

**CABINET MEMBER FOR COMMUNITY DEVELOPMENT, EQUALITY AND  
YOUNG PEOPLE'S ISSUES**

**Venue: Town Hall, Moorgate  
Street, Rotherham. S60  
2TH**

**Date: Monday, 13th February, 2012**

**Time: 11.30 a.m.**

**A G E N D A**

1. To determine if the matters are to be considered under the categories suggested, in accordance with Part 1 (as amended March 2006) of Schedule 12A to the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered later in the agenda as a matter of urgency.
3. Apologies for Absence.
4. Declarations of Interest.
5. Minutes of the Previous Meeting held on Monday 16th January, 2012 (herewith). (Pages 1 - 5)
6. Presentation on Hate Crime Issues.  
  
Gail Wilcock, Hate Crime Officer, Resources Directorate, to report.
7. Lesbian, Gay, Bisexual and Trans (LGBT) Action Plan (action plan and update herewith). (Pages 6 - 19)  
  
Janet Spurling, Community Engagement Officer, Resources Directorate, to report.
8. Date and time of next meeting:  
  
Monday 12<sup>th</sup> March, 2012, to start at 11.30 pm in the Rotherham Town Hall.

**1ECABINET MEMBER FOR COMMUNITY DEVELOPMENT, EQUALITY AND YOUNG PEOPLE'S ISSUES - 16/01/12****CABINET MEMBER FOR COMMUNITY DEVELOPMENT, EQUALITY AND YOUNG PEOPLE'S ISSUES  
Monday, 16th January, 2012**

Present:- Councillor Hussain (in the Chair) and Councillors Beck and Burton.

**E42. DECLARATIONS OF INTEREST.**

There were no Declarations of Interest to report.

**E43. MINUTES OF THE PREVIOUS MEETING HELD ON 5TH DECEMBER, 2011.**

The minutes of the previous meeting were considered and reference was made to Minute E39 (LGBT Community Profile). The Cabinet Member and Advisers for Community Development, Equality and Young People's Issues had now read, discussed and approved the full contents of Rotherham's draft LGBT Community Profile. The Community Profile would be published with the suggested amendment,

Resolved: - That the Minutes of the previous meeting held on 5<sup>th</sup> December, 2011, be approved as a correct record for signature by the Chairman.

**E44. YOUTH SERVICE UPDATE.**

The Cabinet Member introduced Rachel Barraclough, Youth Officer, Children and Young People's Services, who attended the meeting to present an update regarding the Youth Service, on behalf of Chris Brodhurst-Brown, Youth Service Leader.

The National Government's 'Positive for Youth' policy had been devised to bring together all of the Government's policies with regards to young people in England who were aged between 13 and 19 years old. The document represented the interests of at least nine departments and had been written in partnership with young people and youth professionals through extensive consultation and collaboration.

Rotherham's Youth Service was well placed to meet the requirements of the new strategy and was already meeting the policy's requirements through a range of different work strands. These included:

- Voice and Influence work whereby Rotherham's young people had an input into the use of resources and provision shaping;
- Young people had been actively involved in the evaluation of Services since 1999;
- The Rotherham Youth Service supported the organisation of the Youth Cabinet, the UK Youth Parliament and the Looked After Children and Young Peoples' Council, all of which were central to the new Positive for Youth strategy;
- Cross-sector partnerships already existed between the Youth Service

and partners, including the CWDC Graduate and Apprenticeship projects with the Voluntary Sector Consortium;

- The development and deployment of Rotherham's Prevention and Early Intervention strategies within the Youth Offending and Youth Service teams further supported the aims of the Positive for Youth strategy.

Discussion ensued, and the following issues were raised:

- Youth Parliament Elections for the Rotherham Borough would take place on Thursday 19<sup>th</sup> January, 2012, and the election count was planned for Friday 20<sup>th</sup> January, 2012. The Rotherham Youth Service had supported the candidates to prepare their manifestos and campaigns.
- Coal Fields Apprenticeships – there were twenty vacancies for this scheme. Advertisement and interviews for the posts were underway.
- The content of the apprenticeships that the Rotherham Youth Service ran was noted. At the end of the two-year apprenticeship, postholders would be qualified at Level Three in Youth Work. The qualification, coupled with the placements that they had undertaken within the Service and with partner agencies throughout their apprenticeship, would mean that they could be employed in a Lead Worker post within a Youth Service set-up, or within a range of other disciplines.
- The minibuses and equipment ordered for the provision of mobile youth work had started to be delivered. It was anticipated that all equipment would be available at the end of February, 2012 and launch events were being planned.

Resolved: - That Rachel Barraclough be thanked for the update provided, and the information noted.

#### **E45. LOCALISM BILL.**

Consideration was given to the report prepared and presented by Asim Munir, Community Engagement Officer, and Paul Griffiths, Parish Council Liaison Officer, which detailed provisions under the newly incepted Localism Act that related to community empowerment.

The report provided a commentary on the potential implications of the Act in relation to existing and future Council and Parish Council policies.

These were:

- Council Tax Referendums: - A referendum would be required to agree increases in council tax settlements by major precepting or local precepting authorities (County, Fire, Police and Parish Council respectively) that went beyond the principles and calculations set out by National Government for each authority.
  - The Council, as the billing authority, would be responsible for the referendum arrangements.
  - Potentially, the Council could be responsible for arranging four referendums on the same day in parts of Rotherham if the council tax settlements by the Borough Council, Fire and

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Rescue, Police and Parish went beyond the principles and formulas provided by the National Government.

- Community Right to Challenge: - Councils would have to consider challenges from charities, community and voluntary organisations, any two members of staff, parish councils, and anyone else permitted through Regulations by the Government, to take over the delivery of services that were currently provided by the Council.
  - The Council would be responsible for setting the timetable, taking into account budgetary and decision making requirements in relation to this provision.
  - The Council would be responsible for undertaking a procurement exercise proportionate to the value and nature of the service that had been challenged.
- Assets of Community Value: - A list of 'assets of community value' would need to be maintained and Published by the Council, and community and voluntary organisations would be able to nominate land and buildings to be included in the list.
  - Inclusion on the assets of community value list would have implications on the procedure that the sale of these assets would follow.
- Neighbourhood Development Orders: - Parish Councils or Neighbourhood Forums (consisting of residents, business members and elected members from that neighbourhood consisting of not less than twenty-one members) would have the power to provide certain types of planning consent.
  - NDOs would need to go through the process of inspection and adoption and would be formally approved by a referendum,;
  - The local Planning Authority would be able to charge the Parish Council or Neighbourhood Forum for associated costs.

Further information, advice and guidance was expected in relation to all of the provisions within the Localism Act.

A programme of communication, briefing and training for Rotherham's Officers and Elected Members was being devised in relation to their new responsibilities and changes under the Act. This would be added to as additional information was released, and when provisions come into force, which would be announced by the Secretary of State.

An NCO event in Rotherham was planned for 9<sup>th</sup> February, 2012, and information about the event would be distributed to Elected Members.

Resolved: - (1) That the report be received and it's contents noted.

(2) That a further report is presented to the Cabinet Member for Community Development, Equality and Young People's Issues when further information, advice and guidance is received on the Act's provisions.

(3) That an appropriate training and communication programme is devised for Officers in relation to new responsibilities under the Act's provisions.

Consideration was given to a report submitted and presented by Janet Spurling, Community Engagement Officer, Commissioning, Policy and Performance, Resources Directorate, which provided an update on the revision of the Rotherham Compact.. The National Compact had been renewed and Rotherham's document had been revised in-line with these alterations.

Rotherham's Compact was an agreement between public sector organisations, who were members of the Local Strategic Partnership, and voluntary and community sector organisations to work together for the benefit of communities and citizens.

Adherence to the Compact would allow both sides to meet their respective commitments and would help to achieve:

- Equity in relationships;
- Informed policy decisions based on the expert knowledge of groups who worked with local people;
- More appropriate funding that closely reflected the needs of users;
- Identification of inequality and discrimination and taking positive actions to challenge these, thus creating a more equal society;
- Value for money;
- Dispute resolution procedures had been incorporated into the Compact in July 2011.

The renewed Compact had been drafted by Voluntary Action Rotherham in-line with the National Renewed Compact. The revisions simplified, clarified and removed some duplication within the original document. The Compact now had three sections:

- Involvement in Policy Development;
- Allocation of resources and commissioning;
- Achievement of equality.

The document had also been altered to reflect the recent change that removed the requirement to register with the Independent Safeguarding Authority. Further information and guidance was expected in relation to the Vetting and Barring Scheme Review and the future of CRB checks. Although not yet available, this may have future implications for the Compact document.

An executive summary of the Rotherham Compact, and the full Rotherham Compact documents were attached to the report as appendices.

Following adoption of the revised Rotherham Compact, a programme of awareness raising for stakeholders would take place.

Resolved: - (1) That the report be received and it's contents noted.

(2) That the adoption of the revised Rotherham Compact document, amended in-line with the National Renewed Compact, be approved, and stakeholders informed.

**E47. DATE AND TIME OF NEXT MEETING.**

**5ECABINET MEMBER FOR COMMUNITY DEVELOPMENT, EQUALITY AND YOUNG PEOPLE'S ISSUES - 16/01/12**

Resolved: - That the next meeting of the Cabinet Member for Community Development, Equality and Young People's Issues be held on Monday 13<sup>th</sup> February, 2012, at 11.30 am in the Rotherham Town Hall.

**Mission statement:**

Through strong partnership working our mission is to improve the quality of life for LGB&T people in Rotherham.

**Strategic objectives:**

1. Raise the profile of LGB&T people and communities in Rotherham.
2. Tackle the discrimination, stereotyping and hate crime experienced by LGB&T people.
3. Enhance the capacity of service providers to be inclusive of LGB&T people's needs.
4. Be service providers and employers of choice for LGB&T people.
5. Develop and support networks for LGB&T people in Rotherham.

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
1	Deliver an annual programme of events to celebrate the contributions of Rotherham's LGB&T communities and bring people together from diverse communities.	1 and 2	LGB&T Inter-Agency Group Members	2011 onwards	Annual LGB&T History month event held. LGB&T involvement in Diversity Festival/Rotherham Show.	2011 done – see 2011 highlights document Activities planned for 2012 - see <a href="#">publicity</a> 2011 done - see 2011 highlights document 2011 done - see 2011 highlights document Trans experience exhibition has been booked for May 2012. It consists of 17 striking display panels, plus 500 copies of the 'Living My Life' resource "which offers information and advice for anyone who identifies as a trans person or thinks that they may be; along with useful information for those working with trans	Volunteer / Officer time Funding for events

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
						<p>people to provide the best possible service to their clients.” Venues are being finalised but will include the Community Health Centre, Rain Building and Oak House. A publicity campaign will be developed to publicise it.</p> <p>Research carried out to gain people’s views in 2011 through an on-line questionnaire, dialogue with the young people’s group and short surveys at Rotherham Show showed interest and support for Rotherham holding a pride event.</p> <p>Open meeting planned for Spring 2012 to form a committee and start preparations subject to funding.</p> <p><a href="#">See 2011 highlights document</a></p>	
2	<p>Develop positive communications to celebrate the achievements and contributions of Rotherham’s LGBT&amp;T communities and tackle prejudice and stereotypes.</p>	1 and 2	LGB&T Inter-Agency Group Members	2011 onwards	Rotherham Pride	<p>Publicity for:</p> <ul style="list-style-type: none"> <li>- LGBT History Month – distributed for 2012</li> <li>- LGB&amp;T community profile now published.</li> <li>- Trans experience exhibition in May</li> </ul> <p>VAR are including information in their weekly e-bulletin which goes out to over 400 groups with relevant news for the VCS.</p>	Volunteer / Officer time

achieve and raise awareness.



No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
						<p>As part of LGB&amp;T History Month displays promoting the achievements of LGB&amp;T people, including sporting stars, will be on show in Rotherham Central Library and Arts Centre.</p> <p>NHS Rotherham are working on increasing LGB&amp;T information and images in their literature, such as the annual report.</p> <p>Relevant information is posted on RCAT staff portal.</p>	Volunteer / Officer time
			LGB&T Inter-Agency Group Members		Intranet and website pages developed further.	<p>Work is underway or planned by:</p> <ul style="list-style-type: none"> <li>- NHS Rotherham who will start with the Community Profile and link this to the Equality Delivery System and Equality Act 2010</li> <li>- RHFT</li> <li>- SYF&amp;R intranet</li> </ul> <p><a href="#">See 2011 highlights document</a></p>	Volunteer / Officer time
3	Raise awareness of LGB&T equality issues through training and information.	1, 2 and 3	LGB&T Inter-Agency Group Members	2011 onwards	Learning materials and training opportunities provided for Councillors, strategic managers and service delivery staff.	<p>RMBC's Equality e-learning module has been reviewed and updated and will include two new questions on LGB&amp;T equality based on the 2010 survey findings. Other training packages will be reviewed in 2012.</p> <p>Victim Support have developed new LGB&amp;T branded materials to use at Prides and other events and staff have participated in national LGB&amp;T</p>	<p>Volunteer / Officer time</p> <p>Funding for training events and materials</p>

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
						<p>conferences.</p> <p>RCAT are developing an LGBT Action Plan, linked to the Inter-Agency Action Plan and working to raise awareness of college staff.</p> <p>SYP - current training activity for staff includes street skills, training for call handlers, disability-related hate crime training across the force and restorative justice training.</p> <p>Packs on dealing with hate crimes have been developed for SNTs.</p> <p>SYF&amp;R - LGB&amp;T training for senior management planned in February and the staff group will be trained to cascade this.</p> <p>NHS Rotherham are planning practice manager sessions on the Equality Act 2010 and trying to get a session on GPs Protected Learning Time.</p> <p>NHS Rotherham – sexual orientation is a central feature of the updated Single Equality Scheme with staff briefings on the SES and the Equality Act 2010, including the Clinical Commissioning Group and GP Reference Group.</p>	

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
						<p>RCAT – learning from 2011 conference has led to improved staff/student relations.</p> <p>Regional event taking place in Sheffield on 20 March for providers and commissioners of health and social care services to introduce the Government’s Transgender plan. TranSupport will be delivering a presentation at the event.</p> <p>As in 2.</p>	<p>Volunteer / Officer time</p>
4	<p>Strengthen effective involvement with LGB&amp;T people in Rotherham to inform future service planning and development to be inclusive of LGB&amp;T people’s needs.</p>	<p>1 and 2</p> <p>2, 3 and 4</p>	<p>LGB&amp;T Inter-Agency Group Members</p> <p>RMBC</p> <p>LGB&amp;T Inter-Agency Group Members</p> <p>LGB&amp;T Inter-Agency Group Members</p>	<p>2011 onwards</p>	<p>Intranet and website pages developed further.</p> <p>Confidential mailing list/database for communication and consultation maintained.</p> <p>Targeted e-consultation options continued.</p> <p>Stronger links with LGB&amp;T communities informs service development.</p>	<p>Confidential mailing list is growing – 60+ contacts as at January 2012</p> <p>See 2011 highlights document</p> <p>NHS Rotherham link with GPs.</p> <p>RHFT hospital experiences on-line.</p> <p>See 2011 highlights document</p>	<p>Officer time</p> <p>Funding for consultation events</p>

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
5	Support LGB&T groups and networks in Rotherham.	5	RMBC	2011 onwards	YP group continues to meet and participate in a range of activities	<p>See 2011 highlights document</p> <p>Approximately 15 young people attend the YP group each week and they are still receiving referrals for new young people which is very positive.</p> <p>A young people's Trans group is in the early stages.</p>	Officer time Funding for activities
6	Increase confidence in reporting homophobic and transphobic hate crime and incidents in order to make Rotherham a safer and more inclusive borough.	2	TranSupport and RMBC with support from other partners	2012	TranSupport continues to meet and provide advice and support.	<p>TranSupport moved to new premises in 2011 and are developing their activities and working on new publicity.</p> <p>Contact: <a href="mailto:info@transupport.org.uk">info@transupport.org.uk</a></p> <p>Initial informal meeting arranged for February 2012.</p> <p>New contact email: <a href="mailto:rotherham.lgbt@gmail.com">rotherham.lgbt@gmail.com</a></p>	Volunteer time Funding for activities and meetings Volunteer time Funding for activities and meetings
6	Increase confidence in reporting homophobic and transphobic hate crime and incidents in order to make Rotherham a safer and more inclusive borough.	2	RMBC and SYP	2011 onwards	Recorded hate crimes/incidents (including Sexuality, Homophobia, Transphobia)	<p>Eleven transphobic or homophobic hate incident reports received by SYP in 2011.</p> <p>SYP are working on refreshing third party reporting centres as hate crime</p>	Officer time

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
						<p>reporting statistics were lower in 2011 across all strands.</p> <p>Victim Support is a reporting centre.</p> <p>RHFT to explore possibility of becoming one.</p>	
	<p>Victim Support</p>				<p>Support people from all communities whatever crime they have suffered, whenever it happened, and regardless of whether the police are involved.</p> <p>Free and confidential support and information to help sort out the problems crime causes.</p> <p>Providing information and help with dealing with the criminal justice system</p> <p>Signposting or direct referral to</p>	<p>Acting as a National Voice for victims and witnesses – raising awareness and campaigning for better rights and services.</p> <p>Help at court – running the Witness Service in every criminal court, helping victims, witnesses and their families and friends before, during and after a trial.</p> <p>Improving the quality of life for LGB &amp; T people who have been victims of crime by strong partnership working /signposting to specialist agencies.</p> <p>Engaging with local community groups promoting greater understanding of working and engaging with Victim Support Rotherham – e.g. Rotherham Show etc.</p> <p>Promoting the services that are available to LGB &amp; T groups in the Rotherham Community by Increasing confidence with LGB &amp; T groups to report all incidents through Victim Support as a</p>	<p>Managers/ Volunteers time</p>

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
					other specialist agencies for support for victims and witnesses with client's permission.	reporting centre if they choose to do so.	
			Schools anti-bullying coordinator			Review of the anti-bullying standard due to commence in 2012.	
7	<p>Promote good practice in employment for LGB&amp;T people through leading by example.</p> <ul style="list-style-type: none"> <li>a. introduce employment monitoring for LGB&amp;T employees.</li> <li>b. develop transgender/gender reassignment policies covering employees.</li> <li>c. strengthen support for LGB&amp;T employees.</li> </ul>	4 and 5	LGB&T Inter-Agency Group	2011 onwards	Policies, support and monitoring in place.	<p>Victim Support are in the Stonewall top 100 employers and now use the logo on their recruitment packs for volunteers nationally as it sends out positive messages to the community.</p> <p>RHFT are carrying out a staff data update by March 2012.</p> <p>RMBC - a briefing has gone out to staff to encourage people to update their personal equality monitoring information in YourSelf so that more data is captured.</p>	Officer time
			LGB&T Inter-Agency Group		Staff networks or representative groups in place.	<p>RMBC's LGB&amp;T worker representative group had a positive meeting in January 2012 and have appointed a Chair.</p> <p>In 2011 RHFT carried out a survey to gauge interest in establishing worker groups including one for LGB&amp;T employees, the first meeting is due early 2012.</p>	Officer time

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
8	<p>Raise awareness of LGB issues for inclusion in curriculum in schools</p> <ul style="list-style-type: none"> <li>a) through inclusion in nationally accredited PSHE CPD course</li> <li>b) through activities 'Challenging Homophobia' e.g. resource promotion</li> <li>c) Maintain information and advice boards in secondary schools to include LGB support group</li> </ul>	1, 2 and 3	Healthy Schools Team	2011 onwards	<p>Recruit staff to PSHE CPD training Autumn 2012</p> <p>Development of a primary resource to coincide with Stonewall guidance for primary schools Spring 2012</p> <p>Investigate update of Pink and Proud resource 2012 without funding</p>	<p>SYF&amp;R are looking at developing new groups in-house to influence service provision.</p> <p>SYF&amp;R won an award at the LGY&amp;H Making a Difference Awards for their work which originated from the joint staff group to mentor people to help them through organisational change and restructure, such as interview training, support and help with application forms. Management are now coming to the groups to seek their input on changes.</p> <p>National funding for PSHE CPD course has gone. This has resulted in fewer staff accessing training; however, LGB issues are included within the course. No course 2011; hoping enough interest to run it once every two years</p> <p>Challenging homophobia CPD took place with secondary PSHE Leads.</p> <p>Challenging homophobia, primary resource is being developed.</p> <p>Information and advice boards; funding previously from public health/ teenage pregnancy. Discussions taking place around updating info/websites etc.</p>	<p>Funding for: 'information and advice boards' and associated costs to update Pink and Proud resource and costs to produce the primary resource.</p>

No.	Action	Link to objective	Lead	Date	Measure, milestone or indicator	Progress/Outcomes	Resources required
9	Partner agencies to develop their own specific LGB&T equality objectives that will focus on outcomes.	All	LGB&T Inter-Agency Group Members	2011 onwards	Partners to add details of other objectives, targets or local performance indicators in respect of gender identity/trans equality and sexuality equality they have identified and included in business plans.	RMBC Single Equality Scheme is being refreshed and new equality objectives developed covering all protected characteristics under the Equality Act 2010.  NHS Rotherham have a series of ongoing actions from the conference and will develop further actions once the community profile has been published and circulated.	To be determined as objectives developed



## Update for 2011

### Rotherham Lesbian, Gay, Bisexual and Trans (LGB&T) Inter-Agency Group



#### Positive Communications

Developing positive communications is an important means of celebrating the achievements and contributions of LGB&T communities and tackling prejudice and stereotyping.

- Displays promoting the achievements of LGB&T people, including sporting stars, were on show in several venues across the town during LGB&T History Month.
- A case study showcasing the successful LGB Young People's Group was published. [http://www.rotherham.gov.uk/downloads/file/4301/lesbian gay and bisexual youth group-case study](http://www.rotherham.gov.uk/downloads/file/4301/lesbian_gay_and_bisexual_youth_group-case_study)
- TranSupport posters and posters for the LGB Youth Group have been circulated to GPs and health centres which may help to generate more contacts for the groups.
- Victim Support have developed new LGB&T branded materials to use at Prides and other events and staff have participated in national LGB&T conferences.
- Health partners are working on increasing LGB&T information and images in their literature and on the websites, linked to work on the Equality Delivery System.

#### Engagement

One of the main aims of the group is to strengthen effective involvement with LGB&T people in Rotherham to inform future service development to be inclusive of LGB&T people's needs.

- An on-line questionnaire and discussion with the young people's group canvassed views on holding a pride event in Rotherham. Further views were sought at Rotherham Show and the overall response was a very positive one with people supporting the idea and several volunteering to help to organise one. A meeting will be set up for early 2012 with view to holding a Rotherham Pride in 2013.
- The Council and NHS Rotherham consulted local people on the Council's budget and spending priorities and on health inequalities. A workshop for LGB&T people was held in November 2011 where some good points were raised by the community and fed back.
- Following a request through TranSupport the Equality Manager in 2010 and an Area Housing Manager attended a meeting at the local Gender Clinic to discuss various issues around safety and access to Council housing for Trans people who may be experiencing abuse or in danger.
- For Idaho Day (International Day Against Homophobia) a safe spaces session to discuss potential interest in forming a specific Tenants and Residents Association was held following publicity through our networks and posters displayed in Rotherham College of

Arts and Technology (RCAT). There was a limited response, although some good in-depth discussion took place around issues such as training and safety.

- RMBC's Community Engagement Team worked with Environment and Development Services to carry out consultation on the Local Development Framework and a workshop for LGB&T people was held in July. Discussion focused on the town centre; public transport; safety for road users and pedestrians; jobs and training; and the importance of infrastructure such as schools, health and community facilities.
- As a result of recent surveys we now have a confidential contact list (email/phone) of over 60 LGB&T people.

### Events

The group delivers an annual programme of events to celebrate the contributions of Rotherham's LGB&T communities and to bring people together from diverse communities.

- Rotherham celebrated LGB&T History Month with a launch event for partner agencies, a conference (details below under awareness raising) and a lively music and drama event "The Good As You Do" at Bramley Young People's Centre which brought together over 70 young people from various communities.
- In keeping with the national theme of sport for both 2011 and 2012 in the build up to the Olympic Games, a five-a-side football tournament at Thomas Rotherham College (TRC) on 6 March jointly celebrated LGB&T History Month, Comic Relief and Fairtrade Fortnight. Trophies and medals with rainbow ribbons were presented to the successful teams, with over 80 young people taking part.
- A series of events aimed at all young people were held during Sexual Health Week.
- "Rotherham's Rainbow Road" was the group's stall in the One Town One Community partnership tent at Rotherham Show. It featured positive messages and images, a mini survey, eye-catching art work by the LGB youth group and a wish tree. Children and young people helped to create a vibrant, original piece of art over 10 metres long called "Rotherham's Rainbow Road" which is on display in the top corridor of Rotherham Library and Arts Centre during February and March 2012.

### Awareness Raising and Training

Raising awareness of LGB&T equality issues, including challenging heterosexism, through training and information is a key element in delivering service improvements. This was one of the main areas that emerged from the survey in 2010 to ascertain the views of local LGB&T people about services and facilities for LGB&T people, and prompted the conference during LGB&T History Month.

- **LGB&T History Month conference "Real Life Experiences"**  
50 people attended the conference at RCAT aimed at raising awareness of LGB&T equality with workers and professionals. This was a good example of partnership working with many agencies involved as organisers and workshop facilitators and RCAT did a great job as hosts. The conference included the opportunity to learn from people's real life experiences and discussions on how to improve access to services for local LGB&T people of all ages. There was also a series of drama-based scenarios which highlighted the ways in which service providers can make improvements for LGB&T people by having a greater understanding of their needs. The results of the online survey carried out in 2010 were presented. Delegates were asked to make a

commitment to produce two changes in their own work areas and this has been very positive with some thoughtful responses given covering a range of issues.

- TranSupport are now a well established group providing support for trans people and their families and delivering training for partner agencies – including facilitating a workshop at the LGB&T History month conference and an awareness raising session for staff at RHFT.
- Shield have a successful outreach programme including schools.
- Two interactive and interesting awareness raising workshops were delivered by SYP on IDAHO Day on 17 May - International Day Against Homophobia. Approximately 50 people in total from across the various partner agencies participated in a quiz and other exercises with very positive feedback from attendees.
- RCAT are developing an LGB&T Action Plan, linked to the Inter-Agency Action Plan and working to raise awareness of college staff. A number of additional learning support tutors have cascaded learning and information from the conference with other colleagues, resulting in some referrals to other support agencies.

### Hate Incidents

More specific training aims to increase awareness about hate incidents, both with partners and with communities, to increase confidence in reporting homophobic and transphobic incidents. The 2010 survey showed under reporting of hate incidents by LGB&T people.

- RMBC's Hate Crime Officer gave a presentation for Victim Support volunteers at their area forum in Mexborough.
- Victim Support continue to provide a broad range of support for victims of crime, hate incidents, harassment etc. including a Victim Care Unit and a Witness Service. An LGB&T Domestic Abuse Development Worker is in post in the North East region.
- South Yorkshire Police (SYP) have been rolling out the latest hate incident training - covering processing hate incidents and accurate recording for race, religious, homophobic and disability related hate incidents. The training has also included the use of restorative justice/conferencing which tends to lead to quick resolutions.

### Employment

Partners promote good practice in employment for LGB&T people, for example through monitoring, employee support and policy development.

- A recent publicity drive about RMBC's LGB&T worker representative group and an anonymous survey to determine the best day and time to meet has resulted in more people showing an interest in becoming involved.
- Following extensive consultation RMBC has developed a policy to support Trans employees working for the Council.
- RMBC's HR system has been updated to incorporate wider equality monitoring, including sexuality.
- SYP have a local LGB&T network run by LGB&T people which supports officers, support staff and special constables and links into the Gay Police Association. Its activities include confidential support, advice, buddying and socials for LGB&T staff; advice and

support for all SYP employees related to LGB&T issues; and being a source of advice, information and consultation for the force on policy and procedures.

- Victim Support nationally have been undertaking work on supporting volunteers and staff through gender reassignment.
- South Yorkshire Fire & Rescue (SYF&R) won an award at the LGY&H Making a Difference Awards for their work which originated from the joint staff group to mentor people to help them through organisational change and restructure, such as interview training, support and help with application forms. Management are now coming to the groups to seek their input on changes.
- In 2011 Rotherham Hospital Foundation Trust carried out a survey to gauge interest in establishing worker groups including one for LGB&T employees, the first meeting is due early 2012.
- South Yorkshire Passenger Transport Executive (SYPTE) are looking at developing new groups in-house to influence service provision.

### Support for LGB&T groups

In addition to supporting employee networks the group supports local LGB&T groups and networks in Rotherham.

- Around 15 people attend the LGB Young People's Group each week and join in a range of activities, also receiving 1:1 support when needed. The group took part in the Nottingham Pride march with their banner, have been on telly with Gok Wan, and Betty Productions are due to come and do some filming shortly with the group about coming out. In November a journalist from Radio Sheffield came to talk to the young people about the issues they face. Work is well underway for their LGB&THM celebrations with a multi-media art exhibition planned.
- A young people's Trans group is in the early stages of development.
- TRC set up a new LGB&T group with support from the Youth Service. They also have links to the LGB Young People's Group and are networking and promoting the group.
- From our surveys a number of people showed an interest in developing a new LGB group or network for adults and TranSupport are leading on taking this forward.

### Schools

Work is undertaken in schools to raise awareness of LGB issues for inclusion in the curriculum and to provide information about support.

- Schools are encouraged to use 'Pink and Proud', a resource containing card sorts, board games and case studies which aims to raise awareness of sexual orientation and homophobia through PSHE and Citizenship in Key Stages 3 and 4.
- Work on challenging homophobia has included CPD with PSHE leads in secondary schools and a resource for primary schools is being developed to coincide with Stonewall guidance.
- Rotherham Healthy Schools Spring term newsletter included an LGB&T history month article and links to tool kits for all age ranges in addition to primary resources from a Citizenship website.