

**Report of Director of Communities and Environments
Report to Executive Board**

Date: 27th June 2018

Subject: LGBT+ Inclusive City

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary of main issues

1. The LGBT+ Community has seen significant progress towards equality via legislation and the work of public and other organisations to meet their needs. However significant challenges continue to exist. In particular Leeds has a less well developed and funded LGBT+ community infrastructure than many other urban areas.
2. The community is very diverse and meeting its needs can be complex and challenging for service providers and policy makers. There is a need for a better understanding of the community amongst those who deliver services to it.
3. Much work has been undertaken over the last few years to start to address some of the key challenges facing the community across a whole range of areas outlined within the report including for older and younger people, around mental health, drugs and alcohol addiction, domestic violence, hate crime and access to services such as Housing, Sport, Cultural activities and Employment and Skills. However further progress continues to need to be made across all of these areas.
4. Discrimination exists within the community as well as towards it, with issues of racism, sexism, ageism, disability discrimination, Biphobia and Transphobia a barrier to accessing some of the progress that has been made for some people.
5. Over 80% of the working population are employed within the private sector and the emerging steps to better engage with the LGBT+ agenda in this area are essential to make the city fully inclusive.
6. Visible leadership by champions and allies has had a significant positive impact on taking the agenda forward over the last few years.

Recommendations

1. That Executive Board notes the current and ongoing work to make Leeds an LGBT+ Inclusive City and supports the LGBT+ Hub in developing and maintaining a forward work programme and success measures that reflects the work streams outlined within the report and the main appendix. The work programme to be co-produced and owned between the LGBT+ Hub and the LGBT+ community.
2. Supports the cross city partnership approach that has developed between the Council, other public bodies, the Third and Business Sectors to deliver on the Inclusive City agenda and
3. Supports work to address the lack of LGBT+ community infrastructure within the city relative to other major urban areas and
4. Continues to support the leadership role of senior officers, Elected Members and partners in taking forward the LGBT+ equality agenda and recognises the significant positive impact the work of champions and allies has in delivering outcomes.
5. It is intended that the LGBT+ Hub will develop a forward work programme with a 5 year prioritised timeframe. Responsibility for supporting the recommendations will sit with the Director of Communities and Environment and Chief Officer Communities.

1. Purpose of this report

- 1.1 To reflect the progress made over the last 6 years since the LGBT+ Friendly City report was adopted by Executive Board
- 1.2 To recognise the work of the re-launched LGBT+ Hub and the Councils LGBT+ Staff Network in contributing to the development of the agenda alongside partners in the public, Third and Business Sectors.
- 1.3 To recognise some key successes including in 2018 the Council achieving 4th place amongst local Authorities within the Stonewall Index and the LGBT+ Hub winning 'Best Community Organisation' at the cities LGBT+ awards known as the Owlies. This award was awarded following a public ballot.
- 1.4 To highlight the role of champions and allies in driving forward progress and outcomes.
- 1.5 To reflect the diversity of the community.
- 1.6 To reflect the challenges in capacity within the LGBT+ infrastructure within the city, at a time of significant pressure on public sector finances.

2. Background information

- 2.1 An LGBT+ Friendly City Report was presented to Executive Board in 2012 which at the time was a significant step towards a greater focus on LGBT+ equality within the city. Following the relaunch of the LGBT+ Hub three years ago those Council services that contributed to the original report provided updates on progress to the Hub at a public meeting.
- 2.2 All of the services reflected within that original report have contributed to the Inclusive City Report 2018. However as the agenda has expanded, the work reflected now encompasses our partnerships with other public sector bodies, the Third Sector and Business Sectors.
- 2.3 The Equality Act 2010 was a landmark piece of legislation which brought together most equality related laws into one place and has provided the UK with one of the strongest protective legislative frameworks, including for LGBT+ people anywhere in the world. Equal marriage was a further landmark step towards full equality. However work continues to refine the law, in particular in relation to Trans people and the government is consulting on strengthening protections for Trans people at this current time.
- 2.4 The LGBT+ community within the city are affected by what is happening across the wider worldwide agenda. The city is home to people who have come to the UK as refugees and asylum seekers who have been persecuted elsewhere because of their sexual orientation or gender identity. In the age of instant news and social media our local LGBT+ community are constantly aware of the challenges faced by the LGBT+ community worldwide and the significant challenges faced by many across the globe.
- 2.5 The tragic event that took place in Orlando in 2016 had a profound effect on the community here in Leeds and the memorial that took place, organised by the community and supported by the Council and partners such as West Yorkshire Police, attended by 1000+ people was a significant event that brought the role of the Council with the community into greater focus.

- 2.6 Leeds has a thriving LGBT+ social area known as the Freedom Quarter in the Lower Briggate area at the heart of the city's expansion into the Southbank.
- 2.7 Leeds is made up of many people and communities. People from different identities and cultures make up the city and the places in which they live, work and socialise. Leeds is a city built on migration from near and far, and has benefited economically, culturally and socially from this. Some communities are more visible than others but everyone in the city has influenced its diversity, including the LGBT+ one.
- 2.8 Leeds has a rich LGBT+ History. Plans are being developed by the Civic Trust in conjunction with the University of Leeds and the Council for a pop up walking trail of temporary blue plaques during Leeds Pride and LGBT+ History Month each year, to celebrate many of the LGBT+ people from and connected to Leeds who have contributed to the life of the city as well as nationally and internationally, across a wide variety of fields.
- 2.9 There is a challenge, as back in 2012, in identifying the size of the LGBT+ population in the city. Sexual Orientation was not included in the 2011 census although the Office of National Statistics are consulting on possible questions for the next census at this time. Stonewall estimates that up to 10% of a city with a well-established LGBT+ community may identify as LGBT+. ONS annual figures are showing a year on year increase in those who identify as LGBT+ with figures for younger people around the 5% mark nationally.
- 2.10 The Council has a lead role to play, as one of the largest employers in the city, in being an LGBT+ Inclusive Employer, as well as one of the largest providers of public services.

3. Main issues

- 3.1.1 The LGBT+ Community has seen significant progress towards equality via legislation and the work of public and other organisations to meet their needs. However significant challenges continue to exist. In particular Leeds has a less well developed and funded LGBT+ community infrastructure than many other urban areas.
- 3.1.2 The community is very diverse and meeting its needs can be complex and challenging for service providers and policy makers. There is a need for a better understanding of the community amongst those who deliver services to it.
- 3.1.3 Much work has been undertaken over the last few years to start to address some of the key challenges facing the community across a whole range of areas outlined within the report including for older and younger people, around mental health, drugs and alcohol addiction, domestic violence, hate crime and access to services such as Housing, Sport, Cultural activities and Employment and Skills. However further progress continues to need to be made across all of these areas.
- 3.1.4 Discrimination exists within the community as well as towards it, with issues of racism, sexism, ageism, disability discrimination, Biphobia and Transphobia a barrier to accessing some of the progress that has been made for some people.
- 3.1.5 Over 80% of the working population are employed within the private sector and the emerging steps to better engage with the LGBT+ agenda in this area are essential to make the city fully inclusive.
- 3.1.6 Visible leadership by champions and allies has had a significant positive impact on taking the agenda forward over the last few years.

3.2 The Diversity of the Community.

3.2.1 The LGBT+ community is by its nature very diverse. It reflects the diversity of the wider city population in terms of race, faith, disability and age. It also encompasses a range of identities related to sexual orientation and gender identity. The Hub has developed specific relationships and undertaken specific pieces of work relating to Bi, Trans and women. The current Hub Representatives include members from Leeds Bi Group and Trans Leeds and 4 of the 5 identify as women. There is a well-established Trans Sub Group of the Hub and Leeds Bi Group act as the Bi Sub Group.

3.3 Children and Families

3.3.1 The Directorate is producing gender identity guidance to be used by schools and other children and families settings. This work has been identified as a priority to support children and young people who identify as Trans or who are questioning their gender identity.

3.3.2 The Schools Hate Incident Reporting system that includes sexual orientation and gender identity is in its 4th year of operation. It was developed in conjunction with the Leeds Anti-Social Behaviour Team.

3.3.3 The Directorate has also identified training for staff, in particular for teachers, around homophobic, Biphobic and Transphobic bullying, as a priority area.

3.3.4 The Stonewall Education Index. Leeds has been a member of the champions programme since 2011 and has consistently improved on its annual Education Equality Index submission. In 2017 Leeds achieved 14th position out of 39 authorities with a score of 123 out of 145 (a performance of 85%).

3.3.5 The service runs two well received youth groups for LGB and T young people – Out to 18 and Transtastic.

3.3.6 Fostering and Adoption service celebrates LGBT fostering & adoption week which takes place between 5th and 11th March. The team usually put on an event which is widely advertised. This year's event was held at the Cosmopolitan Hotel, Lower Briggate.

3.4 Adult Social Care and Health

3.4.1 Mental Health is a priority concern for the LGBT+ community. This was reflected in the LGBT+ Mapping Project which highlighted it as the most important issue for the community.

3.4.2 The Directorate has identified 'developing a LGBT+ Charter for Regulated Care Services' as one of its three equality improvement priorities for 2018.

3.4.3 The Directorate has also identified improving the Learning and Development offer around LGBT+ issues for its staff as a priority area for development.

3.4.4 The need for high quality housing with care and support has been identified as a key priority for the older LGBT+ community. A report by Stonewall Housing – Building Safe Choices- LGBT Housing futures: a feasibility study published in 2016 recommended "Support and encouragement for the development of specialist older LGBT housing schemes across all tenures ". The report goes on to state that in terms of choice, progress has not been made and that unlike the USA, and many other countries in Europe, the UK still has no provision of housing that is designed, built and provided in response to the wishes and needs of the older LGBT+ population.

- 3.4.5 Members of The Leeds LGBT+ Community Hub and the Leeds Mapping Group have responded to this agenda by embarking on an ambitious Project to set up a new asset based community development consisting of intergenerational housing, social care, cultural facilities and an employment & training hub aimed at meeting the demonstrable and evidenced need, demand and expectations from the LGBT+ community of Leeds, particularly older community members who have care and support needs.
- 3.4.6 The key objective is the building of a sustainable community which connects and empowers people to live, work and play independently. This in turn will reduce the housing and care challenges that face older LGBT+ people, who are more likely to live alone and less likely to have children or extended family networks.
- 3.4.7 Stonewall Housing has provided support with initial research and development and is fully supportive and encouraging of the Project. Leeds Older People's Forum & Sage project are working closely with the Project in terms of co-production and a successful funding bid has been made to Ideas That Change Lives Programme to develop a sustainable business model.
- 3.4.8 The Adults and Health Directorate is working with colleagues in Children's and Families and across the Healthcare sector on the Health and Wellbeing Board sponsored project to implement the action plan from Stonewalls 'Unhealthy Attitudes' Report.
- 3.4.9 This sub group of the LGBT+ Hub has been established to act as the delivery mechanism for the action plan and will enable the Health and Social Care agendas to be joined up with other LGBT+ Hub work streams such as around education, community safety and Housing.
- 3.4.10 The action plan includes work to end LGBT+ bullying and discrimination, improving training and development for staff, support LGBT+ staff in the workplace, improve LGBT+ patient experiences and improve leadership support for LGBT+ equality.

3.5 Employment and Skills

- 3.5.1 Employment outcomes for Trans and Gender Non Binary people should be better and there are specific challenges which impact their potential to access and sustain employment:

- Employer discrimination
- High levels of mental ill health
- Workplace bullying
- Extended work absences for those transitioning

- 3.5.2 There are a number of proposals being taken forward:

- **Providing dedicated sessions for young Trans and Non Binary people to find out about Apprenticeships and other opportunities**
The service plans to develop further their links with Trans and Non Binary groups and organisations to consider how they can better connect with the wider Trans and Non Binary community to support young people at different points in their transition.

- **Build specific links within DWP to better join up our support offer** The service have already had discussions with the Department for Work and Pensions to understand and learn from their approach to conversations with business and promoting training resources. DWP are very keen to continue to develop this relationship as they see the work being proposed in Leeds as providing a benchmark for best practice elsewhere.
- **Provide mentoring support for those looking for work**
This could include employability and jobsearch, signposting to enterprise support etc.
- **Raise the awareness of businesses as part of conversations around promoting inclusive recruitment**
The service recognises that as part of its role in promoting best practice in employment to other businesses in the city it needs to be a best practice employer for Trans and Gender Non Binary people itself.
- **Provide training across the service**
All staff within the service have already undertaken training delivered by Trans Leeds and this will continue to be reinforced by further opportunities once the Councils new Equality Learning and Development offer is in place. Trans and Gender Non Binary people need to be involved in any future training opportunities in this area.
- **Prioritise places on the Pop Up Business School opportunity**
The service negotiated priority places for anyone interested in self-employment/enterprise

3.6 Sport and Active Recreation

3.6.1 The LGBT+ Hub first discussed LGBT+ Inclusive Sport as a work area in August 2015. That meeting, attended by representatives of many of the LGBT+ sports clubs in the city identified several key barriers to participation in sport by members of the LGBT+ community:

- Homophobic bullying in schools which puts young people off participation at a crucial age
- A lack of LGB T+ role models for young people, especially young men
- A reputation for homophobia and bi-phobia amongst many of the largest participation sports in the UK
- A lack of LGBT+ Inclusive sports clubs within the city, especially in women's sport
- Stereotypical body imaging for both young men, women and Non binary people who identify as LGBT+
- Lack of appropriate facilities and a Transphobic reputation and or culture across many sports and in many facilities

The service is working with sports clubs and the wider LGBT+ community on an action plan to address the highlighted issues.

3.7 Culture

3.7.1 Cross City/Sector LGBT+ Inclusive City Culture Organisations Project

3.7.2 In 2017 The Hub organised a focus group with members of the community and representatives of Culture organisations in the city including West Yorkshire Playhouse and Yorkshire Dance.

3.7.3 This has developed into a proposal for 2018/19 for a series of workshops with representatives from all the culture organisations in the city to consider the following three area:

- Making our Culture spaces LGBT+ Inclusive and welcoming
- Ensuring our culture organisations are LGBT+ Inclusive Employers
- Ensuring that LGBT+ stories are told through theatre, music, dance, history, Art and literature

3.7.4 Each of these themed sessions will be hosted by one of the cities cultural organisations with the aim of developing an action plan to be taken forward as part of the preparations for 2023.

3.7.5 Leeds Queer Stories display. This display opened in the Leeds Story Community Space on November 3rd 2016 and was co-curated through monthly planning and consultation sessions with the LGBTIQ+ community, which began back in autumn 2014. Many members of the display group worked together to share and record their oral histories and were the lenders of the vast number of diverse objects in the display. It explored the themes of arts, culture and sports; health and wellbeing; connecting and identity; the struggle for LGBTIQ+ equality and participation in other movements for social change. One of the key features was a commissioned short contemporary dance film 'Queer as in Queer' by Jamie Fletcher. The display was officially opened by Councillor Alison Lowe at the launch event on November 28th. During the event, members of the display group and the general public who attended were encouraged to share their 'Queer Stories' in a relaxed informal discussion.

3.7.6 Leeds will be holding its first LGBT+ Literary festival in the run up to Leeds Pride 2018 with support from the Councils Communities Team.

3.8 Housing

3.8.1 Over the last few years the focus of Housing Leeds has been on delivering:

3.8.2 Greater staff awareness of LGBT+ issues through a range of formal and informal training for example, staff sessions exploring Gender Identity, the concerns of the

older LGBT+ community and Domestic Violence in the LGBT+ community.
Throughout the year promoting and supporting different LGBT+ awareness days.

- 3.8.3 More joined up Housing Leeds services - in 2015/16 the Housing Options Service and the Private Rented Sector became part of Housing Leeds. This has enabled greater connection between housing needs advice, Council Housing and the private rented sector.
- 3.8.4 Housing Options holds monthly surgeries at MESMAC and outreach surgeries at BASIS and the Joanna Project, both of which are support agencies for sex workers, and the Together Women's Project, giving advice to anyone in housing crisis or in need of housing support.
- 3.8.5 Housing Options page for LGBT+ customers provides advice and guidance as to what is specifically available for the LGBT+ community, along with clear service standards for LGBT+ customers accessing housing advice and support.
- 3.8.6 A Strategic Tenant's Group (VITAL) with more inclusive membership, including representation from the LGBT+ community so that policy consultation takes into account the LGBT+ voice.

3.9 Community Safety

- 3.9.1 **British Transport Police.** Anecdotal evidence that LGBT+ feel unsafe and less confident on the rail network – to address this confidence issue the force arranged with the LGBT+ Hub an awareness evening for LGBT+ service users to attend and meet up with various partners in the rail industry including Northern Rail station manager, STM Travel Safe Officers and BTP to get an over view and understanding of what safety features are on the rail network and how safe the railway actually is – this culminated in a walk round of Leeds Station highlighting all the features discussed – there was favourable feedback from this and future events will be scheduled.
- 3.9.2 From the first awareness raising evening several ideas were suggested by the attendees which allowed for workstreams to be developed.
- 3.9.3 In line with feedback the force identified key Pride and Trans events that BTP at Leeds would support, with the use of dedicated advertised Pride or Trans friendly trains which officers would travel on – again working with rail industry colleagues - Transpennine Express and Northern – use social media pre events to advertise the specific services the teams travel on. Events covered in 2017 were – Hull Pride – last trains to Leeds; Sparkle – trains from Manchester to Leeds; Leeds Pride – trains from Leeds to Wakefield and Bradford.
- 3.9.4 **Angels of Freedom.** The Angels of Freedom are a community based organisation of volunteers brought together to provide compassionate support and mitigate risk to the LGBT+ communities in Leeds.

- 3.9.5 Their volunteers provide a patrol service every Friday evening, 7pm until 11pm which covers the areas of Lower Briggate (Freedom Quarter), Call Lane and along to Wharf Chambers.
- 3.9.6 Through providing a visible presence on the Leeds LGBT+ bar scene they provide a contact point for the LGBT+ community to approach and seek advice on a range of issues and topics, including (but not limited to) personal safety, support agencies, social groups and signposting around the Freedom Quarter area of the city.
- 3.9.7 In addition to this their volunteers can be approached for support during a night out to act in an advocacy role either in reporting of an incident to venue security, West Yorkshire Police or British Transport Police, dependent on the nature of the report.
- 3.9.8 Domestic Violence. A one of event was organised as part of the city's Domestic Violence Breakthrough Project in Summer 2017. Domestic violence has been identified as a serious issue for the city in recognition of the significant impact and harm it causes to individuals, families, communities. The Council is committed to work with our partners across Leeds to make a Breakthrough in how we tackle domestic violence. We know that Domestic violence and abuse is an issue that can affect anyone. Research tells us that LGBT+ communities experience DV at broadly comparable rates to heterosexual people.
- 3.9.9 LGBT+ specific research undertaken by Leeds Women's Aid provides useful insights into what we as a city need to improve and develop; and this event provided a valuable opportunity to listen to the voices of the community, and gain further insight into the needs of LGBT+ people affected by domestic violence to help improve access to advice, protection and support.
- 3.9.10 This session was an opportunity to take stock of where we are and where we need to go.
- 3.9.11 The ideas raised at the event were taken forward as part of the work of the Domestic Violence Breakthrough Project and via an event sponsored via the LGBT+ Hub early in 2018. This OBA approach for key services in the city was well attended and an action plan was developed for all services to contribute to (and is included in appendix 1) moving forward. Feedback will be provided via the LGBT+ Hub.

3.10 The Freedom Quarter

- 3.10.1 The Chief Officer for Communities has been leading engagement with the LGBT+ venues within the Freedom Quarter in the Lower Briggate area of the city. The bar managers have attended meetings at the Civic Hall to discuss issues affecting the quarter as well as the challenges faced in making the area and venues inclusive for all. The LGBT+ Mapping Project funded by the Council and National Lottery highlighted that there remain some significant barriers for some members of the community in engaging fully with the 'scene' due to perceived issues around Biphobia, Transphobia, racism, sexism, ageism as well as access issues for

disabled people. Further meetings will take place later in 2018 and into 2019 to develop approaches to addressing issues raised.

3.10.2 The Freedom Bridge. The city has welcomed the Rainbow painted Bridge on Lower Briggate as a symbol of Leeds as an inclusive and welcoming city for all. The Bridge, suggested by members of the community and supported practically and financially by Network Rail and the Council has received significant media coverage nationally and internationally.

3.11 Annual Events.

3.11.1 The Council supports a range of annual LGBT+ community events during the year including Leeds Pride, Bi Visibility Day, IDAHOBIT, Trans days of Remembrance and Visibility, LGBT+ History Month and World Aids Day.

3.11.2 **Leeds Pride.** The Council has a longstanding relationship with the organisers of Leeds Pride, one of the largest city centre events which brings 40'000 people into the city centre across the first weekend of August as well as millions of pounds of economic benefit to the city. It is also the largest free Pride in the Country with no charges for entry.

3.11.3 The Council provides Leeds Pride with financial support to assist in the holding of the annual parade although most of the funding comes from private sector sponsorship, the LGBT+ venues and the LGBT+ community themselves.

3.11.4 In addition the Council supports the delivery of Leeds Pride via a high level steering group of relevant services and partners such as Highways, City Centre Management and West Yorkshire Police.

3.11.5 The Council take part in Leeds Pride via two open topped buses for LGBT+ staff, allies and partners, by holding a marketplace of stalls of relevant services at the City Museum on the day before the parade and by assisting, via the LGBT+ Hub, with promoting the community grants that the Pride Organisers give out to support the widest possible involvement in Pride across the diversity of the community and city.

3.12 The LGBT+ Business Alliance.

3.12.1 The proposal of developing the Leeds LGBT+ Business Alliance were initially identified and discussed as part of the ongoing development within the LGBT+ Community Hub, which has a focus on providing a platform for community members to engage with predominantly council services but also service providers across the city.

3.12.2 It was identified that the development and inclusion of an active LGBT+ Business Alliance would be a powerful influence in improving the lives and experiences of LGBT+ people in the city within their careers, social and everyday living in Leeds. With an estimated 80% of the employed workforce in Leeds being within the private sector an active alliance within this area would have a significant appeal to people

around the UK looking to develop their careers, provide a retention for temporary residents such as students to remain in the city while also helping to support the communities already based in Leeds.

13.12.3 Aims: Bringing private sector businesses together to pool resources in supporting the community through their Corporate Social Responsibility work, including (but not limited to):

- Support and mentoring for LGBT+ employees across all business sectors
- Business to business peer support, including help for organisations in setting up an LGBT+ Staff Network
- Establishing a Corporate Social Responsibility funding pot specifically targeted at LGBT+ community Groups
- The development and administering of a city wide LGBT+ Inclusive 'service chartermark'
- Practical and professional advice for LGBT+ communities and organisations around issues such as the law, finance, fundraising.

3.13 LGBT+ Mapping Project.

3.13.1 The Hub sponsored the first stage of the exercise to map LGBT+ community infrastructure and community views on what matters to them. Some of the key issues that came out of this work are listed in appendix 1.

4. Corporate considerations

4.1 Consultation and engagement

4.1.1 The LGBT+ Hub is the Council's consultation and engagement forum with the LGBT+ community for its services as well as for partners, the Third Sector and Business sector. All the areas reflected within the report have been brought to the Hub for discussion or considered at consultation events arranged by the Hub.

4.1.2 The Hub will, led by its Hub Representatives and supported by the Communities Team, work with the LGBT+ community to draft a forward action plan for the next 5 years to ensure the monitoring of all aspects of the Inclusive City agenda and to ensure the involvement of the community throughout.

4.2 Equality and diversity / cohesion and integration

4.2.1 This report directly relates to the Equality and Diversity agenda and as such has not been specifically subject to an Equality Impact Assessment. However aspects of the work mentioned in this report have and will in the future be subject to the EIA process as appropriate.

4.3 Council policies and best council plan

- 4.3.1 The current and proposed work will assist with meeting the Councils aim to be the Best City for Communities as well as the ambition to have a strong Economy and a Compassionate City.

4.4 Resources and value for money

- 4.4.1 The ongoing and future work proposed is supported across all Council services, partners, the Third Sector and Business Sector. Whilst there are no specific financial implications contained within the report consideration will need to be given to maximising funding opportunities to deliver some of the work outlined from local and national funding pots from within the Council, other public bodies and the Third and Business Sectors.

4.5 Legal implications, access to information, and call-in

- 4.5.1 The work outlined in the report assists the Council in its legal duties under the Equality Act 2010 to 'eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out our activities'.

4.6 Risk management

- 4.6.1 There are some significant issues raised within the report that affect the LGBT+ community including areas such as mental health, access to healthcare, Trans equality, discrimination against and within the community on a range of characteristics protected by law including hate crime, Domestic Violence, housing needs, the needs of older people, access to employment and skills. Failure to address these issues specifically with the LGBT+ community will result in reputational issues for the Council with this community as well as impact on community relations and the success of a variety of Council work programmes.

5. Conclusions

- 5.1 Leeds has an ambition to have a strong economy within a compassionate city. The work outlined within this report and attached appendix contributes directly to this agenda.
- 5.2 Significant progress has been made towards making Leeds an Inclusive City for the LGBT+ community however many challenges still remain. Equality of opportunity within the LGBT+ community is uneven and there remain some significant challenges that affect the whole community around discrimination, mental health and support for younger and older people in particular.

6. Recommendations

- 6.1 That Executive Board notes the current and ongoing work to make Leeds an LGBT+ Inclusive City and supports the LGBT+ Hub in developing and maintaining a forward work programme and success measures that reflects the work streams outlined within the report and the main appendix. The work programme to be co-produced and owned between the LGBT+ Hub and the LGBT+ community.

- 6.2 Supports the cross city partnership approach that has developed between the Council, other public bodies, the Third and Business Sectors to deliver on the Inclusive City agenda.
- 6.3 Supports work to address the lack of LGBT+ community infrastructure within the city relative to other major urban areas.
- 6.4 Continues to support the leadership role of senior officers, Elected Members and partners in taking forward the LGBT+ equality agenda and recognises the significant positive impact the work of champions and allies has in delivering outcomes.
- 6.5 It is intended that the LGBT+ Hub will develop a forward work programme with a 5 year prioritised timeframe. Responsibility for supporting the recommendations will sit with the Director of Communities and Environment and Chief Officer Communities.

7. Background documents¹

- 7.1.1 LGBT+ Friendly City Update May 2015

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.