

<b>Subject:</b>	<b>Report of the Scrutiny Panel on Trans Equality Issues</b>		
<b>Date of Meeting:</b>	<b>28 January 2013</b>		
<b>Report of:</b>	<b>Monitoring Officer/Head of Law</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Julia Riches</b>	<b>Tel: 29-1110</b>
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<b>Ward(s) affected:</b>	<b>All</b>		

### FOR GENERAL RELEASE

#### 1. SUMMARY AND POLICY CONTEXT:

- 1.1 In 2012 a scrutiny panel was established to investigate issues of concern to the city's transgender community, focusing particularly on the obstacles and inequalities experienced by trans people when accessing a range of services.
- 1.2 The scrutiny panel report, including recommendations for making improvements in services directed to the city council and key local partners, is included as **Appendix 1** to this report.

#### 2. RECOMMENDATIONS:

- 2.1 That Overview & Scrutiny Commission members endorse the scrutiny panel report and recommendations (**Appendix 1**) and refer it for consideration to the relevant decision-making bodies.

#### 3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1 In January 2012 Cllr Mac Cafferty wrote a letter to the Chair of the Overview & Scrutiny Commission (OSC) requesting that a scrutiny panel be established to look at inequalities experienced by trans people in the city. OSC agreed this request, and a panel was subsequently constituted with Cllr Mac Cafferty as Chair and Cllrs Cobb and Morgan representing their groups. Two co-optees, Jay Stewart of Gendered Intelligence and Michelle Ross, Trans Awareness Consultant and Counsellor at the Terence Higgins Trust, both of whom are experts, agreed to join the panel. The Panel carried out a 'listening exercise' to hear from as many trans individuals, support groups, friends and family as possible. The panel also held three meetings to hear from service providers - **more details may be found in the scrutiny panel report (Appendix 1)**
- 3.2 Defining what is meant by the term 'trans' is a complex and sometimes sensitive matter, and is covered more fully in the scrutiny panel report (Appendix 1). In short though, 'trans' is used as an umbrella term for transgender. Trans individuals feel inherently that the gender they were assigned at birth does not correspond to their gender identity. It is important to clarify that gender identity is entirely separate from sexual orientation.
- 3.3 The number of trans people living locally is unknown, although given Brighton & Hove's reputation as an LGBT friendly city, we may, relatively speaking, have a larger trans community than most areas. However, trans people are, on average, significantly disadvantaged in terms of their physical health, mental health, and housing needs; suffer high levels of discrimination in employment or when attempting to access public services; and are disproportionately the victims of assault and anti-social behaviour.
- 3.4 As with any other group suffering such high levels of inequality, there is a pressing need to look at how we support and interact with local trans people. To this end the scrutiny panel has produced a series of recommendations which reflect the experience of trans people in the city, and which seek to improve services for this community.

#### **4. COMMUNITY ENGAGEMENT AND CONSULTATION**

- 4.1 The panel worked very closely with both the Equalities and Communities Team and with the LGBT Health Involvement Project (LGBT HIP).
- 4.2 As detailed in the report at Appendix 1, the panel also held a 'listening exercise' to hear the views of the trans community and support groups.

#### **5. FINANCIAL & OTHER IMPLICATIONS:**

##### Financial Implications:

- 5.1 The financial implications from the reports recommendations will be highlighted when reported through to Policy and Resources Committee.

*Finance Officer Consulted: Anne Silley*

*Date: 29/06/12*

Legal Implications:

- 5.2 In accordance with the Overview & Scrutiny Procedure Rules, once OSC has agreed the Panel's recommendations it will prepare a report and submit it to the Chief Executive for consideration at the relevant policy committee.

*Lawyer Consulted: Oliver Dixon*

*Date: 29/06/12*

Equalities Implications:

- 5.3 An EIA has been undertaken in relation to the work of the scrutiny panel and the panel has worked closely with colleagues from the Equalities and Communities Team throughout the review process.

Sustainability Implications:

- 5.4 None identified

Crime & Disorder Implications:

- 5.5 None directly, although it should be noted that trans people are disproportionately the victims of assault and anti-social behaviour.

Risk and Opportunity Management Implications:

- 5.6 None specifically identified

Public Health Implications:

- 5.7 Trans people typically have poorer physical and mental health than the general population and also report problems accessing health services. The recommendations in this report are intended, in some part, to remedy these issues and will therefore have a positive impact upon health inequalities and positive population health implications.

Corporate / Citywide Implications:

- 5.8 The recommendations in this report seek to help realise the core corporate goal of reducing inequalities.

**6. EVALUATION OF ANY ALTERNATIVE OPTION(S):**

- 6.1 The scrutiny panel report (**Appendix 1**) gives details of the evidence gathered by the panel which may include suggestions for service improvements not formally captured as panel recommendations. In general the panel focused on recommendations that were: a) unanimously agreed; b) readily capable of implementation.

**7. REASONS FOR REPORT RECOMMENDATIONS**

- 7.1 The scrutiny panel report makes recommendations which seek to improve services for trans people. If agreed, the recommendation of this cover report will ensure that the scrutiny panel recommendations are considered by the appropriate decision-making bodies.

## **SUPPORTING DOCUMENTATION**

### **Appendices:**

Appendix 1 – Report of the Trans Equality Scrutiny Panel

### **Documents in Members' Rooms**

*None*

### **Background Documents**

Volume 2 with minutes and written evidence will be available on the website in due course.

