their curriculum. For example, a Senior Lecturer in Social Work, carried out research as part of her PGCert into embedding awareness of trans issues into the University's social work curriculum and preparing social workers to work with trans clients.</p> <p>[University of Sussex info]</p> <ul style="list-style-type: none"> • Guidance on harassment/bullying procedures is available online for students. This paper will be passed on to HR for staff guidance on transphobic bullying and transitioning. • The University Counselling service for students currently has a trans counsellor • Will ask Students' Union & Sussex LGBTQ to consider peer mentoring for trans students • The recommendation relating to presentation of trans people in the curriculum will be passed on to the Equality Committee. <p>18. [University of Brighton info] A range of information related to trans health issues is</p>	<ul style="list-style-type: none"> • The Students' Union & Sussex LGBTQ is considering peer mentoring for trans students. • We have appointed two academics into the new role of Deputy Pro-Vice Chancellor for Equality and Diversity. They are going to look inclusive teaching, learning and assessment practices and to consider how best to embed trans issues into the curriculum • Student Life Centre Advisors have been trained to support trans students through transitioning. • The Student Life Centre has produced a training package to help staff support trans students. They have delivered this to Student Services and Students' Union staff. • Some Student Services staff have attended Grass Roots Trans suicide training. • Trans guidance leaflets from Allsorts and Terrence Higgins are available in Student Services offices. • The Careers Service would be happy to approach any trans-friendly local employers on behalf of trans students to arrange mentoring. They are aware of the Stonewall workplace equality index. <p>18. University of Brighton: Various information related to trans health issues continues to be</p>

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	related to trans health issues is made available online and at relevant sites including university GP practices.	<p>made available at University GP practices - for example, sexual health information leaflets specifically aimed at trans people.</p> <p>[University of Sussex info] Will update Wellbeing website and pass request to Health Centre.</p>	<p>made available at University GP practices - for example, sexual health information leaflets specifically aimed at trans people.</p> <p>18. University of Sussex:</p> <ul style="list-style-type: none"> The NHS Health Centre on campus has ordered trans leaflets and posters for their waiting room. They are restricted in gender expression in online forms due to the nature of clinical IT systems. They are working on a new Mental Health service for young people with complex needs. The LGBTQ society has a weekly welfare drop-in in the Student Life Centre which includes sexual health advice and free contraception. An elected trans officer can be asked to attend these to talk to students.
Third Sector	3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.	<p>3. LGBT HIP sub-contracted by Community Works to deliver infrastructure support / capacity building to LGBT groups and organisations in the city. Initiatives already taken include, Policy Bank, Bid-writing Workshop and 2 workshops for Trans groups development. Upcoming initiatives include, Train the Trainer, Volunteer Management, Group Work training.</p> <p>LGBT Groups Network helps smaller not-for profit groups get to know and support each other, share opportunities and resources, and to access specialist advice, information and support.</p>	<p>3. LGBT HIP has delivered Train the Trainer and worked with Community Works to offer Volunteer Management training attended by several trans groups.</p> <p>LGBT HIP and Community works brokered bespoke development support to Trans Alliance via one-to-one advice around staff recruitment, line management and registering as a CIC.</p> <p>Mindout's work with The Clare Project is ongoing, feedback from the Clare Project is very positive.</p> <p>[Community Works] Current development</p>

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	<p>7. LGBT organisations should demonstrate how they are promoting trans inclusion (eg. in annual reports).</p>	<p>MindOut is working in partnership with The Clare Project to develop their governance, policies, procedures and office systems, as well as supporting development of Trans peer support groups and providing operational advice.</p> <p>7. LGBT organisations to collect data on Trans use of services where possible.</p> <ul style="list-style-type: none"> • LGBT groups to increase volunteering opportunities for Trans people and develop guidance and training around trans inclusion. • LGBT groups to work with trans groups to promote and communicate reciprocally through social media. • Small Groups Network to facilitate discussion around how groups are trans-inclusive, to gether feedback and raise 	<p>support to Clare Project being developed</p> <p>Community Works delivered Governance workshop to LGBT groups</p> <p>Activity to support engagement of Trans group representatives within Community Works learning and networking activity including volunteer co-ordinators' forum and mentoring programme</p> <p>Training to full Community Works membership on Trans Awareness and LGBT Awareness</p> <p>Delivery of Equalities Symposium, with an incorporated workshop on Trans and Gender Complexity</p> <p>Trans representation on EQUIP via newly recruited LGBT Community Works rep</p> <p>7. LGBT HIP has supported a pool of Switchboard volunteers to support and lead on Switchboard's trans awareness training.</p> <p>LGBT HIP has delivered Trans Awareness training to volunteers from Switchboard, MindOut, THT and Over 35 Lesbian and Queer Gathering</p> <p>LGBT HIP has continued to consult with Trans communities and have produced two trans specific reports: Trans peoples</p>

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		<p>awareness (Feb 16).</p> <ul style="list-style-type: none"> • Offer of a trans inclusion training workshop to be developed to help groups be more inclusive and in the process develop a set of resources they can use in the future • Possible option to develop a wider equalities session which has separate workshops on a number of equalities strands, eg LD, BME, disabilities, and trans • LGBT organisations' service delivery needs to appropriately meet the needs of trans people. • LGBT community groups to be proactive in recruiting trans identified volunteers, employees and trustees to ensure trans people are represented at all levels within the LGBT community and voluntary sector. • Where there is a genuine occupational requirement community + voluntary sector orgs to specifically recruit trans people – e.g. trans counsellors for LGBT Switchboard's counselling service • LGBT community groups to raise understanding and awareness of trans identities and the issues that affect trans people within their own organisations e.g. through training for staff, trustees + volunteers. • LGBT community groups to ensure leaders/key members of the organisations 	<p>experience of hospital care and Trans Drugs and Alcohol Report.</p> <p>LGBT HIP has delivered in-house Trans Awareness training for Pavilions following a consultation into Trans peoples experiences of using drugs and alcohol services in Brighton.</p> <p>LGBT Switchboard has reviewed forms and processes to provide opportunities for volunteers/ service users to share pronouns on application forms/ assessments at first point of contact.</p> <p>MindOut collects data, published in our Annual Report which is out soon.</p> <p>MindOut has provided Trans Awareness training for Brighton & Hove Advocacy Partnership.</p> <p>MindOut has run a non-binary peer support group and has appointed a Trans Advocacy worker.</p> <p>MindOut has appointed three trans identified and one genderqueer members of staff, trans representation on the Trustee Board. We had 6 trans themed 'books' at our last living library. We have 4 trans identified volunteers working with our Peer Mentoring and online services.</p>

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	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p> <p>30. NHS and CVS mental health services should ensure that they are trans inclusive.</p>	<p>have an understanding of trans identities through trans inclusive recruitment procedures.</p> <ul style="list-style-type: none"> • LGBT organisations should take steps to identify needs of trans communities, identify any internal access barriers and take measures to overcome barriers • HIP to explore working with partners to produce 10 top tips resource on being trans inclusive, or signpost to existing resources <p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p> <p>30. LGBT HIP's ongoing engagement work around trans inclusion includes recent consultations on trans people's experience of drugs and alcohol services and trans people's experiences of Hospital Care.</p> <p>44. The development and implementation of</p>	<p>MindOut has recruited a Trans Advocacy worker.</p> <p>MindOut has published a leaflet on all our Trans work, about to be distributed throughout the city. We have piloted a trans specific online session and will be running regular trans sessions from November onwards.</p> <p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p> <p>30. LGBT HIP supported the development and the launch of the GP Guide for Supporting Trans Patients by developing patient guidelines and consultation for press release.</p> <p>LGBT HIP provided Trans Awareness Training at the CCG Protected Learning Scheme to 40 non-clinical workers.</p> <p>LGBT HIP provided trans-inclusion consultation to NHS Cancer Prevention Team to update Trans Cancer resource</p>

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	<p>44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p>	<p>the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse Trans community.</p> <p>Several LGBT groups provide third-party hate-crime reporting service. The LGBT Community Safety Forum annual Trust and Confidence Survey monitors confidence in police and council services to respond to heat-crime reports.</p>	<p>44. LGBT Switchboard helpline volunteers have had Hate Crime Reporting training and this is a way for people to report transphobic hate crime.</p> <p>New training dates for Hate Crime reporting in early 2017 (potentially with LGBT Liaison Officer TBC)</p>
<p>Trans organisations</p>	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (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. 	<p>5. Awaiting information</p>	<p>5. Clare Project website has section <u>Know your Rights</u>- developed by LGBT Liaison Officer. This includes information on the Equality Act, Hate Crime reporting and Deed of Name Change.</p> <p>LGBT Liaison Officer has produced leaflets on rights for police and for the Clare project. These were distributed at Trans Pride 2015 and 2016: What can I do about transphobia?</p>

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	<p>8. LGBT and trans services to take the needs of people with Autism into account (in line with national and local strategies) and services for people with Autism to ensure they are trans aware.</p> <p>11. Trans community groups to provide briefing sessions as part of inductions of elected members and other city leaders.</p> <p>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.</p>	<p>8. LGBT groups to improve and strengthen links with service for people with Autism. Opportunities to raise awareness through training-exchange and linking in to national campaigns to be explored as ongoing item in LGBT partners meeting.</p> <p>11. Awaiting information</p> <p>22. Awaiting information</p>	<p>8. Trans Alliance delivered trans awareness training to Assert and in return, Assert delivered autism-awareness training to the Trans Alliance.</p> <p>11. Trans Alliance provided training for elected members and further opportunities for this will be identified.</p> <p>22. When capacity within trans groups allows this work will be developed.</p>
NHS England	<p>28: NHS England should produce a resource for trans people and clinicians describing eligibility for health screening services.</p> <p>29. NHS England should issue best practice guidance for GPs, including regarding the collection and storage of personal information related to trans people.</p>	Awaiting information	<p>28, 35 and 36. NHSE Updates: Charing Cross Clinic The Board has decided that the service doesn't sit well in a mental health group and have given notice on the contract. There are current discussions about the next commission and structure of that. Consultation on this has just closed.</p> <p>One of the clinicians from the Charing Cross clinic is meeting with trans groups in London</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>35. NHS England should improve the quality and configuration of Specialist Gender Identity Services (SGIS) for the Brighton & Hove population:</p> <ul style="list-style-type: none"> • Progress should be reported to the Health and Wellbeing Board. • Waiting times and achievement against national standards should be reported publically. • Services should be required to run service user groups. • Services should take into account the needs of people with non-binary gender identities and from BME groups. <p>36. NHS England and the CCG should continue to consider what local action can improve the service pathway, including exploring the development of local specialised gender identity services as well as counselling services following referral.</p>	<p>36. A recommendation was referred by the council's Neighbourhoods, Communities and Equality Committee to the Health & Well-Being Board, and was considered at the meeting earlier this week:</p> <ul style="list-style-type: none"> • That the Committee's concerns and frustrations in respect of waiting lists and access to health pathways especially in relation to specialist services be conveyed to the Health and Wellbeing Board requesting that that they seek to bring 	<p>to explain the current situation. Local trans people will aim to find out what is said and will circulate as appropriate.</p> <p>NHSE will be attending the Health & Well-Being Board to update on their progress against the TNA recommendations.</p> <p>A further update from NHS England is attached below, at the end of this document.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<p>leverage to bear to facilitate innovative solutions by NHS England.</p> <p>The details are available here: http://present.brighton-hove.gov.uk/ieListDocuments.aspx?CId=826&MId=5746&Ver=4 - You can view a video feed of the item.</p> <p>It was agreed that NHS England will bring an item to the HWB in 2016. It was also mentioned that Brighton & Hove CCG has been invited to be the local commissioning representative on the national group redesigning the gender identity pathway.</p>	
Clinical Commissioning Group	<p>3. Brighton & Hove City Council (BHCC) and the Brighton & Hove Clinical Commissioning Group (CCG) and community & voluntary sector (CVS) should consider how the capacity and skills of trans community groups can be increased.</p> <p>4. BHCC and the CCG should recognise and support trans organisations, as well as LGBT organisations, in engagement and service provision.</p>	<p>3. This work on ongoing through continued support for the Third Sector Prospectus and Commission, currently running and due to be renewed in the coming year.</p> <p>4. The CCG commission the LGBT Health and Inclusion project for engagement with the LGB and T communities. Currently they are consulting on experiences of trans people in hospital settings. It is currently being considered as to whether there needs to be a separate trans engagement mechanism when this work is recommissioned (for April 2017)</p>	<p>3. The Third Sector prospectus includes a specific requirement on engaging with, and supporting capacity building for, trans communities. This work will start in April 2017 (dependent on receiving satisfactory proposals)</p> <p>4. As above</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>5. BHCC, the CCG and trans community & voluntary sector groups should:</p> <ul style="list-style-type: none"> • identify how a central information resource for trans people and support organisations can be provided (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. <p>30. NHS and CVS mental health services should ensure that they are trans inclusive.</p> <p>31. The CCG should review:</p> <ul style="list-style-type: none"> • access to mental health support in crisis and/or out of hours • access to counselling and CVS mental health service provision. 	<p>5. The CCG will be speaking to Switchboard about what kind of information is needed and where it is best held. This could potentially be included on the My Life portal</p> <p>Event: to be confirmed.</p> <p>Work will need to be done to ensure all parts of this hub and event are effectively linked.</p> <p>30. The CCG agrees that this should be the case, and commissions all of our services to be inclusive of all communities. Should there be specific feedback from the Trans community relating to MH services, the CCG would be more than happy to discuss further.</p> <p>31. There have been significant developments in mental health crisis services over the past few years and the Crisis Care Concordat has created an additional momentum to this. Services are continuing to evolve. A good example of this is the change in how the mental health urgent services work with the police: the police now</p>	<p>5. To be confirmed</p> <p>30. As per update Dec 2015. Commissioners have embedded responding to trans issues within the procurement for the new Wellbeing service.</p> <p>31. As per update Dec 2015</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>33. All General Practices should receive trans awareness training and the CCG should work with the Local Pharmaceutical</p>	<p>regularly call the Mental Health Rapid Response Service for assistance and advice with people experiencing a mental health crisis. So whilst this isn't a service change it is an example of how a change in behaviour is having a significant impact on patient care.</p> <p>The CCG does commission Mind Out to support LGBT people with MH needs, including support out of hours.</p> <p>The CCG will be re-procuring the primary care mental health service next year and will also be reviewing all of psychosocial, advocacy and day services contracts that we hold with the third sector. A key element of this process will be engaging with stakeholders, and we will ensure we specifically engage with the Trans community.</p> <p>32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p> <p>33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016. Further opportunities may come at internal</p>	<p>32. As per update Dec 2015</p> <p>33. An LGBTQ kitemark is being developed, to be piloted in a number of GP practices; the "gold" level will include training – including trans awareness – for practice staff</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>Committee to improve trans awareness in community pharmacy staff.</p> <p>34. The CCG and social care commissioners should consider how advocacy to support trans people to access health and social care services can be provided.</p> <p>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</p>	<p>PLS in practices during 2016. A guide: 'Preventing Suicide Among Trans Young People - A Toolkit for Nurses' is being made available by Brighton & Sussex University Hospitals trust to all staff in the Children's Emergency Department, as well as being forwarded to the Paediatric Mental Health Team.</p> <p>A guide for GPs on supporting people accessing gender identity services is now on the CCG website. It has been advertised internally and will be advertised in the next Primary Care bulletin that goes out to all practices.</p> <p>The Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.</p> <p>34. The CCG is currently in negotiation with BHCC about jointly funding trans advocacy, based on a proposal by Mind Out</p> <p>36. The CCG is in discussion with specialised commissioning (NHSE) and is part of the group to review the pathway.</p>	<p>34. Trans advocacy is now operational. CCG funding confirmed for 2017/18. See update 34.</p> <p>36. See update for 28 above re NHSE</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>counselling services following referral.</p> <p>37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.</p> <p>38. CCG to facilitate providing training and guidance for GPs in relation to hormone therapy and other clinical issues.</p>	<p>37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at this point as it still sits with specialised commissioning.</p> <p>38. There is a training event planned for primary care in Spring 2016 at the Nuffield hospital to be delivered by trans clinicians including surgeons and endocrinologists</p>	<p>37. See update for 28 above re NHSE</p> <p>38. The GP training session at the Nuffield was very successful with good attendance by GPs and practice nurses with talks from endocrinologist and psychiatrist from Charing Cross and local surgeons.</p>
General Practitioners (GPs)	<p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>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.</p>	<p>32. The CCG are communicating with the Liaison Psychiatry team at BSUH to discuss use of the toolkit. Promotion to primary care is being considered. Discussion required for school nurses.</p> <p>33. Trans awareness training is being provided for clinical staff in GP practices in Spring 2016. Generic LGBT awareness being provided at PLS event in April 2016. Further opportunities may come at internal PLS in practices during 2016.</p> <p>Local Pharmacy Committee will promote trans awareness training to community pharmacists and their teams, if organised.</p>	<p>32. Awaiting update.</p> <p>33. Trans advocacy is now operational. CCG funding confirmed for 2017/18</p>
Brighton &	27. Clinic T should review how the sexual health service is	27. Clinic T has been promoted to the Trans groups in Brighton, an outreach session was	27, 32 and 37. Awaiting update

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
Sussex University Hospitals Trust	<p>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.</p> <p>32. School nursing, GPs and the A&E Dept. at BSUH should consider implementing the national toolkit for nurses on preventing suicide in young trans people.</p> <p>37. Brighton & Sussex University Hospital and CCG to explore the role of the local transgender endocrinology clinic, including confirming GP referral criteria.</p>	<p>held with Allsorts, and had a stall at Trans Pride. THT also promoted the clinic during HIV Testing Week and on some of their publicity. Links to Trans Alliance committee now. Clinic-T is also mentioned in the recently published CCG guidance (section 6.1- http://www.gp.brightonandhoveccg.nhs.uk/pri-mary-care/supporting-patients-accessing-gender-identity-services). Plans for more training days with GPs.</p> <p>32. The Preventing Suicide Among Trans Young People - A Toolkit for Nurses' has been discussed with the Paediatric Nurse Consultant at the children's hospital, and will be made available to all staff that are part of the Children's Emergency Department, as well as being forwarded to the Paediatric Mental Health Team.</p> <p>37. The CCG will be discussing the local endocrinology clinic with NHS England but are not able to formally commission it at this point as it still sits with specialised commissioning.</p>	
Health watch	<p>40. Healthwatch Brighton & Hove should monitor progress in improving the SGIS pathway and other health services for local trans residents.</p>	<p>A number of work strands are underway:</p> <ul style="list-style-type: none"> • Feeding into NHS England national consultation on gender identity services and also linking NHS England to local patient reps. • Ensuring NHS England aware of Trans Needs Assessment, Scrutiny etc. 	<p>Healthwatch Brighton and Hove have continued to support and promote this work:</p> <ul style="list-style-type: none"> • HWBH met with David Behan CEO of the Care Quality Commission and briefed him about the Trans advocacy work in B&H, also issues trans people have raised with

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
		<ul style="list-style-type: none"> • The council allocated £5k to HW last year to be used to fund trans advocacy work in partnership with Mind Out. We are seeking a further £15k from the CCG to ensure that we can employ a full time advocate. The advocate will work with trans people going through the GIC pathways and experience/data from this will continue to inform our feedback to NHS England and the CCG. • Meeting with the Trans Alliance with regard to supporting their project in pharmacies. • Meeting with two trans people regarding their concerns about health services and referring these onto ICAS • Attending Trans* Pride to undertake outreach in relation to our helpline and consultation work • 10 people from HW attended a trans awareness session plus a member of HW West Sussex staff and 2 external vol sector colleagues. Due to the volume of interest another session will be offered in the New Year 	<p>us about deficits in NHS services - particularly long waits and intrusive psychological assessments - June 2016</p> <ul style="list-style-type: none"> • Similar to the above but with the local CQC inspection team for B&H - all three CQC Directorates - July 2016 • HWBH staff met with a group of local trans people and in related work with LGBT older people 'Older and Out' in September 2016 gathering personal accounts of NHS and social care experiences - issues have been passed on [anonymised] to relevant local service providers. • The Trans Advocacy project won a national commendation at the Healthwatch Annual Conference and Awards Ceremony 2016 • The Trans Advocacy project and issues raised by local trans people were shared in detail with senior NHS England staff as part of the NHS Leading Together Programme 2016 - this included Jan Fowler, NHS Director of Nursing [South] and Nigel Acheson, NHS Regional Medical Director [South] - Nov 2016 <p>HWBH in the next year will be looking to include trans people in our new Spokes programme to be rolled out over the next 18 months.</p>
Sussex Police	44. Sussex Police, BHCC (Community Safety), and LGBT Community Safety	44. The Community Safety casework team have decided that increasing trust and confidence with regards to the Trans	44, 46, 47 and 49. Awaiting information.

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>Forum to encourage increased reporting of transphobic incidents and crime, including raising awareness of the benefits of reporting and exploring innovative online methods.</p> <p>46. Sussex Police, victim services and commissioners to ensure that domestic and sexual violence services are trans inclusive and that specific issues for trans people are understood.</p>	<p>community will be the focus of the 2016/17 trust and confidence plan and those three recommendations will be implemented within that plan.</p> <p>The model will be the same as we have developed previously with the BME and Disabled communities. We will liaise with trans community representatives and relevant organisations for us to best understand what will work with them to increase trust and confidence.</p> <p>The development and implementation of the Self Evident reporting app with Sussex PCC along with targeted training on its use and usability for trans groups and networks is underway and planned for 2015/16 to raise the profile, uptake and increase reporting via of this innovative way of reporting within the diverse trans community.</p> <p>46. Specialist domestic and sexual violence services have been commissioned, with the specification including consideration of issues for trans victim/survivors. A skills and training needs survey in relation to domestic and sexual violence is underway and will be used to develop a training strategy, this includes consideration of issues for trans victim/survivors. Specialist services continue to review their practice, for example Survivors' Network (the Rape Crisis Centre for Sussex) recently completed a small scale</p>	

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>47. BHCC domestic violence commissioner to evaluate the GBT* refuge project for trans men and ensure all trans people are housed suitably when fleeing domestic violence.</p> <p>49. Sussex Police and BHCC, in partnership with the trans community and criminal justice agencies, to determine how trans awareness can be increased and needs met within the criminal justice system, including custody/bail hostels and the courts, and support relevant organisations to do so.</p>	<p>research project into supporting trans survivors of sexual violence.</p> <p>47. This project is ongoing.</p> <p>49. The Community Safety team and the case work team have undertaken training provided by FTM Brighton and the recent video Trans training produced by Sussex Police around addressing, respecting and understanding trans people who are in the criminal justice system and in contact with other professional enforcement, mediation and engagement agencies.</p>	
Other	<p>1. The Equality and Inclusion Partnership (EQUIP) and other city partnerships should maintain an overview of action on the basis of the needs assessment.</p> <p>6. Brighton Pride should maintain a focus on promoting trans inclusion.</p>	<p>1. Equip will receive regular reports from the trans sub-group overseeing the implementation of these recommendations and will support city-wide completion of the actions.</p> <p>6. Awaiting information</p>	<p>1. Ongoing: the group meets regularly with representation from all the groups and organisations with recommendations within the TNA. It is chaired by the Lead Members for Neighbourhoods, Communities and Equality.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	<p>23. Employers (both public and private sector) to:</p> <ul style="list-style-type: none"> • to promote and ensure access to apprenticeships for trans people. • to develop advocacy and mentoring in the workplace, both whilst in employment and to promote access. <p>45. BHCC Transport team to advise on liaising with Brighton Area Buswatch and Brighton & Hove Buses over improving feelings of safety on buses.</p> <p>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</p>	<p>23. BHCC: The council proposes to include a positive action statement in its job adverts for apprentices stating that it particularly welcomes applications from groups currently under-represented within its workforce including those identifying as trans. Similar diversity messaging will also be included on the Apprenticeship section of its jobs site.</p> <p>The council will also publish its Supporting Transgender Staff Policy on its jobs site.</p> <p>Regrettably, the council's dedicated diversity mentoring scheme is currently discontinued due to a lack of resources and available funding.</p> <p>45. A meeting is planned in January of the Transport team, Brighton & Hove Buses and members of the trans sub-group to discuss this recommendation. The 'Helping Hands Scheme' may be a suitable scheme to be extended to this community. Details of the scheme (as currently is) can be found at: http://buses.co.uk/page.aspx?pageid=461 – other options will also be considered.</p> <p>61. May be possible to link in with the kite-marking scheme and use this to raise awareness and standards.</p>	<p>45. The meeting in January 2016 was held and established links between trans groups and the bus company. Training and the extension of existing schemes were discussed and further work will be completed, as capacity permits.</p> <p>61. See update 62 for kite-mark information.</p>

Lead organisation	Recommendation	Updates: December 2015	Updates: December 2016
	consider how local businesses can be supported to be trans inclusive and to meet the requirements of the Equality Act.		

Additional work not covered in the recommendations above

Organisation	Activity and outcomes	Next steps
<p>BHCC – Hove Town Hall</p>	<p>Following the redevelopment of Hove Town Hall there has been a significant increase in the number of accessible and gender neutral toilets ('Toilets for Everyone') in the building. Each floor of the redesigned civic office now has at least one accessible toilet, and one Toilet for Everyone. This provision was based on the portfolio of Equalities Impact Assessments that every service completed as part of their move from Kings House. The Workstyles team has worked closely with colleagues from the Equalities Team, Print & Design, and unions to ensure that provision meets the needs of all staff employed by the council.</p>	
<p>BHCC – Brighton Centre</p>	<p>We've built two new single stalls Toilets for Everyone into our main bar areas; one in the East and one in the West. This is following feedback from our conference clients (particularly union events including UNISON and the NUS) that they'd like options for GN toilets for their delegates. Prior to that we've had to use temporary signage and change a multi-stall male toilet into a GN options which we didn't think was suitable. We've also had feedback from customers at live music events that an option for GN toilets would be appreciated.</p> <p>Alongside this we have made 3 existing toilet facilities (one single stall, two double stall) Toilets for Everyone in our backstage areas (second floor and third floor, these are the double stalls, private from the public) and in our Wing (single stall). These are to ensure that if these spaces are being used independently from the main venue GN options are still available without having to travel to another part of the building.</p> <p>The Toilets for Everyone are not listed as GN as we felt alongside being GN toilets they offer options to a large range of customers that we welcome into the venue; including but not limited to –</p> <ul style="list-style-type: none"> • Parents who are bringing children to events who are of the opposite sex • People who fear aggression in their assigned gender's toilets • People with hidden impairments, such as Crohn's Disease or IBS who do not feel comfortable using the disabled toilet for fear of being pulled up on it by other users because their disability is not visible 	<p>We will monitor usage of these toilets, take on feedback, review with our clients, and ensure staff are supporting users correctly.</p>

Additional work not covered in the recommendations above

Organisation	Activity and outcomes	Next steps
	<ul style="list-style-type: none"> • People with mental health problems who may suffer anxiety in multi-stall toilets • Elderly or disabled people who may need assistance when using facilities (the single stall toilets are large) 	
BHCC: Customer Service Team	<p>A query was received from a customer who has changed their name and gender and wanted to change the details on their concessionary bus pass accordingly. There is a standard charge for changes to a card or replacements if the card is lost, to cover postage and administration. However, the charge is waived if the pass has been stolen, reflecting the fact that theft is beyond an individual's control. Having considered this and the customer query, the Customer Service Team identified that for a trans person the process of aligning their name and physical appearance to their own sense of their gender identity is similarly not a choice. Therefore, it was agreed that the policy would be changed and a waiver allowed for changes of name and other details for trans people.</p>	<p>This has been agreed. The specific customer is going through the process of changing details and any future trans people applying will also have their charges waived for detail changes of this kind.</p>
Sussex Partnership NHS Foundation Trust	<ul style="list-style-type: none"> • Trans Working Group – a newly established & consisting of trans staff, equality team members, senior managers and doctors. At the moment the plan is to produce clear guidelines for all our teams about to support trans patients and colleagues – using a wide variety of resources including government recommendations following last year's Women & Equalities Select Committee Inquiry. We will also be reviewing some of our policies to include more specific references to all of this. • Trans Awareness Training application – this is being made bespoke at the moment. We are focusing on areas where we know trans people are using services or where we know there have been problems with lack of clarity or understanding in the past. • B&H plans to bid for Gender Identity Clinic in the city. Our Service Manager for B&H and a colleague with specialist knowledge in providing trans services are actively involved in this bid. 	<ul style="list-style-type: none"> • We will also be reviewing some of our policies to include more specific references to all of this. • Senior managers will be included and HR colleagues. • They are planning to hold a public event on this topic in January.
LGBT Switchboard	<ul style="list-style-type: none"> • LGBT HIP is working with Trans Alliance to develop a city-wide kitemark around LGBT inclusion with specific trans-inclusion guidelines. 	<ul style="list-style-type: none"> • LGBT HIP and Trans Alliance to meet and discuss the next steps of the project including securing funding and launching pilot scheme.

Additional work not covered in the recommendations above

Organisation	Activity and outcomes	Next steps
	<ul style="list-style-type: none"> • LGBT Switchboard worked with Survivors Network to launch a Trans Survivors Helpline for trans survivors of sexual violence, run by trans volunteers. • The Older LGBT project has identified gaps in knowledge and services for older trans people in the city. 	<ul style="list-style-type: none"> • Switchboard is currently recruiting a new intake of volunteers to strengthen the service, training in January 2017. • Older LGBT Project is working with Trans Alliance, Clare Project BHCC, CCG and other voluntary and statutory agencies to collate more information to inform a planned response.
Brighton and Hove Independent Mediation Service	BHIMS mediators received trans awareness training from the Trans Alliance. This empowered them to start making a clear plan to make BHIMS a safer and more supportive service for trans people.	
University of Brighton	<ul style="list-style-type: none"> • Trans awareness training has been provided to the university's HR team • Student data collection at online enrolment has recently been expanded to include students' gender identity, along with their sexual orientation and religion. • In April 2016 the university became of the first higher education institutions to hold an institutional award under the recently expanded version of the 'Athena SWAN' higher education gender equality charter, which since its expansion has included a dedicated section on supporting trans people. (See pgs. 64-65 of: https://about.brighton.ac.uk/equality/UoB_Institution_Bronze_April%202016%20FINAL(publication).pdf). Findings from the Athena SWAN submission will be considered along with feedback from our 2017 Stonewall Workplace Equality Index submission, to help ensure that identified activities for promoting trans equality are coordinated and appropriately targeted. • The University is currently working with Brighton and Hove City Council, Sussex Police, and Brighton and Sussex University Hospitals (BSUH) 	<ul style="list-style-type: none"> • Following the training, the team has started to review its policies and procedures for trans staff. • The new data on gender identity will be analysed in the Student Equalities Report for the 2016-17 academic year. • Implement Athena SWAN action items relating to trans equality, as detailed in the institutional Athena SWAN action plan. Produce and implement action plan for supporting trans equality (as part of a broader LGBT equality action plan), following feedback from our 2017 Workplace Equality Index submission (expected January 2017). Coordinate this with trans-related actions from the institutional Athena SWAN action plan.

Additional work not covered in the recommendations above		
Organisation	Activity and outcomes	Next steps
	to organise the Trans Needs Assessment Conference in 2017. The conference will include contributions from trans and non-binary contributors, research on trans/non-binary issues, and training for staff and allies.	

NHS England Update

2017: a key year for gender identity services – Will Huxter

19 December 2016 - 13:57

It has been a busy year and I want to thank all those who have taken the time to work with us in our various initiatives to improve services for transgender and non-binary people.

They include members of the Transgender Network; members of the [Clinical Reference Group](#) and its various working groups; the organisations that have joined our symposiums; and the staff who work in the services.

2016 saw publication of the report and recommendations of the Women and Equalities Select Committee on Transgender Equality, and we have used those recommendations to inform our work in developing new service specifications for gender identity services.

I am very pleased about the quality of engagement with partner organisations at our symposiums during the year, which has resulted in a joint initiative with [Health Education England](#) to progress training and education, for specialist staff and for others more widely across the health service.

The applicability of the 18 week waiting standard is now established in the transgender pathway. The surgical providers are now required to publish their monthly waiting time data, measuring compliance with the 18 week waiting standard, and Gender Identity Clinics will begin reporting in 2017 – though the requirement to meet the 18 week standard applies to them now.

NHS England invested an additional £6.5m in gender identity services in this financial year, and we will continue to hold the providers to account in demonstrating how that money is being used to tackle long waiting lists.

Looking ahead to 2017, we will be going out to consultation on new service specifications for both the adult gender identity clinics and the gender surgical services by the Spring. I will publicise the consultation in a future blog.

The Clinical Reference Group has been given the challenge of delivering new specifications that will give us an innovation and new models for care, addressing the concerns identified by the Select Committee and Transgender Network.

We have convened a stakeholder testing group on 5 January for registered stakeholders to help shape the specifications for the purpose of consultation. Once the specifications have been agreed, NHS England will begin a process of national procurement to identify providers and agree new contracts for the delivery of services in line with the requirements set out in them.

I reported previously that West London Mental Health NHS Trust, which currently hosts the Charing Cross Gender Identity Clinic, had decided it no longer wished to provide gender identity services in future. Since that time, we have been working closely with the Trust, and with the staff of the GIC, to identify an appropriate organisation to host the service. Our commitment throughout has been to ensure there is no disruption or reduction to the service provided by the GIC.

I am very pleased to report that, following discussions with a number of different organisations, NHS England has agreed the [Tavistock and Portman NHS Foundation Trust will host the Charing Cross Clinic from April 2017](#).

This will be on an interim basis, pending the outcome of the national procurement which NHS England will undertake in 2017. The focus for the Tavistock and Portman will be to assume the service with minimum disruption to patients and staff, combining their expertise with the knowledge, skill and experience of the current Charing Cross staff. The service will continue to be delivered from the same location as now, and there will be continuity in the clinical and non-clinical team. The change will not have any impact on appointments that have already been scheduled or treatment plans.

There are many advantages to the Tavistock and Portman as the new host for the service, given their experience in delivering the children and young people's gender identity service, and its links with the adult services.

Making the transfer from children to adult services as smooth as possible will be one of the expectations in the specifications to be issued in the new year and, dependent on the outcome of the procurement process, the experience of having both services in a single provider should help us to understand how to do this better, to the benefit of all people seeking support.

I wish you a Merry Christmas and a Happy NewYear, and I look forward to working with you all in a busy 2017.

- Please let me have any observations or questions about this blog via Twitter at [#nhsgenderid](#)

Will Huxter is Regional Director of Specialised Commissioning (London) at NHS England and currently chair of the NHS England Gender Task & Finish Group.

Prior to joining NHS England in June 2014, Will worked in a range of commissioning roles within the NHS, and for five years at an NHS Trust.

He has also spent eight years working in the voluntary sector

