

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.	2011 done – see 2011 highlights document Activities planned for 2012 - see publicity	Volunteer / Officer time Funding for events
					LGB&T involvement in Diversity Festival/Rotherham Show.	2011 done - see 2011 highlights document	
					Annual Idaho Day event held.	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	

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						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.	
				2013	Rotherham Pride	<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>	
2	Develop positive communications to celebrate the achievements and contributions of Rotherham’s LGB&T communities and tackle prejudice and stereotypes.	1 and 2	LGB&T Inter-Agency Group Members	2011 onwards	Programme of newsletter and media articles, including VAR e-bulletin and partners’ internal communications, to celebrate	<p>See 2011 highlights document</p> <p>Publicity for:</p> <ul style="list-style-type: none"> - LGBT History Month – distributed for 2012 - LGB&T community profile now published. - Trans experience exhibition in May <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

achievements and raise awareness.

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						<p>As part of LGB&T History Month displays promoting the achievements of LGB&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&T information and images in their literature, such as the annual report.</p>	
			LGB&T Inter-Agency Group Members		Intranet and website pages developed further.	<p>Relevant information is posted on RCAT staff portal.</p> <p>Work is underway or planned by:</p> <ul style="list-style-type: none"> - NHS Rotherham who will start with the Community Profile and link this to the Equality Delivery System and Equality Act 2010 - RHFT - SYF&R intranet 	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>See 2011 highlights document</p> <p>RMBC's Equality e-learning module has been reviewed and updated and will include two new questions on LGB&T equality based on the 2010 survey findings. Other training packages will be reviewed in 2012.</p> <p>Victim Support have developed new LGBT branded materials to use at Prides and other events and staff have participated in national LGB&T</p>	<p>Volunteer / Officer time</p> <p>Funding for training events and materials</p>

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						<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&R - LGB&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>	

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						<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>	
		1 and 2	LGB&T Inter-Agency Group Members		Intranet and website pages developed further.	As in 2.	Volunteer / Officer time
4	Strengthen effective involvement with LGB&T people in Rotherham to inform future service planning and development to be inclusive of LGB&T people's needs.	2, 3 and 4	RMBC	2011 onwards	Confidential mailing list/database for communication and consultation maintained.	Confidential mailing list is growing – 60+ contacts as at January 2012	Officer time Funding for consultation events
			LGB&T Inter-Agency Group Members		Targeted e-consultation options continued.	See 2011 highlights document NHS Rotherham link with GPs. RHFT hospital experiences on-line.	
			LGB&T Inter-Agency Group Members		Stronger links with LGB&T communities informs service development.	See 2011 highlights document	

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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
			TranSupport		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: info@transupport.org.uk</p>	Volunteer time Funding for activities and meetings
			TranSupport and RMBC with support from other partners	2012	LGB network established.	<p>Initial informal meeting arranged for February 2012.</p> <p>New contact email: rotherham.lgbt@gmail.com</p>	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 every quarter	Recorded hate crimes/incidents (including Sexuality, Homophobia, Transphobia)	Eleven transphobic or homophobic hate incident reports received by SYP in 2011.	Officer time
				2011 onwards	Development of reporting centres	SYP are working on refreshing third party reporting centres as hate crime	

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						<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>	
			Victim Support		<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 & 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 & T groups in the Rotherham Community by Increasing confidence with LGB & T groups to report all incidents through Victim Support as a</p>	Managers/ Volunteers time

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					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&T people through leading by example.</p> <p>a. introduce employment monitoring for LGB&T employees.</p> <p>b. develop transgender/gender reassignment policies covering employees.</p> <p>c. strengthen support for LGB&T employees.</p>	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&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&T employees, the first meeting is due early 2012.</p>

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						<p>SYPTTE are looking at developing new groups in-house to influence service provision.</p> <p>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.</p>	
8	<p>Raise awareness of LGB issues for inclusion in curriculum in schools</p> <ul style="list-style-type: none"> a) through inclusion in nationally accredited PSHE CPD course b) through activities 'Challenging Homophobia' e.g. resource promotion c) Maintain information and advice boards in secondary schools to include LGB support group 	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>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>

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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.	<p>RMBC Single Equality Scheme is being refreshed and new equality objectives developed covering all protected characteristics under the Equality Act 2010.</p> <p>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.</p>	To be determined as objectives developed