

# LGBT+ Inclusive Leeds - Current and Future Work

June 2018



## The LGBT+ Hub

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The Councils LGBT+ Hub is part of the Equality Assembly, made up of Hubs representing each of the equality 'characteristics' protected by the Equality Act 2010.

The LGBT+ Hub was relaunched three years ago with the aim of providing a challenge forum for the LGBT+ community to speak to, hear from and provide feedback to Council services, partners in the statutory and voluntary sectors and the Business sector about how they shape their services, their policies and employment practices.

The Hub work programme was developed following extensive and ongoing consultation with the LGBT+ community, partners delivering services to them and the 5 'Hub Reps' who provide the link to the community. The Hub is supported by the Councils LGBT+ Engagement Officer who is part of the Communities Team.

The Hub works closely with the Councils LGBT+ Staff Network which is one of the largest in the city. The two share a common social media platform across Twitter, Facebook, Instagram and Youtube. Using social media to develop the Hub has increased its reach significantly, especially amongst younger people.

The main areas of work which the Hub has developed over the last three years includes:

### **1. Diversity of the Community – page 3**

- BME and Faith Projects
- Leeds Bi Group
- LBT Women's Agenda
- Trans and GI Working Group

### **2. Children and Families – page 11**

- LGBT+ Bullying in Schools
- Trans Inclusion
- Work with key partners such as Barnardo's
- Youth Groups/Youth Services
- Fostering and Adoption

### **3. Adult Social Care and Health – page 18**

- Mental Health

- Disability
- Sage Project
- Older Peoples Housing
- Social Care
- Drugs and Alcohol
- Health and Wellbeing Board Unhealthy Attitudes Project

**4. Employment and Skills Trans Work – page 26**

**5. Sport and Active Lifestyles – page 28**

**6. Culture – page 30**

- Museums and Galleries
- Culture Project
- LGBT+ Literary Festival

**7. Housing – page 36**

**8. Community Safety – page 39**

- British Transport Police
- Freedom Angels
- Domestic Violence
- Hate Crime

**9. Support for the Freedom Quarter – page 43**

- Work with LGBT+ Venues
- Freedom Bridge etc
- Economic Development (Southbank etc)

**10. Support for Annual Events – page 44**

- Leeds Pride (High Level and LCC Involvement)
- Bi Visibility Day
- IDAHOBIT
- Trans Day of Remembrance
- Trans Day of Visibility and Trans Pride
- LGBT+ History Month
- WAD and National Testing Week Plans

**11. The Business Alliance – page 45**

12. LGBT+ Mapping Project – page 46

13. Making Leeds an LGBT+ Inclusive Employer – page 48

The LGBT+ Hub and the Diversity of the LGBT+ Community



**Background:**

In May 2016, the Leeds LGBT+ Hub launched a sub-group focusing specifically on LGBT+ issues in faith, as well as Black and Minority Ethnic LGBT+ issues and experiences. The sub-group is facilitated by three Leeds City Council Officers: the Chief Officer- Communities, the Leeds LGBT+ Hub Co-ordinator and the BME/Faith Project Co-ordinator.

The sub-group began a journey of information and experience gathering, engaging with as many stakeholders as possible throughout the process; this included members of the LGBT+ community, faith communities, BME communities, asylum seekers, faith leaders and academics. It was agreed from the outset that this process would not be rushed in order to ensure both safety and sensitivity for all stakeholders. Over the course of 16 months the sub-group established itself as a key facilitator of crucial conversations on this agenda.

Between September and December 2017, the sub-group consolidated and reflected on all of the learning accrued throughout the engagement process. During this time, a number of key decisions were made, not least with regard to the joint approach to engaging with the faith and BME LGBT+ agendas. Whilst the clear overlap between faith and ethnicity in many cases is recognised, it was agreed that both agendas would be better served separately, yet simultaneously. To reflect the shift in approach, two individual action plans were created: the LGBT+ Faith Action Plan and the LGBT+ BME/POC (People of Colour) Action Plan. Both documents serve as a driver of further engagement on these agendas, and act as a platform for critical activity going forward.

To mark World Religion Day 2018, the Leeds LGBT+ Hub held a launch event for the draft LGBT+ Faith Action Plan on Monday 22<sup>nd</sup> January 2018. This well attended event provided the opportunity for further stakeholder engagement in shaping the action plan, as well as giving attendees a further opportunity to vocalise key issues and considerations for the LGBT+ faith agenda going forward. This feedback has been worked into the LGBT+ Faith Action Plan, and is reflected in Appendix 1 (attached).

As part of the final stage of consultation, members of the Leeds Religion or Belief Hub are encouraged to comment on the LGBT+ Faith Action Plan and consider the fundamental activity necessary to give greater reach and influence to the Plan.

### **Main Issues:**

As aforementioned, attendees to the launch event of the draft LGBT+ Faith Action Plan offered further considerations to be taken into account as momentum gathers on this agenda. The following section offers an insight into some of the key issues that came out of the evening.

- The importance of an Interfaith approach to the agenda
- The importance of Role Models
- The importance of Faith Leaders
- Engaging with key community stakeholders
- Visibility at Leeds Pride
- Space to explore the faith theology and LGBT+ identities

#### *The importance of an interfaith approach*

Sexuality and gender identity are key issues and concepts that many religions have grappled with throughout history and continue to do so today. LGBT+ people of faith in Leeds span a variety of religious backgrounds; what is clear, is that there is not any one way to engage with faith communities in regard to LGBT+ issues, with progress in one area harboured by a lack of progress in another. To overcome that barrier, an interfaith approach is necessary. Working in this way allows for best practice to be both shared and developed between faiths, when engaging with LGBT+ people and issues. What is clear is that in using this approach, a focus on LGBT+ rights provides the opportunity for interfaith dialogue that may otherwise not occur.

#### *The importance of Role Models*

Visibility is a key issues for the LGBT+ faith agenda. The appetite for visible role models for LGBT+ people of faith is large and role models have proven to be a useful vehicle for change in a number of areas. Whilst there has been some discussion around what constitutes a good role model, it is clear that with individual differences taken into account, any one role model's style of role modelling is likely to be different to another's. The basic expectation of role models on the LGBT+ faith agenda is to act as a champion for progress and change and to foster good relations across and within communities on issues that concern LGBT+ people of faith and the wider community. On that premise, role models on this particular agenda may not necessarily identify as LGBT+; the importance of allies utilising their abilities to become role models around this agenda is paramount.

### *The importance of Faith Leaders*

Of course the role of Faith Leaders is fundamental to success on any agenda concerning faith. As key figures within both faith and wider communities, Faith Leaders have clear visibility and loud voice to influence individuals. In many cases, the word of Faith Leaders can be binding, coming with an authority and an essence of truth, and their position within communities is often central. For this reason, Faith Leaders can act as a fantastic vehicle for wide reaching change; working in partnership with Faith Leaders would undoubtedly lessen any potential obstacles in terms of wider outreach and engagement.

### *Engaging with key community stakeholders*

We know that not all persons of influence within faith communities are Faith Leaders; there are many well-respected, visible individuals at the heart of change within their communities. It is also clear that the most effective change occurs when it is driven from within communities, rather than having it forced on them by outside influencers. It is, therefore, of upmost importance that key community stakeholders are allies to the LGBT+ faith agenda, in order to create change that has a far wider reach than can be levered through the LGBT+ Hub. Faith Leaders do, however, have a role to play here also; if strong relationships can be fostered with Faith Leaders across the city, we may be able to have new pathways of engagement with key community stakeholders.

### *Visibility at Leeds Pride*

Visibility at Leeds Pride is an area of great potential; on the one hand, there is a need to ensure that LGBT+ people of faith are visible at Leeds Pride (in the parade and in social spaces etc.) and on the other, to encourage faith leaders and faith Allies to also play a role in making Leeds Pride inclusive for people of faith. This may be through involvement at the planning stage, as well as through attending and participating in the Pride parade on the day. This would serve as a powerful symbol for the LGBT+ faith agenda, illustrating a message of unity, hope and of course, faith.

### *Space to explore faith theology and LGBT+ identities*

For many LGBT+ people of faith, the reconciliation between their sexuality and gender identity and their faith is a long, isolated, difficult journey. One of the key reasons for that is the lack of safe spaces to explore faith theology and LGBT+ identities. Whilst it is useful for safe spaces to be faith neutral settings, the feeling of isolation from faith institutions remains for many; to overcome this, safe spaces within faith institutions are equally important. Any safe facilitation of discussions and readings of the Sacred Texts and LGBT+ identities would be usefully served to help the many LGBT+ people of faith who are often left feeling desolate. In addition, it would be a useful tool to help further the LGBT+ faith agenda within wider faith communities themselves.

### **Summary:**

Whilst this paper has touched on 6 key areas, it is worth noting that the above list is not exhaustive. It is also noted by the LGBT+ Hub that there is also much work to do within wider LGBT+ communities themselves around faith inclusion and this will form a key part of LGBT+ Hub's work on the faith agenda going forward. What is perhaps most evident, is the real need to foster strong interfaith and intercommunal relations in order to progress the LGBT+ faith agenda in the city, as part of our Best City ambitions.

### **Recommendations:**

In light of the above, the Religion or Belief Hub were asked to:

- Endorse and provide further input to the LGBT+ Faith Action Plan

- Incorporate the LGBT+ agenda within their annual work-plan, taking an Interfaith approach to these issues
- Facilitate engagement between Faith Leaders and the LGBT+ Hub in order to further the LGBT+ Faith agenda
- Consider their involvement in helping to make Leeds Pride faith inclusive



**Background:**

In May 2016, the Leeds LGBT+ Hub launched a sub-group focusing specifically on LGBT+ issues in faith, as well as Black and Minority Ethnic LGBT+ issues and experiences. The sub-group is facilitated by three Leeds City Council Officers: The Chief Officer- Communities, the Leeds LGBT+ Co-ordinator and, the BME/Faith Project Co-ordinator.

The sub-group began a journey of information and experience gathering, engaging with as many stakeholders as possible throughout the process; this included members of the LGBT+ community, faith communities, BME communities, asylum seekers, faith leaders and academics. It was agreed from the outset that this process would not be rushed in order to ensure both safety and sensitivity for all stakeholders. Over the course of 16 months the sub-group established itself as a key facilitator of crucial conversations on this agenda.

Between September and December 2017, the sub-group consolidated and reflected on all of the learning accrued throughout the engagement process. During this time, a number of key decisions were made, not least with regard to the joint approach to engaging with the faith and BME LGBT+ agendas. Whilst the clear overlap between faith and ethnicity in many cases is recognised, it was agreed that both agendas would be better served separately, yet simultaneously. To reflect the shift in approach, two individual action plans were created: the LGBT+ Faith Action Plan and the LGBT+ BME/POC Action Plan. Both documents serve as a driver of further engagement on these agendas, and act as a platform for critical activity going forward.

To mark the next phase of activity on this agenda, the Leeds LGBT+ Hub held a launch event for the draft LGBT+ BME/POC Action Plan on Monday 26<sup>th</sup> February 2018. This event provided the opportunity for further stakeholder engagement in shaping the action plan, as well as giving attendees a further opportunity to vocalise key issues and considerations for the LGBT+ BME agenda going forward. This feedback has been worked into the LGBT+ BME/POC Action Plan, and is reflected in Appendix 1 (attached).

As part of the final stage of consultation, the Leeds LGBT+ Hub will be meeting with members of the Leeds BME Hub to consider the fundamental activity necessary to give greater reach and influence on the Plan, and to carefully examine how BME communities in the city can be engaged with this agenda.

## **Main Issues:**

As aforementioned, attendees to the launch event of the draft LGBT+ BME/POC Action Plan offered further considerations to be taken into account as momentum gathers on this agenda. The following section offers an insight into some of the key issues that came out of the evening.

- Racism within the Freedom Quarter
- Collaboration between LGBT+ BME/POC networks
- Virtual Platforms
- Community Champions
- Health and Wellbeing
- Refugees and Asylum Seekers

### *Racism within the Freedom Quarter*

Perhaps the biggest issue for LGBT+ BME/POC individuals is the experience of racism whilst on the LGBT+ 'scene'. For many, the Freedom Quarter represents a safe space for LGBT+ people to freely express themselves and in some cases, is the only space in which LGBT+ people are openly 'out'. However, there are particular issues in regard to age, gender, faith and race. BME LGBT+ people in Leeds have been subjected to both implicit and explicit racism from other LGBT+ people both working and socialising in the Freedom Quarter, with hyper-sexualisation and derogatory racial stereotypes (often associated with drugs) experienced by many. These experiences are not confined to a local level, but also represent a common picture nationally. As a result, many LGBT+ BME/POC individuals do not associate with the same sense of belonging and safety within the wider LGBT+ community as their white peers. This leaves BME LGBT+ people searching for and attempting to carve out alternative spaces of their own, detached from the wider LGBT+ community.

### *Collaboration between LGBT+ BME/POC Networks*

As a result of the above, LGBT+ BME/POC networks are often created in silos from one another and the wider LGBT+ community. Across the country, there are many groups, networks and organisations doing great work on the LGBT+ BME/POC agenda; even within the region, there are small groups doing focused work on this front. In order to have a holistic approach to improving BME/POC LGBT+ experiences, greater collaboration between networks is necessary. This collaborative approach could potentially facilitate greater outcomes for BME/POC LGBT+ people through a much-increased pool of resources. It would also provide the opportunity for shared learning.

### *Virtual Platforms*

To help facilitate greater collaboration, as well as to ensure a space for shared learning, networking and social events, a dedicated LGBT+ BME/POC platform needs to be explored. In order to provide a degree of safety for individuals who are not openly LGBT+, creating a virtual platform may prove beneficial. Though clearly wider consideration and discussions on creation and ownership of such a platform need to take place, the fundamental ideal can still be loosely formulated. Initial discussions on this front will be led by the Leeds LGBT+ Hub Co-ordinator and the BME/Faith Project Co-ordinator.

### *Community Champions*

The importance of visible role models for LGBT+ people, BME/POC LGBT+ people in particular, has been discussed at great length. While the value of role models cannot be undervalued, what is perhaps of greater significance is the role of community champions. In this respect, a community champion is a BME/POC individual who does not identify as LGBT+, but whom champions the rights of LGBT+ people within their BME (and wider) communities. Community champions could play a potentially crucial role in fostering good

relations between wider BME and LGBT+ communities in the city, whilst at the same time being a key component in the facilitation of crucial conversations on the LGBT+ agenda within BME communities. The challenge is, however, two-fold; on the one hand, there is the initial work to identify community champions and on the second, there is the need to ensure the constant support for and safety of the individuals themselves.

### *Health and Wellbeing*

Health and wellbeing is a key issue for BME communities both locally and nationally; according to the Leeds LGBT+ Mapping Project, the city's LGBT+ communities are experiencing a mental health crisis. In the last 5 years, 90% of respondents to the health and wellbeing survey had experienced difficult mental health that severely impacted on their day-to-day functioning. Nationally, LGBT+ people tend to be at greater risk of mental illness, sexually transmitted diseases and substance misuse, as well as often reporting a poorer experience of health services. According to Stonewall UK, gay men from BME communities in particular face worse health outcomes than any other group; this is echoed somewhat by a Public Health England report that found that BME gay men are x15 more likely to be HIV positive than the population as whole. In Leeds, there is a need to ensure that health services are available to meet the needs of the LGBT+ BME population, as well as to ensure that health care providers understand the particular needs and sensitivities of this demographic. To that end, there have been calls for greater emphasis to be placed on addressing the needs of BME LGBT+ individuals during the commissioning process, as well as ensuring that all health care providers are adequately trained to understand the needs of LGBT+ communities.

### *Refugees and Asylum Seekers*

Around the world, more than 70 countries consider homosexuality illegal; in five countries, the death penalty can apply. As such, LGBT+ refugees and asylum seekers come to the UK in pursuit of a safe haven, yet instead find themselves deprived of their liberty in our immigration detention centres, where they are confined for indefinite periods of time and subject to bullying and harassment. Investigations into the immigration and asylum process in 2014 found that 1/5 of asylum interviews contained stereotyping and 1/10 contained inappropriate questions likely to elicit a sexual response. The Leeds LGBT+ Hub BME/Faith Sub Group further heard testimonies of individuals seeking asylum and a safe refuge in the UK being subject to degrading requests to 'prove' their sexual and gender identities. For LGBT+ refugees and asylum seekers in Leeds, there are two key priorities: first, to apply pressure on the Home Office to drastically improve process, thus eliminating the discrimination, degradation and harassment that they experience and second; to investigate the possibility of advocacy from medium to large organisations in the city, to act as a support for refugees and asylum seekers when dealing with immigration and asylum agencies.

### **Summary:**

Whilst this paper has touched on 6 key areas, it is worth noting that the above list is not exhaustive. Nevertheless, there are a number of significant priorities for the LGBT+ BME/POC agenda in the city, which are reflected in the 2018 LGBT+ BME/POC Action Plan; these priorities fit within the Council's compassionate city agenda and Best City ambitions. Going forward, it is clear that the Council and the Leeds LGBT+ Hub has a key facilitating role to play in realising the above priorities through key engagement and collaboration with LGBT+ BME/POC individuals and networks. In terms of the next steps, the LGBT+ Hub Co-ordinator and the BME/Faith Project Co-ordinator will be meeting with members of the Leeds BME Hub, in order to explore areas for inter-Hub working on this crucial agenda in the city.



## **Leeds Bi Group**

Leeds Bi Group was set up in 2014 following a small group of locals identifying the need for a bi+ space in Leeds. The group now meets three times a month including a monthly “talky space” at Yorkshire Mesmac providing a space for peer support and to discuss issues such as coming out, biphobia and self-care. Throughout the year, this space hosts special guests such as the West Yorkshire Police, Mesmac workers and Barnardos to help increase awareness of the work being done in Leeds and as well as helping other organisations better understand how issues may impact bi+ people or how to be more inclusive. An example of this was a visit from a hate crime coordinator who talked to the group about different ways to report hate crime and what constitutes a hate crime; at the same time the attendees talked about their own experiences of biphobic hate crime and reporting.

As social isolation can be a problem for bisexuals, with people often feeling unwelcome, misunderstood or even discriminated against in both straight and gay spaces, Leeds Bi Group also runs two social events a month. In addition to a regular pub meet at Wharf Chambers, monthly social activities vary from movie nights and board gaming to coffee meets and trips to local LGBT+ exhibits. The range of activities help make the group accessible, appealing to different tastes.

As well as the regular social/support meet ups, Leeds Bi Group also has a group of volunteers who offer support, advice and signposting to bi+ people via social media and email.

Another aspect of Leeds Bi Group’s work is their public engagement. The group have taken part in many local Pride events since their inception in 2014, helping raise awareness and the profile of bi+ people in Leeds and Yorkshire. They have also run stalls at Leeds City Museum, Leeds Beckett University and in the city centre. Again, they have offered support and signposting to bi+ people but have also worked hard to help allies and the general public to better understand what it means to be bi+, tackling stereotypes and creating a space for people to ask questions in a safe, non-judgemental environment.

Members of the Leeds Bi Group committee have also spoken or provided awareness sessions at the National Police LGBT Conference, Bradford’s Equity Partnership and Leeds Beckett University.

There are very few local bi+ groups across the UK, especially when compared to the number of similar gay and lesbian focused groups. Leeds is lucky to have an established group run by a committee of well informed, highly motivated volunteers.

### **Working with the Hub**

In early 2014 the Leeds City Council’s LGBT+ Community Hub was relaunched and attended by the committee members of Leeds Bi Group. Since then the committee has been an active part of the hub including attending regular meetings. This has helped the group to help engage with the work the council is doing; both learning about work being carried out in the city and adding an informed voice to ensure that work is Bi inclusive. Bi is often under-represented within the LGBT+ agenda and the issue of Bi people being ‘invisible’ within the community and wider society is a significant one.

The group’s representative has also met regularly with the Senior Policy and Performance Officer for LGBT+ Equality and the Council’s HR Lead for the Bi Agenda. Working together, they have helped boost visibility and awareness of bisexuality by ensuring bi+ representation at Council organised events such as the Pride stalls at the City Museum and flying the bisexual flag over the Civic Hall and Town Hall and lighting up both of these buildings and other Leeds landmarks for Bi Visibility Day for the last two years. Also for Bi Visibility

Day, they have run stalls in Leeds City Centre to encourage engagement with the general public, dispelling myths and stereotypes and supporting and signposting bi+ people.

With the committee of Leeds Bi Group, the HR Lead for the Bi Agenda provided resources and training for employees of Leeds City Council, encouraging understanding of and tackling discrimination as well as highlighting some of the specific needs of bi+ employees.

The LGBT+ Community Hub have also supported the running of Bi Visibility Day events: Bi Voices (2016) and the Bi Review (2017). These events have showcased the work of bi+ people in different formats including readings, talks, videos and displays as well as highlighting some of the important landmarks in bi+ history from the last few years. They have created a space to celebrate bisexuality in all its diversity whilst being fun and informative.

In 2017, this partnership meant the Hub welcomed over 400 Bi+ people and allies to the bisexual convention BiCon at Leeds Beckett University's Headingley Campus by providing sponsored free tote bags for attendees to hold a variety of resources. The Hub also ran a workshop, engaging with local and national bi+ people and allies to better understand what is important to Bi+ people.

Leeds Bi Group has helped provide the Council with a better perspective on Bi+ inclusion and the two have worked hard together to grow the Bi Agenda into a well-rounded scheme aimed at Bi+ people and allies both within the Council and the wider City of Leeds and surrounding area.

### **LGB&T+ Women's Sub Group**

Action Plan January 2017:

#### **Barriers to women's involvement in the community**

There are a number of persistent barriers to women's active participation in the LGBT+ community which have led to a lack of visible women role models, activities and events in recent years. The commercial 'Gay Leeds' scene is experienced by many women as hostile and unwelcoming, whilst others do not know about what might be of interest to them as LGBT+ women due to the lack of accessible and cohesive information. A summary of barriers identified are listed here;

- Women of all backgrounds have expressed their experiences of verbal harassment and abuse from club performers, drag queens and DJs as well as other patrons on 'the scene'
- There is a collective lack of confidence in reporting such incidents and little evidence of steps taken being taken to address the issues by the LGBT+ venues
- Some women are still made to feel unwelcome and are turned away by door staff after being perceived as 'straight' and there are a lack of women-specific spaces
- Older, Disabled, BME, Bi and Trans women may be especially vulnerable to exclusion from the commercial scene due to the accessible environment and discriminatory attitudes
- There is still work to be done to increase the visibility of women role models in the community i.e, recognition at award events like the Owlies

## **Women's Priorities for the Hub**

### 1. Charter Mark Accreditation

Women would like to see an LGBT+-inclusive charter scheme implemented, with quality indicators and sophisticated monitoring in bar venues as well as other organisations in Leeds. The criteria should indicate what these organisations are doing for LGBT+ women specifically and outline reporting pathways so that women know what to do if they experience exclusion, discrimination or abuse.

### 2. Support and recognition for alternative women's nights and events across the city

The women's events at Pride 2016 were hugely popular and received positive feedback. Events for women should be championed throughout the year, wherever they occur. There are several lesser known 'pop-up' events that celebrate LGBT+ women's culture in Leeds in venues north of the city centre. The Hub is in a unique position to highlight and promote these cultural offerings and distribute information about them whilst seeking out opportunities for partnership working.

### 3. Dialogue with the Gay Leeds venues

As the specific issues in the Lower Briggate venues have been documented so consistently, an opportunity for productive conversation between the Hub and venue management should be considered in order to move forward.

## **Trans Leeds**

The Council works in close partnership with Trans Leeds, Non Binary Leeds and other local Trans and Non Binary community led organisations to support their aims to raise awareness of Trans service needs, to support the Trans community, remove barriers to participation and discrimination/Transphobia which affects this part of the LGBT+ community significantly. Trans Leeds and other organisations are working closely with a range of Council and other services such as LCC Children's and Families, West Yorkshire Police and HMP Leeds to reduce discrimination against Trans people and make services Trans inclusive.

## **LGBT+ Hub Trans and Gender Non Binary Sub Group**

The Hub has a well-established sub group working with the Trans and Gender Non Binary community that meets quarterly and has worked on areas including young people, community safety, West Yorkshire Police, Employment and Skills and Housing.

## Children and Families

### LGBT+ Bullying in Schools Prevention Work

#### **Production of Gender Identity Guidance for Schools and other Children's Settings**

A guidance document on Gender Identity is currently being drafted for schools and other Children and Families settings.

The intention of the guidance is to help schools and other Children and Families' services to support and protect young people who identify as Trans or who are questioning their gender identity, and to help them to achieve their full potential.

The aims of the guidance are to minimise distress and disruption to young people who identify as Trans, and embed good practice in schools and other settings by:

- Promoting inclusion for all young people within education by improving services for Trans young people
- Ensuring that governors and teachers are able to deal with Trans matters inclusively

The guidance also provides information to ensure settings feel confident that they are complying with the Equality Act 2010 and meeting their Public Sector Equality Duty obligations.

The guidance has been widely circulated to various people and groups for feedback, including the Stonewall Task and Finish Group and the Trans and Gender Identity sub-group. Once collated, the main comments from the feedback will be incorporated into the guidance.

Once finalised the guidance will be circulated to schools and other children's settings. In addition the guidance, will be put websites such as the Leeds Education Hub and Leeds for Learning, etc.

The guidance will be reviewed on a regular basis to ensure it reflects the latest legislation and terminology.

#### **Children's Services Hate Incident Reporting System (HIRS)**

The HIRS is a mechanism for recording, reporting and monitoring hate incidents or bullying in schools and other children's settings. It is a multiagency integrated model that helps to bring all stakeholders including schools, partners, communities and clusters together to develop preventative strategies to ensure that children and young people feel safe and supported.

The HIRS encompasses all hate strands including; Disability, **Gender Identity** (Transgender, etc.), Race (Ethnicity, Nationality), Religion (Faith or Belief) and **Sexual Orientation**. It also provides schools and other settings with a means to capture non-hate related bullying incidents.

The HIRS reporting format was developed in line with the 'Ofsted School Inspection Handbook' (September 2012) which states that inspectors may request logs of racist incidents and incidents of bullying. The system was formerly launched across schools in September 2014.

The HIRS process was developed with the help of LASBT who continue to work in partnership with the police to drive forward the then 'Hate Crime Strategy for Leeds' and the now 'Responding to Hate' Strategy - formerly launched on 16<sup>th</sup> October 2017.

The Hate Incident Report Scheme is now in its fourth year of operation.

### **Children and Families Hate Incident Reporting Guidance for Schools and other Children's Settings**

Hate Incident Reporting Guidance (August 2016) was written to support schools and other children's settings to report hate incidents. The guidance is currently in the process of being revised to ensure it reflects the latest legislation and terminology. During a meeting with Kevin Brighton, Hate Crime Co-ordinator, West Yorkshire, to discuss the Hate Incident/Crime Police Schools Pack and the Children and Families Hate Incident Reporting Guidance, it was identified the information in the Police Schools Pack and the C&F Hate Incident Reporting Guidance weren't in sync with each other and possibly undermined one another.

Work is now taking place to ensure the Police Schools Pack and the C&F Hate incident Reporting Guidance both provide consistent information on hate crime/incident reporting, reference one another, complement each other one and provide clear information on where to get further advice and support.

### **Hate Incident Reporting Performance Update Reports**

Progress on the development of the revised guidance and the latest hate incident reporting performance update reports are taken to Children and Families Equality and Diversity Group and Children and Families Leadership Team on a regular basis. In addition, the HIR performance reports are shared with Safer Leeds Partnership as a means to monitor some of the aims and objectives of their 'Responding to Hate Strategy'.

### **Training**

PATH Yorkshire TRAIN THE TRAINER course

PATH Yorkshire in partnership with Stonewall delivers training to teachers through TRAIN THE TRAINER course. This course gives pastoral, anti-bullying and PSHE leads the knowledge, tools and confidence to train colleagues on tackling homophobic, biphobic and transphobic bullying and celebrating difference, as well as meeting the requirement of the new Ofsted inspection framework. Participating schools become members of Stonewall's Schools Champions Programme.

#### **Course objectives:**

- Learn practical techniques to train other staff in your school on how to tackle homophobic, biphobic and transphobic bullying and celebrate difference.
- Practical ways of including different families in the curriculum.
- Gain an overview of the current state of homophobic, biphobic and transphobic bullying and its impact on pupil achievement and school performance.
- Find out how to meet your Ofsted and legal requirements under the Equality Act 2010.
- Be inspired by best practice from other schools.

Training was delivered to primary and secondary schools on 9<sup>th</sup> May 2017.

## **Your LGBT Friendly School**

The Health and Wellbeing Service provide training entitled 'Your LGBT Friendly School' under the theme of Social Emotional and Mental Health (SEMH). The training is based on resources produced by Stonewall and tailored specifically for Leeds schools. It begins with an overview of the topic and its importance and then separately focus in on resources for primary and secondary schools.

On completion of the session participants will:

### Knowledge

- Understand the key concepts relating to LGBT+ within a school setting
- Understand the impact of bullying and discrimination on children and young people

### Skills

- Identify possible support strategies for use on an individual, classroom and whole school level
- Be able to build capacity within school by taking back their learning
- Gain confidence in talking to pupils and colleagues about LGBT+ issues

### Resources

- Have developed strategies to support at risk pupils
- Receive quality assured resources including lesson plans and resources
- Produce a bespoke outline action plan

The Health and Wellbeing website, 'School Wellbeing' also includes provides a number of resources, including a comprehensive Anti-Bullying Pack, and Stonewall guidance on Challenging Homophobic Language and Including Different Families.

In addition their website also include links to a number of external sites which can provide guidance, including Stonewall, the Anti-Bullying Alliance, the DFE, Ditch the Label and Mindmate.

## **Trans Inclusion/Policy**

Gender Identity Guidance for schools and other Children's settings is currently in the process of being produced.

The intention of the guidance is to help schools and other Children and Families' services to support and protect young people who identify as Trans or who are questioning their gender identity, and to help them to achieve their full potential.

The aims of the guidance are to minimise distress and disruption to young people who identify as Trans, and embed good practice in schools and other settings by:

- Promoting inclusion for all young people within education by improving services for Trans young people
- Ensuring that governors and teachers are able to deal with Trans matters inclusively

The guidance also provides information to ensure settings feel confident that they are complying with the Equality Act 2010 and meeting their Public Sector Equality Duty obligations.

The guidance is currently being circulated to various to people and groups, including the Stonewall Task and Finish Group and the Trans and Gender Identity sub-group, for feedback. Once collated, the main comments from the feedback will be incorporated into the guidance.

## **Work with Key Partners**

### **Stonewall**

Leeds is a member of Stonewall's Education Champions programme. The Education Champions programme provides bespoke support and guidance to local authorities to tackle homophobia, biphobia and transphobia (HBT) in local schools and support LGBT+ young people in their communities.

Each year Stonewall Education Champions are requested to produce a submission against the latest Education Equality Index. The Education Equality Index is a comprehensive benchmarking exercise for local authorities, designed to showcase how well they are celebrating difference and tackling homophobia, biphobia and transphobia in schools and other children's settings. The Index aims to support local authorities to eliminate discrimination and promote equality of opportunity for LGBTQ young people.

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 14<sup>th</sup> position out of 39 authorities with a score of 123 out of 145 (a performance of 85%).

Each year Leeds receives comprehensive feedback on its last submission. The 2017 feedback is currently being used by the newly created Stonewall Task and Finish group to draft our 2018 submission and address those areas requiring further work. The work of this group is overseen by the Children and Families Equality and Diversity Group chaired by Sue Rumbold, Chief Officer for Partnerships.

**Best Practice** – Stonewall produces a range of materials to support organisations and their professionals to support LGBT+ young people. Recent examples include: Stonewall resources for Anti-Bullying Week; 'Creating an LGBT Inclusive Curriculum Guide for Secondary Schools Guide'; 'Getting Started – Celebrating Difference and Challenging Gender Stereotypes in the Early Years Foundation Stage'. These resources are circulated to schools and other settings across the directorate.

Stonewall held a seminar on 22<sup>nd</sup> March 2018 on challenging gender stereotypes in the EYFS and to launch their 'Getting Started – Celebrating Difference and Challenging Gender Stereotypes in the Early Years Foundation Stage Guide'. The seminar was interactive, and focused on the following three areas: the importance of celebrating difference in EYFS; the impact of gender stereotyping on children's sense of self; and how to creating a fully inclusive environment and support staff to make it happen.

### **Work with Barnardo's Positive Identities Service**

In 2017 the Youth Offer Improvement Teams Out to 18 and Transtastic young people worked with Barnardo's "Positive Identities" Service to test out and refine a resource toolkit which can be used in community and youth group settings but also within schools as part of personal development programmes. The resource aims to facilitate and support all young people (including those that identify as LGBT+) to develop the skills to make positive life choices. The project was funded through the Community Safety fund and was launched at an event with over 200 people in attendance. One of the Out to 18 group members was asked to speak at the launch to talk about their experiences of being a young LGBT+ young person and working with the Positive identities service to develop the toolkit.

## **Barnardo's**

In April 2015, Barnardo's secured government funding to tackle homophobic, biphobic and transphobic (HBT) bullying in schools in Leeds and Wakefield. Their programme provided face-to-face support for children and young people, and training for staff, with a focus on cultural issues.

Their programme aimed to build schools' capacity to understand HBT bullying and deal with it effectively. They also aimed to increase the visibility, respect and understanding of young people who are lesbian, gay, bisexual, trans or those questioning their sexuality or gender identity (LGBTQ) in schools and communities.

Work was undertaken with two school clusters – the Outwood Grange Academies Trust in Wakefield and the Temple Newsam Learning Partnership in Leeds – and a consortium of organisations, together we created a tried and tested model for work for addressing HBT bullying that can be replicated by other schools and communities.

The project ran for 12 months and was independently evaluated at both a local and a national level. At the end of this period, the schools involved continued to maintain and build on the model.

Based on the findings, Barnardo's provided the following services within the schools and their local communities.

- One-to-one support for students, on a drop-in basis.
- Group support sessions, which offered LGBTQ young people and their friends a safe place to explore issues that matter to them, including the impact of HBT bullying.
- Weekly drop-in clinics for young people who experienced, or who were involved in HBT bullying.
- Summer activities to support young people and increase their confidence.
- Delivery of Barnardo's SafeZone identity training to teaching and non-teaching staff.
- Training for school leaders and governors on the impact of HBT bullying.
- Support for community and faith leaders to find ways to address HBT bullying, where it involved issues relating to faith, culture and religion.
- Support for the two lead schools to review and develop their policies on and responses to HBT bullying.

## **'We Are One Exhibition'**

Young people attending 'Out to 18' and 'Transtastic' youth groups have been working with staff from the Leeds Art Gallery since November to produce a range of art which celebrates their identity and worked with the artist collection 'Reet so' to showcase their work at a pop up art event at the Leeds Art Gallery on 17<sup>th</sup> February as part of LGBT+ History Month.

One member of the group said:

*"The artwork we've done allows us to express emotions that we sometimes have to suppress. It's also a way of putting information out there to people who don't know much about our community."*



The Young people produced a range of art which included painting, photography, poetry and even performance art, during the event there was an opportunity for members of the public to get creative and contribute to the exhibition.

The Lord Mayor Cllr Dowson and Cllr Pryor along with family members and friends came along to show their support for the young people and the event was well received by members of the public.

All the young people involved really enjoyed the event and the opportunity to showcase their hard work and raise awareness for what it's like to be a LGBT+ young person in today's society and are already looking forwards to build upon this for next year's LGBT+ history month.

### **Youth Groups/Youth Services (Out to 18/Transtastic, etc.)**

As part of their City Centre Youth Work the Youth Offer Improvement Team facilitates two separate youth groups for young people aged 11-18 who identify as Lesbian, Gay, Bi-sexual, Transgendered or are questioning their identify.

The “**Out 2 18**” youth group is for LGB or Q young people and the “**Transtastic**” youth group is for young people who identify as transgendered, non-binary or gender fluid. Both Groups provide young people with the opportunity to meet other young people like them and receive help and support with the issues they are facing in a safe and supportive environment.

Both groups take place at Leeds Civic Hall, this central location makes it easily accessible to young people across the city. The groups take place on Thursday evenings and are delivered on alternative weeks but occasionally come together for interesting projects to work on such as the project with Barnardo's Positive Identities Service.

The Youth Offer Improvement Team have taken referral packs for Out to 18 and Transtastic to all secondary schools (and alternative education providers) whilst delivering the Return Interview Service and continue to leave new packs on an ongoing basis. The referral pack includes information about the groups, the support available and referral forms and the team are happy to come out and talk to staff or individuals if required.

The Youth Offer Improvement Team have recently established a 'Peers Support Group' for LGBT+ young people aged 16-25. This group aims to provide support to other young people and to campaign and work with other professionals and communities to raise the profile of LGBT+ issues and how young people can be better supported.

The Peers Support Group have been invited to design, plan and deliver a workshop to raise the awareness of the needs and priorities for young people that identify as LGBT+ as part of the Member Development Training programme. The training will be aimed at all elected members/ward Councillors in Leeds and the programme for 2018/19 will be put together in June. This is a really exciting project and the group are really looking forwards to working with elected members

### **Fostering and Adoption**

Training is given to foster carers and potential foster carers on LGBT+ issues. This is designed to make sure that all foster carers have a full understanding of the relevant terminology, LGBT+ history, understand the issues facing LGBT+ children in care, and to consider how childcare professionals support LGBT+ young people. This training was run in March, May and June 2017.

In addition, the team are aware of those *carers* who are approved who have identified themselves as LGBT+. They are normally aware from the beginning how a prospective foster carer identify (their sexuality) but this is more directly discussed in assessment. The service knows how a person identifies their sexuality by the approval stage as there is an 'identity' section within the fostering assessment. This information is then relayed to their supervising social worker who is the main person of support within fostering process. The information on a foster carer's sexuality is not formally recorded.

The Fostering Team:

- Belongs to/is a member of New Family Social (LGBT+ adoption and fostering charity). <http://www.newfamilysocial.org.uk/>
- Celebrates LGBT+ fostering & adoption week which takes place between 5<sup>th</sup> and 11<sup>th</sup> March. The team usually put on an event which is widely advertised. This year's event we will be at the Cosmopolitan Hotel, Lower Briggate. The event has been and advertised on social media and through other outlets.
- Attends PRIDE every year – Fostering staff and carers march under their own banner.
- Constantly communicate through a variety of channels, especially social media, that the council is inclusive.
- Include pictures of same sex couples in fostering recruitment material.

## Adults and Health

Equality continues to have a very strong focus in Adults and Health. This work includes both work on staffing – us as an employer, and on service delivery – both in-house and commissioned services.

For each of these we are working on three core areas/challenges:

- What do we know about current take up/usage from protected groups? (Monitoring, Recording of equality characteristics etc.)
- What do individuals and communities tell us about their experiences and ambitions? (Consultation, Engagement, co-production, Asset/Strength Based Approaches)
- What specific actions are we taking/need to take to respond?

These are driven through that engagement, but are strongly linked to our wider strategic plans in Adults and Health, the Health and Well-Being Strategy, Better Lives Strategy and sub-strategies such as Age Friendly Cities, Learning Disability Strategy, Carers' Strategy etc. As well as the corporate Equality Strategy and specifically locally the LGBT+ Mapping project and the national report 'Unhealthy Attitudes' – The treatment of LGBT+ people in health and care services.

The actions within the Adults and Health Equality Action Plan apply to all protected characteristics, but also include specific work around LGBT+. Examples of these are noted below under staffing and services, the latter divided into client groups for ease. Though it worth noting some key work is cross cutting, as in the two of three priorities submitted corporately for 2018;

- Ensuring the move to Strength Based Social care/Asset Based Community development specifically supports people from protected characteristics
- Migrant and Refugee Health and Well-Being

The third has a specific LGBT+ focus as follows;

- Developing a LGBT+ Charter for Regulated Care Services (Strong focus on equality)

### **Staffing**

It has been noted that there is a weakness in recording some of the protected characteristics in the Directorate, especially around sexual orientation and religion. Senior Officers in Adults and Health have been encouraging staff to update Self-Service regarding these characteristics.

Support is ongoing to support all staff within the Care Delivery Service to have an email account and feel competent at using IT equipment. Those staff who are able to access their information on line have been encouraged to complete equality characteristics. Carers have also been targeted in via Carers commitment to encourage identification.

A Senior and Middle Managers event was held in November 2017 which had a focus on Gender Identity Training.

The Adults and Health Equalities and Engagement Board are continuing to include representation from staff groups on the Board and to meet with the groups regularly. This is to promote engagement of staff with staff groups and also to develop the equality action plan with staff groups to staff feel their contributions are being heard. Resources are also advertised around this in the Public Health Resource Centre. There is also a coaching/mentoring programme available for and by LGBT+ colleagues in the Council in which Adults and Health are active.

Adults and Health also included an Equality Award in the Directorate Awards.

There have historically been concerns about over representation of staff from particular groups within grievances, disciplinary and sickness. Work is ongoing with HR colleagues to analyse information on individual issues to monitor if there are any particular issues with any groups of staff and to report these to Senior Management. Recent information has shown that there have been no concerns over the last few quarters.

### **Services**

- Monitoring

Commissioning require services to record equality characteristics of service users. It is recognised that this is poor in some areas in regard to sexual orientation however the Adults commissioning team have been receiving good information on sexual orientation from service users who request a service from either

Mental Health or Sensory Impairment services. Work is ongoing with providers to improve this in other areas.

- **Mapping Project**

In April 2017 the Leeds LGBT+ Mapping Project produced a piece of community research which provided a snapshot of the LGBT+ landscape in Leeds – mapping LGBT+ nightlife, social and activist groups, services and other assets. The research found that around half of the LGBT+ activity happening in the city was community led and volunteer run, and without regular funding. This raised concerns around the sustainability of LGBT+ community action and what is needed to support it.

Some of the Key findings with an impact on Adults and Health issues from the project were as follows;

- LGBT+ communities are communities of identity, not geography. Therefore accessing support from organisations that have geographic priorities may be a barrier to LGBT+ community groups.
- Of the organisations who participated in the survey there was little consistency around both their equality monitoring or in collecting about LGBT+ work. Organisations either did not collect this data, or did not collect it in a systematic way.
- Revenue generated from paid services is more sustainable than from grant funding. It is important that funders, commissioners and infrastructure organisation are engaging with LGBT+ community groups and organisations and their needs to help them develop diverse income.

Recommendations were made around Third Sector organisations. A selection of these are below;

- To review their organisational priorities to ensure the needs of LGBT+ communities are included.
- The growth and sustainability of LGBT+ community sector relies on access to both funding and infrastructure support. Therefore it is important for funders and infrastructure organisations to work together and share knowledge to identify funding and resource gaps in Leeds's LGBT+ community sector.
- For responsive funders to proactively engage with LGBT+ community groups to ensure that these groups are aware of different funding streams.
- To review their offer to community groups and charities to ensure it is accessible and appropriate to the resource needs of LGBT+ communities - i.e. acting on the knowledge that there are many unconstituted LGBT+ groups in Leeds delivering community support, by developing small grant opportunities that are accessible to them.
- To monitor equality and diversity, and to systematically collect information from who their clients or fundees are in relation to how they to benefit LGBT+ communities. Learn from LGBT+ organisations best practice for monitoring sexuality and Trans status.
- To engage with LGBT+ community groups and organisations and to support them to develop sustainable and diverse income streams.

Since this report, sub-reports have been produced including work with LGBT+ people with learning disabilities and; LGBT+ people and Racism.

- **Learning Disability**

In November 2017, the Leeds LGBT+ mapping project completed a consultation with LGBT+ people with learning disabilities. Some key themes to emerge were as follows;

- Fear of not being taken seriously because of having a learning disability
- Ability to communicate
- Inability to explore sexuality or gender at home
- Not knowing about LGBT+ identities

From these themes some recommendations were noted. A selection of these are as follows;

- For services who support people with learning disabilities to review how their services support LGBT+ clients
- Reviewing and addressing the training needs of services and support workers. Ensuring that staff have understanding of LGBT+ identities and challenges and are able to effectively support LGBT+ people with learning disabilities.
- Developing effective monitoring of sexuality and gender identity of people with learning disabilities in services
- For services who support people with learning disabilities to ensure they communicate a LGBT+ inclusive environment – for example by having LGBT+ inclusive posters
- Developing spaces and opportunities for people with learning disabilities who are LGBT+ or unsure about their sexual orientation or gender identity to meet other LGBT+ people – through dating sites, social groups, club nights etc.

From this report we are able to look at our training of workers and how LGBT+ service users with learning disabilities are treated by Adults and Health colleagues.

- Older people

The Sage project offers activities for older LGBT+ people. It is a partnership project between Age UK Leeds and Yorkshire MESMAC and is part of the Lottery funded Leeds Older Peoples Forum's initiative Time to Shine.

Through help from Adults and Health via funding, a Community Development Worker was identified for the scheme. This has provided much needed support to run this scheme and meant that more activities can be run with the help of the worker and LGBT+ volunteers. A quarterly newsletter is also produced to promote opportunities for older LGBT+ people.

There is also a twice monthly Sage Drop IN session which provides a safe, supported opportunity for older LGBT+ people to socialise in an informal and welcoming space at Yorkshire MESMAC and a new support group for older Trans people starting in July.

Raising awareness about the issues faced by older LGBT+ people has been another way Sage has addressed social isolation by participating in research, delivering training, talks and workshops with professionals and in the community. For the last two years at Pride, Sage offered a mellow space for older LGBT+ people and friends to socialise which was a great success and will be built on further at Leeds Pride in 2018.

LGBT+ social history is of interest to many older LGBT+ people and so Yorkshire MESMAC's new project, funded by Heritage Lottery Fund, Queer Stories which explores the LGBT+ social history and the barriers faced by older LGBT+ people.

The Sage project have delivered staff training across the Care Delivery Service.

A consultation exercise is due to be undertaken across the Care Delivery Service – consulting with customers and raising awareness and supporting the service to make improvements around LGBT+ issues.

- Statutory Services – Care Homes

Commissioning staff in Adults and Health are working with Care Home Providers, Sage and representatives from the LGBT+ community to develop a charter for quality care home provision for LGBT+ people. Once agreed this will be promoted widely to care homes and the public and will be overseen by commissioning through the contract monitoring process.

- Statutory Services – Other

Learning from the Care Home work will be used to develop a similar charter for other key provision, including Home Care and Day Support

- Housing with care and support

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.

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.

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.

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.

- Mental Health

The wellbeing partnership has been linking into the community via professionals and acting as an information conduit. There is a concentration on Mental Health in the LGBT+ community, and members of this community in prison especially the high proportion of Lesbians in prison.

The well-being group is also supporting Leeds Pride and other activities which has been successful in raising health and well-being issues in the LGBT+ communities. There is also consideration of the Trans community and mental health issues in those communities, including engagement in the first Trans

remembrance day - a day of remembrance for the many Trans people who have lost their lives due to prejudice.

There was a presentation to the LGBT+ HUB, which is the community group, which outlined the work of the LGBT+ well-being group around what the group can offer in terms of support for mental health, substance abuse and crime etc. The LGBT+ Hub is attended also by LGBT+ straight allies including council directors. Guest speakers from various organisations attend and provide information to the community members.

Through Leeds City Council working in partnership with Leeds Community Foundation, Leeds Mind received funding from "The Leeds Fund" and launched Prism, a new project developing mental health peer support group work for people who identify as LGBT+. Prism focusses on a series of mental health-focussed skills courses, workshops and support groups for people living in Leeds who identify as lesbian, gay, bisexual and/or transgender. All of Leeds Mind's LGBT+ peer support groups are facilitated by trained LGBT+ staff and volunteers who have lived experience of mental health difficulties.

Commissioning require services to record equality characteristics of service users. It is recognised that this is poor in some areas in regard to sexual orientation however the Adults commissioning team have been asking for sexual orientation from service users who request a service from either Mental Health or Sensory Impairment services. Work is ongoing with providers to improve this.

Information about LGBT+ is included within the welcome packs across older people and mental health accommodation based services.

- Carers

There is a Carers' support group delivered by Carers Leeds, who are commissioned by Adults & Health, for carers who identify as LGBT+. This started in June 2017 and demonstrates the commitment to supporting LGBT+ carers who are welcome to access all parts of our service. Through this group, a selection of LGBT+ carers attend the LGBT+ hub and also took part in the Leeds Pride parade under the Carers Leeds banner.

- Other

Adults and Health are dedicated to using the Asset-based Community Development (ABCD) methodology. This is for the sustainable development of communities based on their strengths and potentials and involves assessing the resources, skills, and experience available in a community. It uses the community's own assets and resources and empowers the people of the community to utilize what they already possess. The ABCD work, alongside Strength Based Social Care, has a focus on targeting those communities from protected characteristics and this is reflected in it being one of the Directorates submissions to the corporate priorities.

In addition to the above actions from Adults and Health, there has been a bigger focus on Pride over the past couple of years including good representation from the directorate at both senior and ground level on the parade and on the stalls. There was also a strong presence of third sector commissioned services represented through their work with Adults and Health at Leeds Pride.

### **Public Health LGBT+ work**

- LGBT+ Whole Systems Approach

There is clear evidence of health inequalities disproportionately affecting lesbian, gay, bisexual and Trans (LGBT+) communities in England, these include:

- Disproportionately high levels of reported self-harm and suicidal intent, depression and anxiety especially among trans individuals
- Higher levels of HIV and STI infections amongst gay and bisexual men
- Increased experiences of sexual violence and domestic violence, especially affecting bisexual women, ethnic minority and disabled LGBT+ people
- Higher rates of teenage conception among lesbian and bisexual young women
- Increased use of drugs, alcohol and tobacco
- Increased social isolation among LGBT+ elders
- Experiences of direct and indirect discrimination in accessing healthcare

In order to explore this PHE, Department of Health and NHS England funded the National LGBT Partnership, through the Health Alliance, to support two local authority areas, one of which was Leeds during the 2017/18 financial year to build a whole system approach to tackling LGBT+ health inequalities in their population.

This was an excellent opportunity to accelerate action at a local level on LGBT+ health inequalities and draw down significant national and local expert input and draw on the existing tools and resources across the breadth of the public health system to benefit the local population.

LCC Public Health and Citizens and Communities teams worked with these partners and MESMAC locally to identify current infrastructure that can support LGBT+ health and wellbeing and deliver an awareness raising event that could help identify and put in place further mechanisms and processes to help strengthen LGBT health and wellbeing.

After initial insight from a number of sources, including the LGBT+ community itself, alcohol, drug and substance misuse was found to be a particularly pressing issue, so the event, which took place on 23rd January 2018 focused on this. The event was supported by Cllr Charlwood who is Chair of the Leeds Health and Wellbeing Board and the Executive Member for Health, Wellbeing and Adults for Leeds City Council.

As a result of the event, a number of actions are being set in motion, including LGBT+ needs being included into the refresh of the Leeds Drug and Alcohol Strategy and further work around LGBT+ access to health services.

A write up of the event has been produced and this will be included in further updates to the Leeds Health and Wellbeing Board in due course.

### **Monitoring of LGBT+ access to LCC services**

On the strength of a review of the previous Locality Community Health Improvement and Development Services, Leeds City Council Public Health commissioned the 'Better Together' service from 1st April 2017. The review of the previous service had shown little evidence of active monitoring of LGBT+ groups access to the activities so the new contracts were set up with more stringent requirements around equality and diversity monitoring. Providers are now expected to monitor usage of the service and take additional measures to ensure that activities are open to all sections of their local community-putting in place additional mechanisms to attract if necessary. One of the organisations has had Stonewall training to improve provider confidence to ask for sensitive information such as sexual orientation and they agreed to be a resource for other organisations in the provider consortiums.



## **E & D Training**

A number of Public Health staff have had Gender Identity training, and work will be done to encourage this to be offered to the rest of the team in due course.

## **Stonewalls Unhealthy Attitudes Report and the Health and Wellbeing Board**

Stonewall commissioned YouGov Plc to carry out an in depth survey looking into LGBT+ issues in health and social care settings.

YouGov asked a representative sample of 3001 health and social care staff about their experiences relating to their employment. Respondents came from a range of backgrounds including doctors, nurses, counsellors, carers, managers, receptionists and porters.

The Hub has established a work stream and sub group specifically looking at the sector and the issues that have been highlighted within the Unhealthy Attitudes Report.

Establishing the delivery mechanism for the action plan as a sub group of the Hub 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.

The Stonewall report highlights the poor experiences of many LGBT+ patients and staff. It identifies a series of recommendations to address these.

- Ending LGBT+ bullying and discrimination including:
  - Visible campaigns to end homophobic, biphobic and transphobic bullying
  - Bullying and harassment policies that explicitly address LGBT+ issues
  - Complaints procedures that are inclusive of LGBT+ issues
- Improving training and development including:

Mandatory LGBT+ awareness training, including around bullying

- Professional bodies to ensure they include LGBT+ awareness in their curricula
- Supporting LGBT+ staff in the workplace including:
  - Clear messages that bullying and harassment around sexual orientation will not be tolerated
  - Support for staff networks

Celebrating and supporting LGBT+ role models

- Improving LGBT+ patient experiences including:
  - Addressing issues relating to so called 'gay cures'
  - Equality monitoring to include sexual orientation
  - Ensure LGBT+ inclusive resources are available for staff and patients
- Leadership support for LGBT+ equality including:
  - Leaders in organisations should highlight positive work done in their organisation
  - Make boards as fully inclusive as possible
  - Leadership programmes to include LGBT+ awareness

A report was produced and presented to the Health and Wellbeing Board chaired by the Executive Board Member for Adults and Health that agreed:

1. Support the establishment of a Sub Group of the LGBT+ Hub focusing on Health and Social Care and nominate representatives from each partner organisation to attend this.
2. Task the LGBT+ Hub Sub Group on Health and Social Care with developing an action plan to deliver the recommendations of the Unhealthy Attitudes Report.
3. Task the Sub Group with identifying any additional actions that may need to be delivered to ensure Health and Social Care services are fully inclusive for LGBT+ people.
4. Task the Sub Group with consulting and engaging with the LGBT+ community as required to deliver the action plan.
5. Agree to receive regular update reports on progress in delivering the action plan.

### **Improving Employment and Skills Opportunities for the Trans and Gender Non Binary Community**

The Employment and Skills Service focuses on the city's most disadvantaged communities and acknowledges the Trans and Gender Non Binary community often face particular challenge in accessing the employment market. A relatively small Service, Employment and Skills supports the following priorities:

- Supporting unemployed people to move into work
- Improving skill levels
- Promoting apprenticeships
- Supporting businesses

Targeted activities include:

- Commissioning skills programmes to support unemployed people with employability and vocational skills to help them gain employment
- Work with recruiting businesses to maximise jobs for local communities and the council's priority groups

### **Main Issues**

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

Accurate data is difficult to source and so the service is keen to continue to work with the community directly and learn from real, lived experiences, to help build a more comprehensive picture.

### **Development Work**

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

Although the focus of this work is on the Trans and Gender Non Binary community the service recognises that people from the wider LGBT+ community may also experience challenges developing their skills or accessing employment. Some of the issues are comparable to those within the Trans and Gender Non Binary community. The service will continue to engage via the LGBT+ Hub with the wider LGBT+ community to identify barriers and opportunity for future work.



## LGBT+ Sport

The Council Active Leeds Development Officer is the LGBT+ Inclusive Sports point of contact within the Active Leeds Team.

She is also the lead for the women's agenda and joining up these two areas is especially important to engage with self-identified women within the LGBT+ community. She has been encouraging LGBT+ women to participate in the Leeds Girls Can agenda and to act as Ambassadors for it.

She co-chairs the Inclusive LGBT+ Sport Group which is a sub group of the LGBT+ Hub. The Co-Chair is the founder of the Leeds Hunters, the cities LGBT+ inclusive Rugby Union team. The group has developed an action plan and will report against this annually.

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 LGBT+ 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
- Lack of easily accessible information for the community on how to participate in LGBT+ Inclusive sport opportunities.

Since its inception the Sports Sub Group has focused on several key areas of work to address some of the identified issues:

- Making training available for staff who work within the Councils sports provision to improve the understanding and awareness of both the LGBT+ community but also the issues they may face when accessing sport and active lifestyle opportunities.

- Providing information to the community to ensure that the many existing and new opportunities to get involved can be accessed easily. An LGBT+ Inclusive section of the services website has been developed.
- Several new sporting clubs have started with financial and practical assistance from the Council including the Hunters Rugby Club and the Bad Mittens Badminton Group.
- An LGBT+ Sports Festival has run for two years in the run up to Leeds Pride, organised by members of the community with a wide range of events across many sports taking place to promote LGBT+ participation in sport and active recreation activity.
- The Sub Group and Sports service have supported the existing LGBT+ clubs such as the Yorkshire Terriers football team by assisting in their promotion across social media and helping them practically to arrange their annual football tournament at John Charles Stadium. Advice was given to the Leeds Front Runners to assist them with accessing funding to start their Pride Park Runs which have been a huge success and this has been followed by further themed Park Runs for the community at Woodhouse for Halloween.
- The Active Leeds Development Officer has been developing & supporting members within the LGBT+ community to identify and attend Sports Coaching programs.
- She is also supporting Leeds Pride Sport Fringe Festival event organisers in the lead up to their event in August 2018. The festival started in 2017 and the organisers want it to grow and be an annual event that runs alongside the city's Pride celebrations.
- At the moment Active Leeds is updating their Leisure centre swimming policy to include guidelines for Transgender inclusion. This work is being supported by Tran Leeds and members of the wider LGBT+ Community.
- The service and Sports Sub Group also attend events around the LGBT+ calendar such as History Month, IDAHOBIT and Leeds Pride to promote LGBT+ Inclusive sport and a brand identity has been developed for this.

It is recognised however that further work needs to be done over the next 5 years to develop the agenda and increase participation:

- Working through Local Authority networks and with the Universities we need to improve our understanding of the issues around the take up of sport amongst LGBT+ people and identify examples of best practice from elsewhere which we might be able to adapt to Leeds.
- To consider bringing existing LGBT+ sport tournaments to Leeds to help promote participation within the local LGBT+ community.

- To work with the National sports federations where appropriate to advocate for increased focus on LGBT+ inclusion and especially around Trans and Gender Non Binary participation in sport.
- To work with other local sports venues not run by the Council to promote LGBT+ Inclusion.

## **LGBT+ Culture**

### **Cross City/Sector LGBT+ Inclusive City Culture Organisations Project**

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.

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 areas:

- 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

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

### **Leeds Museums and Galleries and the LGBT+ Community.**

In 2014 the assistant community curator at the Leeds Art Gallery identified gaps in our archives and collections relating to the LGBT+ community and it became a priority for the Leeds Museums and Galleries (LMG) service to work closely with groups and individuals on a joint programme curating exhibitions, displays and events. One of the goals was to also increase our permanent collections in terms of objects relating to the community and that there was a record of their stories and memories. Highlights of our work are documented below -

#### **The City Museum**

##### **Leeds Queer Stories display**

This display opened in the Leeds Story Community Space on November 3<sup>rd</sup> 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 28<sup>th</sup>. 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.



Following on from this, we are currently working in partnership with Mesmac and the West Yorkshire Archive Service on an HLF funded two year social history project called 'Queer Stories West Yorkshire' where we will continue to document and record stories and acquire objects of personal significance so that there is increased representation in our archive from the community.

### Hosting of events

The City Museum has hosted the Leeds Queer Film Festival for LGBT+ History Month for the last three years and a market place event for Leeds Pride, as well as providing an opportunity for the Leeds City Council LGBT+ Hub to promote their services.

To celebrate LGBT+ History Month in February 2018 and continue our ongoing partnership work with Leeds Queer Film Fest we held a family friendly event on Saturday the 24<sup>th</sup> of February 2018. The well-received activities took place in the Brodrick Hall and the Denny conference room and included a stalls marketplace, craft workshops, talks, film screenings and a pop-up exhibition. Over 1800 people attended the event.



## Leeds Pride

In August 2017 we hosted 'A Pride Community Marketplace' organised by '@leedscclgbt' where visitors could find out about LGBT + services, support & community groups in and around Leeds. We also took the opportunity to add to our contemporary collections.



### Talks:

Various talks and lectures have taken place themed around relevant issues to bring in new audiences to the museum and engage in positive debate and discussion:

#### **Gender and Sexuality in Natural History Museums with Rebecca Machin Aug 4<sup>th</sup> 2017**

35 people attended this talk given by our Natural Science Curator and feedback was really positive as a sample below demonstrates:

#### **Did you learn anything new?**

Yes I learned about historical figures (esp female) who contributed to museum collection/curation, and how social constructions of gender affect how species are displayed and represented.

Yes – about museum practice and natural history.

#### **What did you enjoy the most?**

Having a different perspective. Seeing things in a different light.

Interesting ideas raised in the presentation – had not thought of this before.

The identification of gender bias in natural history.

The part about 'non-traditional male/female type relationships in nature (sexuality)

Great images! I loved info about homosexuality in nature and how museums are challenging heteronormative perceptions.

#### **Abbey House Museum**

On September 1 2017, Abbey House Museum opened a new, larger community and youth space next to the Childhood Gallery on the 1<sup>st</sup> Floor. The first display was around Protest and was a partnership with University of Huddersfield, co-curated by students on the 3<sup>rd</sup> Year History in Practice module. The exhibition drew on existing partnerships forged during Leeds City Museum's two 2016 displays, Courage Conscience and Creativity (Leeds Quakers, Bradford Peace Museum) and Queer Stories (Yorkshire MESMAC, West Yorkshire Queer Stories). The work included new contributions from health campaign



group Leeds Keep Our NHS Public and the personal story of peace protestor Richard Levitt, who discusses his experiences of being locked up for anti-nuclear demonstrations, and reflects on the limits of protest. West Yorkshire Police's Assistant Chief Constable was interviewed about Policing Protest. A launch event (1 Sept) was attended by members from across the three main areas of focus: LGBT+ Rights campaigns, healthcare campaigns, and peace protest.



Alongside the display there was a parallel series of talks and events, including contributions from Leeds Hospital Alert, local artist Hayley-Mills Styles and, in collaboration with West Yorkshire Queer Stories, a one-day conference in LGBT+ History Month 2018 to tie in with 30 years since the introduction of Section 28, which also featured heavily in the display with objects from 1988 campaigns in Leeds including t-shirts, badges, flyers and posters, and a film documenting the marches which campaigned for the Repeal of the clause.

### **Dying Matters Exhibition**

As part of our on-going commitment to representation in our archives and exhibitions, we worked with a couple from the community who were able to share with us their very personal story about living with dying as they both had a terminal illness. They talked frankly about the problems they had encountered with health care and social services and discussed their end of life wishes which they wanted to be respected. Since filming one of the couple has passed away but they did succeed in arranging for care at home and dying with dignity. The quote below captures the positive impact involvement in the film had:

*Thinking back to what we talked about in the film that we helped make, I felt if we hadn't talked the way we did, from the outset when I got cancer I feel the end would have been very different. If anyone expresses an interest, I tell them that I had a perfect death. He had no pain, no anxiety, he was comfortable and for the most part, he was conscious and understanding what was happening. He had his oldest friend on one side and me on the other.....*

*I am thinking of getting more involved with 'Dying Matters' once the dust has settled. I think the new head of the group will be in place in the spring so I will get in touch with her.*

*Thank you once again.*

### **Other Online information**

Online we have a blog on the Queer Beyond London website: <http://queerbeyondlondon.com/leeds/302-0-glad-to-be-gay/> it's all about the story of the 302.0 badge by Paul Furness and the badge was on display in the 'Leeds Music Sound Bites' exhibition at Leeds City Museum (12/8/17—1/4/18) and other Queer Stories materials in the display 'Protest' which was at Abbey House Museum (Sept 2017—Feb 2018) <http://www.leeds.gov.uk/museumsandgalleries/Pages/default.aspx>

The PoMoGaze project and the Queer Eye group at Leeds Art Gallery in 2014/15. **Reflections on Female and Trans\* Masculinities** is the anthology containing some of the papers from the AGender conference

held as part of the exhibition of the artwork of Marlow Moss and Claude Cahun 2014 and is available here: <http://www.cambridgescholars.com/reflections-on-female-and-trans-masculinities-and-other-queer-crossing>

### Case study for creativity: Leeds Art Gallery

The YEO had the privilege of getting to know 21 young people aged 15 to 24 who identify as belonging to the 'LGBT+ and Transtatic up to 25' transgender youth group run by Leeds City Council. Over eight weeks, the YEO visited the youth group during outreach sessions hosted at the Civic Hall to design a LGBT+ youth take over at the Art Gallery for LGBT+ history month in February.



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Artwork inspired by the outreach sessions, visits to the gallery and our online collection, was created by the group and was on display at the Gallery for the History Month. Twenty-one young people from both LGBT+ groups participated in the main event on Saturday 17<sup>th</sup> February which was warmly received by visitors including the Lord Mayor. The youth group sang solos and duets all relating to unity and identity.

'Reet\_So' who are part of the Leeds Art Gallery collective had met the youth group a month before to help plan the event. On the day, they brought materials and worked with the youth groups and visitors to create symbols which represented them. The youth group came up with the slogan – 'we are one' which symbolised unity and identity of all members of society. The banner will be on display in Artspace from April onwards.



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Students from University of Trinity Leeds and Calendar visited the event and the YEO featured on ITV regional news later that evening.

Quality Principle:	Example
Striving for excellence	<p><i>"I've gained so much self confidence in myself. I really doubted I could do this but I surprised myself. To talk in front of some many young people was a real fear of mine but when we started talking about our research, that feeling of anxiety slipped away"</i></p> <p>R.. – 17 years old</p>
Emphasising authenticity	<p><i>"I enjoyed our visit to the M&amp;S archives. I found it interesting to find out how they write text panels with a general tone so you have the option to change the objects inside the cases if they need resting and need to come off display so they don't fade out".</i> L.... The Vintage Youth Club – 19 years</p>
Being inspiring, and engaging	<p><i>"This was an amazing experience. I'd never been to the art gallery before and thought it would be really boring but it wasn't...I want to do this all over again!"</i></p> <p>L... – 19 years old – LBGT+ member</p>
Actively involving children and young people	<p><i>"I really liked today because you (Angie) let us choose our craft. There were lots of fun stuff and I learnt more about the women's vote."</i></p> <p>Bethan – 11 years old (Wood Craft Folk)</p>
Providing a sense of personal progression	<p><i>"To work on a project from start to finish was tiring but great. I didn't think we would have the confidence but we did it!"</i> M...– 24 years old</p>
Developing a sense of ownership and belonging	<p><i>"I think I can say for everyone...we loved it here (Leeds Art Gallery) today. I love the fact we took over the main entrance for our event"</i></p> <p>K.... – 23 years old – Transtatic group member</p>

### Leeds LGBT+ Literature Festival

On the 14 and 15 of July 2018, Leeds will host its first LGBT+ Literature Festival; a weekend of talks, readings (prose and poetry), a Q&A panel and workshops showcasing LGBT+ authors and works. The event is being organised by Leeds LGBT+ Book Club in partnership with Leeds Libraries and will take place in Leeds Central Library in the City Centre.

This event aims to provide a space for LGBT+ people and allies of all ages to celebrate LGBT+ writers and works, increase understanding, meet likeminded people and help combat social isolation often seen in the LGBT+ community. The event will aim to have representation from across lesbian, gay, bisexual and transgender literature.

This will be an alcohol-free space to help with inclusion of LGBT+ people and allies who are not comfortable or are unable to attend events where alcohol is supplied. There are few LGBT+ events in Leeds that are

based away from the bar scene or where alcohol is served so this would help expand opportunities for socialising and engagement to many who are often excluded.

Some sessions will charge a small fee of £1.50 per ticket whilst other will be free. The aim is for this to become an annual, landmark event in Leeds so all profits will go towards next year's Leeds LGBT+ Literature Festival.

Leeds LGBT+ Literature Festival will be an amazing and rare opportunity to focus on LGBT+ inclusivity, helping LGBT+ people's health and wellbeing by providing sessions using the arts and create a platform for self-expression within the LGBT+ community through literature, which is currently lacking in the city. It will also support Leeds city Council's vision on being an LGBT+ Inclusive city.

### **Housing Leeds and Partners**

Housing Leeds recognises the LGBT+ community may experience a range of housing and housing related problems. This includes harassment, Hate Crime, homelessness caused by family breakdown or rejection and the particular vulnerabilities that the growing number of older LGBT+ people may face such as increased isolation.

This was further confirmed in the 2017 Leeds LGBT+ 'Mapping Exercise', which identified homelessness as a key concern in the LGBT+ community especially for younger people and that homelessness was one of the things that most negatively impacts the LGBT+ community in Leeds.

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

- 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.
- 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.
- 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.
- 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.
- 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.

### **Current position**

Our citywide Tenants Satisfaction Survey in 2016 showed us that tenants identifying as lesbian, gay man or bisexual (LGB) report higher satisfaction with overall services, and value for money of their rent than heterosexual respondents. However, this survey was for a sample of existing tenants, and may not reflect the satisfaction of LGBT+ customers who are on the Leeds Housing Register seeking a home or general

housing advice.

Leeds also has a growing older population which includes an increasing number of older LGBT+ citizens. Stonewall research in 2013 identified that LGB people are nearly twice as likely to expect to rely on a range of external services and have identified that 3 in 5 LGB people are not confident that social care and support services (such as housing) would be able to meet their needs, and a third would be uncomfortable to disclose their sexual orientation to a housing provider.

Given this context, Housing Leeds is prioritising improvements to both our older person services and those younger customers needing housing support and advice, perhaps at the beginning of their housing journey.

In terms of improving the experience of older LGBT+ residents, Housing Leeds have:

- Provided awareness training to all our Sheltered Support Officers on the concerns of the older LGBT+ community designed and co-delivered with an LGBT+ tenant representative.
- A growing number of social activities - every week 389 different tenant led activities take place across sheltered housing schemes, with support from local housing and sheltered housing teams helping create an inclusive environments for all.
- Promoted SAGE's newsletter to large numbers of residents on social media. Housing Leeds are working increasingly closely with the SAGE project, a partnership between Age UK Leeds and Yorkshire MESMAC
- Started to explore offering out sheltered communal room facilities to wider older people's networks including SAGE, helping improve links with a visible LGBT+ community
- Invited SAGE's Community Volunteers to meet and provide an insight into the needs of the older LGBT+ people to our older person's service improvement group called VOLT (the Voice of Older Leeds Tenants). SAGE's Community Volunteers will also be attending our Sheltered Support Officer Team meetings to highlight the needs of the LGBT+ community.

In terms of improving access and support for younger LGBT+ customers and following a range of discussion and feedback events that have taken place with the LGBT+ community, Leeds Housing Options has evaluated its current practice in relation to the provision of housing advice services to members of the LGBT+ community.

The Housing Options Service have committed to:

- Ensuring that we are reaching those members of the LGBT+ community who are most likely to be effected by homelessness issues, focusing resources and actions on a number of '**priority groups**'. These groups reflect the services experience of those who present as homeless or in housing need and are subject to ongoing addition/alteration. These are:
  - **Sex Workers** – from our outreach services at Joanna Project, Together Women Project and BASIS, we have engaged with a number of women who identify as both a sex worker and LGBT+. This group are particularly vulnerable as they often have multiple and complex needs, can be living a chaotic lifestyle, have difficult accessing or sustaining engagement with services and are at high risk of exploitation.
  - **People in abusive relationships** – according to statistics from Stonewall, almost 50% of all Gay and Bi men have experienced at least one incident of domestic abuse from a family member or partner,

rising to 80% for Tran's people. This contrasts with around 25% of women and 16% of men in the general population.

- **Trans/Non-Binary people** (especially those needing to access emergency accommodation) – the needs of this group have historically been unmet by traditional accommodation provision and this continues to be a challenge.
  - **Members of the BME community** – feedback from the BME community has been that the challenges already facing this community when accessing services/support around housing need are multiplied when the customer is also a member of the LGBT+ community. There may also be increased vulnerability within some sections of the BME community to 'honour' based violence and Forced Marriage including those who identify as LGBT+.
  - **Young people** – a report by the Albert Kennedy Trust shows that LGBT+ young people (16-25) make up almost 25% of all young people who are homeless.
  - **Victims of hate crime in the community** – homophobic attacks in the UK rose by 147% in the three months after Brexit. Members of the LGBT+ community are statistically more likely to be the victims of a hate crime and this can result in homelessness.
- **Locality based housing advice** to assist us in our aim of meeting the housing advice needs of the LGBT+ community in environments which are more likely to be 'safe spaces'. The service must be delivered where there is demand and ensure that the wide cross section of the LGBT+ community has access to the services.
  - **Improved data collection** to ensure that we are meeting the needs of different sections of our community. We are aware that there has been an historical reluctance from staff to ask people what their sexuality and gender identity is either as the result of feeling uncomfortable and/or being concerned that the question is intrusive. We aim to move to a culture where the question is asked up front thus letting people know that we are aware of sexuality and gender identity as something that is important to them.
  - **Case Learning** – to ensure that we are providing the best possible service to members of the LGBT+ community, we will encourage people to contact us (via a safe mechanism) to highlight those case where we have got things wrong. We will then use this as an opportunity to put things right for that individual as well as to learn any lessons and improve the service moving forward.
  - **Champions** – we recognise the value that is added by having a dedicated LGBT+ champion on the management team and the staff team. This champion will be responsible for: raising awareness, delivering/attending training, being a point of contact for professionals and customers, social media campaigns.

Where we want to be in 5 year's time:

- To have a workforce that reflects the community that we work for/with
- To have an LGBT+ inclusive culture in all our services
- To reduce the barriers facing our young LGBT+ customers in accessing our services
- To help colleagues in Adult Social Care and Health deliver appropriate housing solutions for older LGBT+ people
- To be a learning beacon on LGBT+ inclusivity for other Local Authorities and housing providers

- Improve our understanding and practice of appropriate equality monitoring
- To have a workforce that understands and works with the LGBT+ community to make appropriate service improvements
- To be working effectively with partners in the Housing Association sector to ensure best practice in delivering services to LGBT+ people is in place across the whole sector

## **Community Safety**

### **British Transport Police**

- BTP is the national police Service for the railway and communities. In Leeds it is on the doorstep of the LGBT+ community focused around Lower Briggate adjacent to the railway station.
- There is significant anecdotal evidence of under reporting of hate crime and in particular LGBT+ hate crime on the railway network.
- BTP have launched the #westandtogether hate crime campaign that encompasses the use of the BTP 61016 text service – encouraging people to tell us of any hate crimes and incidents to allow us to get a truer picture and understanding.
- 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.
- From the first awareness raising evening several ideas were suggested by the attendees which allowed for workstreams to be developed.
- 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.
- The Force fully supports the Angels of Freedom and have provided an input to them on BTP as well as encouraging them to visit the police station every week and get to know the staff. The Force have also undertaken a hate crime awareness session in Leeds Station with them to highlight hate crime and what we are doing to combat it together.
- Leeds Pride engagement pre and during event – A pre Pride video was recorded with the Viaduct Showgirls and rail industry colleagues welcoming attendees to Leeds; there was an engagement stand within the station staffed by BTP and railway partners and the Force provided a visible reassuring presence in and around the lower Briggate area where we police

There is much still to do and the Force is currently working on-

- An LGBT+ action plan – this requires some baseline research to get an understanding of where we are – so we plan to develop and circulate a survey.
- Leeds Station to become a safe place or zone for LGBT+ people
- Reintroducing drop ins that we previously held in Viaduct Showbar monthly.

## **The Angels of Freedom Leeds**

### **Mission Statement**

The Angels of Freedom Leeds brings a caring LGBT+ scene to a compassionate city, providing support to the LGBT+ community by increasing awareness of vulnerability and mitigating risk with visibility on the bar scene.

### **Aims & Objectives**

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.

Our 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.

Through providing a visible presence on the Leeds LGBT+ bar scene we will provide a contact point for the LGBT+ 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.

In addition to this our 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.

During the patrols volunteers engage with people on their night out and distribute flyers to venues in order to provide personal safety information.

Opportunities to increase understanding of issues affecting LGBT+ community members are offered on a monthly basis, with awareness sessions being delivered to volunteers on a wide range of subjects, including (but not limited to) Hate Crime, Child Sexual Exploitation, Tackling Extremism and Terrorism, Child Runaways, Financial Exploitation, Radicalisation, Domestic Violence, Mental Health, Policing and other relevant and related issues negatively impacting on the wellbeing of LGBT+ people.

These awareness sessions are open to anyone to attend, with the intended outcome of the project having a range of ambassadors within the LGBT+ communities who can identify risk of vulnerability and offer signposting and support, or report on to the appropriate authorities, dependant on the situation.

With the increased knowledge provided via the organisation all volunteers will be encouraged to participate in engagement & feedback sessions with other groups, including West Yorkshire Police Hate Crime scrutiny and other similar opportunities to provide positive influence benefiting the LGBT+ Communities.



## **Membership & Volunteers**

The Angels of Freedom is volunteer based, so there is no direct membership involved in the group.

Volunteers are based on three tiers: Leaders, Angels and Ambassadors.

Leaders - Due to the potential for interaction with vulnerable people in the community Leaders will have been background checked and vetted by West Yorkshire Police, along with receiving Safeguarding training. There will be at least one Leader on each patrol session.

Angels – Angels are those volunteers supporting the Friday evening patrol sessions.

Ambassadors – Anyone can be an Ambassador, as the function of this role is based on increased individual awareness within the community.

## **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.

Stonewall report that 1 in 4 women have experienced domestic violence in relationships and almost half of men have experienced at least one incident of domestic violence from a family member or partner since the age of 16. And Scottish research indicates that 80% of Trans people had experienced emotional, sexual or physical abuse from a partner or ex-partner.

Over the last 12 months over 18500 reports were made to the police in Leeds. We know that reporting is increasing year on year which shows that victims are becoming more confident in reporting victims to the police. However we also know that the issue is still under-reported, particularly in some communities; including the LGBT+ community.

The Council is committed to work with our partners across Leeds to make a step change in how we tackle domestic violence. We want to make sure the right help and support is available to all victims, we want to change the culture and attitudes that allow it to continue, we want to offer effective responses to perpetrators of violence and we want to make sure all of our services can recognise and respond appropriately.

We know that DV is under reported in the LGBT+ communities for a variety of reasons including perceived or experienced homophobia from services or feeling services are not inclusive or available to LGBT+ people. We are committed to ensure that our services and responses will be inclusive and appropriate.

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.

This session was an opportunity to take stock of where we are and where we need to go. .

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 is outlined below for all services to contribute to moving forward. Feedback will be provided via the LGBT+ Hub.

#### Priority Actions

1.

Increase awareness and understanding about domestic violence and abuse in LGBT+ communities:

- Use social media to increase awareness (Facebook, Twitter etc.)
- Organise an event to raise awareness with stalls from other key agencies. Look at including information about LGBT+ at events already planned and capacity to respond appropriately.
- Training agencies in increase awareness about DV in LGBT+ communities and how to be comfortable asking about an individual's sexuality.
- Accurate recording of incidents.
- Engage with survivors and provide support/advocacy/advice
- Challenge inappropriate behaviour from professionals.

2.

Commitment from senior leadership teams within organisations to improve responses for the LGBT+ community when accessing DV services:

- Senior leadership buy in – establish ambassadors and communicate the benefits/cost/facts and encourage to be proactive instead of reactive.
- Ensure action plans are explicit in responding to DV issues for the LGBT+ community.
- Create a list of organisations for LGBT+ and what they offer. Advertise this information on Insite, posters and newsletters.

3.

Commitment to increase awareness about domestic violence and abuse services for the LGBT+ communities:

- DV services to raise awareness about inclusivity of providing support.
- A multi-agency approach to be discussed at the DV Program Board.
- Review marketing and communications to help increase awareness about DV & A services for LGBT+ communities.
- Specific LGBT+ info on the Leeds DV website.

4.

Increased reporting of DV & A incidents in Leeds:

- Review questioning and monitoring for health practices. Routine enquiry developed to be inclusive of the LGBT+ community prior to roll out.
- Look at changing the mind set of LGBT+ communities about the provision of DV services.
- Recognise LGBT+ communities do not want to be treated as a problem or to be silenced.
- Target education at younger people as part of healthy relationship awareness

5.

Increased confidence and satisfaction for the LGBT+ community when accessing domestic violence and abuse services:

- Leeds Safeguarding Adults Board – Citizens Engagement Sub Group – involve David Rickus about exploring the use of this group.
- Meeting with LDVS to discuss how LGBT+ friendly the commissioned service is and find out if there is a specialist in place or required.
- Participation groups – can we get people to share positive case studies to help increase confidence.
- Joined up approach with safeguarding – mapping through the pathway.

### **Hate Crime**

Safer Leeds lead on the cities Hate Crime Strategy which was reviewed in 2017. The Strategy recognises Homophobic, Biphobic and Transphobic Hate Crime as a significant challenge for the community with significant under reporting. The service is working with the LGBT+ Hub to promote the reporting of Hate Crime and during Hate Crime Awareness Week an event was held to highlight the opportunities for reporting in a venue in the Freedom Quarter.

### **Support for the Freedom Quarter**

#### **Work with LGBT+ Venues**

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.

### **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.

### **Southbank**

Staff within Economic Development and City Centre Management within the Council have engaged with the LGBT+ community via the Hub on the development proposals for Southbank which, once complete, will double the size of the city centre. Southbank sits adjacent to the city's existing LGBT+ 'Freedom Quarter' so there are many opportunities for the community in engaging with Planners and developers to ensure the community benefits from its development.

## **Support for International Days and other Annual LGBT+ Events**

### **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.

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.

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.

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.

### **Bi Visibility Day**

This takes place each September and is supported by the LGBT+ Hub and Councils Staff Network to hold an event at the Cosmopolitan Hotel to raise awareness of Bi issues as well as a social event for Bi people and allies in the Freedom Quarter.

### **International Day Against Homophobia, Biphobia and Transphobia**

This day in May each year sees the LGBT+ Hub and partners hold street stalls in the city centre to raise awareness of ongoing discrimination against LGBT+ people. The event is also supported by the Councils LGBT+ Staff Network. Other events take place across the city organised by a range of organisations in the public and third sectors.

### **Trans Day of Remembrance**

An annual remembrance event takes place, supported by the LGBT+ Hub and Leeds Teaching Hospitals Trust. In 2017 this involved a memorial event at the Leeds General Infirmary followed by an outdoor candlelight vigil in Park Square. The event is organised by the Trans community for the Trans community and allies with Trans Leeds, Non Binary Leeds and other Trans Groups collaborating to ensure it happens.

### **Trans Day of Visibility**

In Spring 2018 the Council and partners including West Yorkshire Police financially supported the city's first Trans Pride Event. Hundreds of people from the community took part in a city centre parade/demonstration for Trans equality as well as a range of workshops, cultural and social events across a two week period. Trans Pride was organised by the Trans/Non Binary community and was the first of its kind in the area. Plans are already being developed for Trans Pride 2019.

### **LGBT+ History Month**

For the last few years the Council has supported a range of events for LGBT+ History Month with a working group made up of staff volunteers supporting and promoting events across the city. Plans for 2019 involve bringing together a range of partners to consider establishing a city wide steering group to better coordinate activities which take place across many organisations including the city's Universities.

### **World Aids Day and National Testing Week**

The Council promotes WAD and NTW via its social media, across the Hub membership and in partnership with Yorkshire Mesmac and Skyline. This year the Council's Museums and Galleries service will be hosting an art exhibition to highlight the ongoing impact of HIV/Aids in the UK and across the world. HIV/Aids is an issue of importance to the LGBT+ community due to its disproportionate impact on LGBT+ people, especially men, since the early 1980s and the stigma and discrimination which stills exists around it.



## **LGBT+ Business Alliance**

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.

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.

### **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.

The purpose of the Business Alliance is focused on the business partnership approach to supporting LGBT+ staff & communities, in enabling the business rather than their LGBT+ staff to engage in the undertakings of the group.

A Launch event took place in the Autumn of 2018 and a range of events are proposed to develop membership and engagement with the community and business sector during 2018 including:

- An opportunity to meet with the Head of the Equality and Human Rights Commission organised by Pinsent Masons

- An event to engage with the key Council services supporting business and economic development in the city
- An event to bring together potential funders with community groups organised by DWF at their Leeds offices
- A social event to be held at Leeds Bradford Airport

### **LGBT+ Mapping Project**

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 taken from the report (written by Anne Marie and supported by Leeds Community Foundation and Leeds Older Peoples Forum) and summarised below:

There is no single LGBT+ community in Leeds; rather a number of different communities of people who identify as LGBT+ in the city. People's social lives are complex and shaped by their relationships and social networks as well as their sense of identity, informed by their politics, gender, ethnicity, faith, class and sexuality.

Almost 8 in 10 people said being part of an LGBT+ community was important to them, yet only 3 in 10 LGBT+ people said they felt part of an LGBT+ community. Almost 4 in 10 said they 'sometimes' felt part of an LGBT+ community.

LGBT+ people said they valued the following aspects about Leeds' LGBT+ communities:

- They are visible (have a presence in the city)
- They have a DIY and grassroots spirit
- They are supportive networks, friendships and communities of care
- They allow people to feel part of something larger
- They are diverse

Some of the concerns people had:

- The lack of safer and more accessible spaces for LGBT+ people (especially trans and non-binary people, older people, BME people, disabled people and women)
- Mainstream services should better serve LGBT+ communities
- The need for capacity building within the LGBT+ community to ensure the sustainability of community action
- Homophobia and transphobia in the city

Mapping was undertaken as a way of identifying strengths and gaps within Leeds' LGBT+ community. The mapping exercise recorded 102 activities – 81% were LGBT+ led and focused, 19% were LGBT+ friendly. Most of the 102 activities took place in Leeds City Centre.

Almost 60% of LGBT+ led activities were volunteer or community led – sustained by unpaid work. The majority of the activities mapped were social and support. BME and disabled people were particularly underrepresented in LGBT+ activities and groups.

The Leeds LGBT+ Mapping Project aimed to find out what LGBT+ people in Leeds considered as assets to the community and to their life as an LGBT+ person in Leeds. The most frequently cited things in Leeds that have positive impact on LGBT+ lives were:

- Leeds Pride – annual city celebration of LGBT + community
- Yorkshire MESMAC – longstanding sexual health organisation with history working for HIV/AIDS prevention.
- MESMAC delivers a number of different services relevant to LGBT+ people
- Wharf Chambers Cooperative – multipurpose venue and bar seen as a hub and
- ‘safe space’ for LGBT+ people in Leeds
- Gay Quarter – Leeds’ commercial gay venues on Lower Briggate and The Calls

Many of the assets identified through the project weren’t common across LGBT+ people in Leeds. Certain assets were of greater value to some LGBT+ communities than others.

In addition, what was identified by some LGBT+ people was identified as negative by others. In particular there were many comments collected throughout the project about people's experience and perceptions of Leeds commercial gay scene that suggested it was not accessible or inclusive of LGBT+ people who are trans, non-binary, BME, women, disabled, or older people.

The survey asked what people thought were LGBT+ health and wellbeing priorities in Leeds.

- Mental health (86%)
- Sexual health (50%)
- Safe and welcoming spaces (46%)
- Trans health care (43%)
- Drug and alcohol abuse (31%)

Leeds’ LGBT+ communities are experiencing a mental health crisis. In the last 5 years, 90% of respondents to the survey had experienced difficult mental health that severely impacted on their day-to-day functioning.

Although mental health, sexual health, safe and welcoming spaces, trans health care and drug and alcohol abuse are presented separately, for many LGBT+ people these issues are inextricably intertwined, negatively impacting and reinforcing each other.

Trans healthcare was a priority concern for many LGBT+ people. A number of people in the survey commented on how long waiting lists to access Trans healthcare in Leeds had a negative impact on the physical and mental health of trans people.

The lack of safe and welcoming spaces for many LGBT+ people meant an increased risk of isolation and loneliness, as well as reinforcing difficult mental health experiences already associated with discrimination and prejudice, especially for those most marginalised.

LGBT+ communities are disproportionately impacted by drug and alcohol abuse, driven by experiences of social marginalisation, discrimination and prejudice, and poorer mental health outcomes. Negative experiences with healthcare lead to and reinforce these poor outcomes.

Findings indicate that sexual health inequalities remain a persistent concern amongst LGBT+ communities in Leeds.



The survey asked respondents to pick three issues related to LGBT+ community safety that they felt are the biggest priorities to tackle in Leeds.

- Transphobic hate crime (55%)
- Homophobic hate crime (48%)
- Sexual assault (37%)
- Homelessness (35%)
- Racist hate crime (34%)
- Domestic violence and abuse (32%)

Community safety concerns are intimately connected to health and wellbeing concerns.

Literature has shown that social stigmatization and direct experiences of homophobic, biphobic and transphobic abuse are connected to increased levels of stress, anxiety and depression, problematic drug and alcohol usage, smoking, internalised homophobia, and suicide. (Banks,2003)

Transphobic and homophobic hate crimes are a concern and a reality for LGBT+ people in Leeds.

Only one third of survey respondents said they had confidence in the police to respond effectively. Experiences of violence, abuse, prejudice and discrimination were broad and wide ranging. For many respondents these experiences were related to their actual or perceived sexuality.

Trans and non-binary people are overrepresented across experiences of sexual assault, physical violence, verbal abuse, negative comments, harassment, bullying and homelessness.

Women, Trans men and non-binary people are overrepresented in experiences of sexual assault.

One in four women who responded to the survey had experienced sexual assault. Over half of non-binary people who responded to the survey had experienced sexual assault.

Addressing domestic violence and abuse amongst LGBT+ was another priority for LGBT+ people in Leeds.

Racist hate was a concern for LGBT+ people who responded to the survey, and throughout the project people shared their experiences of racism within LGBT+ communities.

Homelessness amongst LGBT+ people was a concern for over a third of survey respondents. The Albert Kennedy Trust estimates that one in four young homeless people will be LGBT+.

The work of the Mapping Project and its subsequent second stage research into areas such as Learning disability is feeding directly into the work of the Hub, its partners and future work programme.

## **Making Leeds City Council an LGBT+ Inclusive Employer**

### **Stonewall**

In 2017 Leeds City Council came 5<sup>th</sup> in the Stonewall Workplace Equality Index and 4<sup>th</sup> Local Authority within that. The council is very proud of this achievement and is striving to improve on this ranking in the coming year. This submission is overseen by a HR Service Manager and co-ordinated and delivered by a HR Senior Adviser, in conjunction with the Communities Team and the staff networks.

## **HR Leadership**

The Director of Resources and Housing directorate takes an active lead on the inclusion agenda, particularly leading a quarterly forum with the staff networks. In addition to this the HR team work closely with all staff networks to achieve the council's ambition to become an inclusive employer and an employer of choice in the city.

HR support Cllr Lowe and Cllr Lewis with the Members Steering Group from Inclusion and Diversity, ensuring that support is given to members of Best Council Leadership team that attend and help to deliver their objectives. The Director of Children and Families has a specific objective around improving the experience of Trans young people in the city and this group has provided support when needed.

Each Head of Service within the Human Resources team is aligned to a protected characteristic, for LGBT+ the Head of HR also has the overarching responsibility for inclusion. A HR Service Manager has responsibility for the co-ordination of inclusion across the organisation, who also picks up specific role around supporting Trans staff in the workplace.

There is also a specific role within the HR service that is aligned specifically to work around inclusion, and supporting the facilitation of staff networks in the organisation. The LGB T+ network is part of this work, particularly around the intersectionality of networks and how these can work together such LGBT+/BAME and LGBT +/Faith.

## **Inclusion Training**

In 2017 Corporate Leadership Team committed to a review of the training available around inclusion and diversity for a launch in 2018. This approach will focus on collaborative partnerships and ensuring that training can be delivered through multiple different methods for different services. This will utilise our links with training partners as well as our staff networks who will play an important role in raising awareness with network members and wider services. The LGBT+ network in particular will be supporting by continuing the delivery of training within service areas around different topics, particularly Trans and Gender Identity.

## **Employment Policies**

In 2017 we have reviewed all our policies to ensure all our language is gender neutral so that these are more inclusive to the Trans community, removing he/she references and replacing them with gender neutral terminology such as 'the employee' or 'they/them'.

In 2017 the Trans guidance document has been updated led by HR but in partnership with the Trans and GI lead from the staff network. This incorporates feedback from the Stonewall submission feedback and attendance at the Stonewall conference. Information has also been drawn from best practice organisations such as Stonewall and ACAS to update the document and appendices include checklists and terminology. The document has then been through consultation on the proposed new document with the staff network and Trans and gender identity hub in the city to provide feedback. Throughout the process we collaborated with the staff network representative for Trans and GI to make sure

## **Equality Monitoring**

In December 2017 corporate leadership team agreed the proposals for the review of the collection of equality monitoring. This has been a joint effort between HR and the Communities Team to ensure that the internal and external monitoring data matches and we are consistent across the board. The main difference in the proposal is the ability for staff and members of the community to identify as Trans and non-binary which has not previously been part of the data that we collect about our staff. This has involved working

closely with our Business Support Centre to configure our systems appropriately for the data to be collected.



### **LGBT+ Staff Network**

The Council's LGBT+ Staff Network was re-launched at the same time as the LGBT+ Hub. It has one of the largest memberships of any of the Staff Networks within the Council.

The Network holds a series of Open Forums at which senior Officers, Elected Members and services come along to talk about issues which affect LGBT+ staff and which provide an opportunity for discussion and engagement.

The Network works closely with the other Staff Networks such as Disability, BAME and Women's to discuss issues of common interest and where working in partnership provides better feedback and improvement opportunities for the organisation.

The Network has supported the Council's successful development of its annual Stonewall submission helping LCC to become the 4<sup>th</sup> best Local Authority for LGBT+ staff in the country.

The Network runs an Allies programme which has seen senior Officers and many frontline staff become LGBT+ Allies across services, promoting LGBT+ Inclusiveness within the organisation.

The Network, alongside the Hub, supports the various International Days and events such as IDAHOBIT, World Aids Day, Bi Visibility Day and Trans Day of Remembrance through learning opportunities for staff, profile raising via stalls in Council buildings and public spaces and via the Council's Insite pages for staff.