



# **LGBTQ People and Allies Forum**

**A meeting of the LGBTQ People and Allies Forum will be held at the on  
Tuesday 17 January 2023 at 7.00 pm**

## **Agenda**

<b>1.</b>	<b>Welcomes, Introductions and Apologies</b>
<b>2.</b>	<b>Code of Conduct (Pages 3 - 4)</b>
<b>3.</b>	<b>Minutes of Previous Meeting (Pages 5 - 10)</b>
<b>4.</b>	<b>Maternal and Perinatal Mental Health</b> Anthony Dumi
<b>5.</b>	<b>GirlGuiding Research project</b> Joanna Poole
<b>6.</b>	<b>LGBTQ History month</b>
<b>7.</b>	<b>Community Information Exchange</b>
<b>8.</b>	<b>Items for Future Meetings</b>
<b>9.</b>	<b>Date of Next Meeting</b> 14 March – Social meet up

**Queries Regarding this Agenda**

If you have any queries about this agenda please contact via the following:

Tel: 07805497368

Email: [amee.luck@westnorthants.gov.uk](mailto:amee.luck@westnorthants.gov.uk)

Or by writing to:

West Northamptonshire Council  
The Guildhall  
St Giles Street Street  
Northampton  
NN1 1DED

## **Code of Conduct for the Forums**

This Code of Conduct sets out the standards that the Forums expect of its members. It aims to provide members with an effective ethical framework in which to do business. It is not intended to be exhaustive, or to cover every eventuality, but sets out some common sense requirements to enable the forums to function smoothly and successfully.

It is the responsibility of the Chair to encourage and enable input from forum members, to ensure all voices are heard.

### **1. Meeting Etiquette**

As an attendee you must comply with the following requirements and any others that may be stated from time to time:

- 1.1 Contribute positively to discussions concerning the issues of the meeting
- 1.2 Be friendly, polite, courteous and respectful at all times to fellow members, and others present
- 1.3 Not insult, abuse or use offensive language or behaviour
- 1.4 Comply with West Northants Councils Equal Opportunities Policy
- 1.5 Demonstrate actively that you are interested in and care about the issue that you are discussing and want to make a positive difference
- 1.6 Show respect for buildings, facilities and equipment being used
- 1.7 Speak only through the Chairman of the meeting and not interrupt, heckle, make distracting noises or gestures
- 1.8 Speak clearly into any microphone provided and comply with any instructions given about its use

### **2. Being Objective**

- 2.1 Your own experience and views should inform, but not dominate or dictate how you participate.
- 2.2 If you have a specific issue with regards to a service matter to raise these can be discussed with a member of staff at the end of the meeting or you can ask for the appropriate officer details. Meetings attended by other residents are not the place to raise any issues of this nature.

### 2.3 Be Fair

2.4 You must have and show respect for the people you deal with, and take their circumstances and personal differences into account. This is about putting equality into practice. The key is simply to respect differences fairly, so that you do not exclude anyone, or treat anyone inappropriately or unfairly because of their particular circumstances.

### **Breaching the Code of Conduct**

If any person's behaviour breaches this Code of Conduct, they will be required to leave the meeting and vacate the premises where it is being held. They will not be permitted to attend future meetings unless they provide satisfactory evidence to West Northants Council that they will comply with the Code – e.g. a letter of apology.

If you would like further information or if you would like to discuss the Code of Conduct please contact Vicki Rockall, Community Safety and Engagement Manager at [vicki.rockall@westnorthants.gov.uk](mailto:vicki.rockall@westnorthants.gov.uk) or on 01604 837074



## LGBTQ People and Allies Forum

Minutes of a meeting of the LGBTQ People and Allies Forum held at Guildhall on Tuesday 4 October 2022 at 7.00 pm.

### 1. Welcomes, Introductions and Apologies

Present: Aimee (WNC - Charing), Debs (WNC - Minutes), Phil, Ellen (Mind), Shona (Mind), Will (Lowdown/NISH), Rachel (NDAS), Ryan (NCF), Rachel (Voice), Kit (QStory)

Apologies: Matt (Chair), QSpace and Trangst reps, Helen (Lowdown)

Rachel Duncan, Rachel Percival, and Ellen Packham would like to regular attendees to the forum. **Action: AL to add to distribution list.**

### 2. Code of Conduct

### 3. Minutes of Previous Meeting

Previous minutes (May 2022) Social meeting last meeting, actions reviewed below.

- Perinatal and Maternal Mental Health Team will join us in the future. AL to send dates.
- African Rainbow Family – struggled to arrange a time for them to come to the meeting, AL has not been able to find an agreed time. **Action: AL to continue to try and get a date and time that works.** Kit suggested inviting 'Say it Loud', another LGBTQ refugee group. **AL to invite 'Say it Loud'.**
- QSpace to Surrendra (Niff) introduced. Actioned.
- Northants Police – Hate Crime Guidance – **Action: AL to follow up with MT (record in the minutes)**

### 4. Domestic Abuse and Sexual Violence support

NDAS are attending the meeting today to facilitate a conversation with the forum, not to provide training. If you do want training, NDAS can support, please contact directly.

Slides shared on screen and information to be shared with forum following meeting.

**Action: Rachel to share NDAS information.**

RD advised DA happens everywhere. 1 in 4 women and 1 in 6 men will experience DA in their lifetime. SEE IT, SAY IT, SURVIVE IT.

#### What is Domestic Abuse?

Domestic abuse is an incident or pattern of incidents of controlling, coercive, threatening, degrading and violence behaviour.

(Behaviour one person against another person – aged 16 or over and are personally connected to each other).

- It is never a one-off – most of the times it escalates and gets more serious. Positive DA Act came in legislation about a year ago – statutory definition of Domestic Abuse. Domestic Abuse Act 2021.
- Coercive control – defined in the serious crime act, the Domestic Abuse Act includes controlling coercive behaviour.
- Definition of personally connected – [see factsheet](#)
- Children as victims of Domestic Abuse in their own right.

Question: Do they have to be living together. Rachel Duncan confirmed NO.

### **LGBTQ+**

There is a very limited picture of DA in the LGBTQ Community, although seen to be disproportionately affected and recognise trans people as most highly at risk.

Some studies have been done but produced conflicting findings and do not include non-binary or Trans people.

Last financial year, locally, 3% of NDAS clients identified as LGBTQ – 30% of clients not asked. Massive gap around data and understanding the issues that people are facing.

NDAS run 7 refuges with 2 new flats being opened (dispersed accommodation).

Outreach in the community. Drops ins and group work.

### **Services – 24 hr helpline. 0300 0120154**

RD advised things are getting complicated – NDAS used to be ‘Northampton Women’s Aid’ and are still members and have a good relationship. However, NDAS disappointed with WA Single Sex Services statement released recently. There is an unfortunate movement at the moment whereby there are some feminist positions that find it difficult to define and operate women only safe spaces. NDAS clear from the beginning, they offer a service to anybody that suffers DA.

NDAS Equality and Diversity policy – under review and procedurally reviewing to ensure they are an accessible service for all to be included. Open to forum consultation around procedures and improvement of services.

Open recruitment - **.5 fte diversity lead with LGBTQ+ focus.** 0.5 diversity lead focussing on Black & Diverse community.

### Questions:

1. Do you have refuges that can be accessed by non-binary people?  
A. *Yes.*
2. Is VOICE only for male or female victims, or is that just how it's worded here?  
A. *Currently only piloted as male and female programmes but open to piloting a non-binary group if there is interest.*
3. Voice is it just for current or recent abuse or can it be historic? Is there capacity or do you run services outside of work hours?  
A. *Voice is a revamp of the Freedom programme – open to historic and more recent abuse. RD advised large waiting lists due to resource. Services offered virtual and face to face sessions – evening group work is running.*

4. Do your services understand intersex people's needs, alongside trans/non-binary people?  
*A. RD advised No – passionate about our services that will be services that all can approach and feel safe and supportive. Not all the staff within the organisation have that personal experience or know people to ask the questions or know how to ask the questions. Staff may not say all the right things at the right time. NDAS have been in touch with Q Space for training to take further. RD keen for the LGBTQ&A allies to support.*
5. Could you organise specific LGBTQIA listening event? *RD would love to, would like input on how it works. RD would happily organise a focused event.*  
**Action: 16 days – AL/RD – how can AL help and facilitate.**

## 5. **Adult LGBTQ+ Peer support group**

Ellen and Shona are both community connectors at Northampton MIND. What we do? Our aim is to help build bridges between local services and organisations and people in the community. During Covid relationship and groups fell apart due to things being on-line etc. MIND want to rebuild and get out into the community. Groups run at MIND aimed at different group of people. Currently have the following groups established; Women's, Men's, Young People, Parents, Mindfulness, Course to build confidence. Purpose being to create safe spaces for people within the community – places where they can access, support, empower. Now setting up an LGBTQ adult support group. Asked the forum if a group needed to include young people or not? Will advised that youth provision in the county for children is very good with 7 LGBTQ Youth groups for under 18's and up to 25 running in the County. Adults lacking support and mature age within the community feel they do not have a space to go to.

LGBTQ+ Group will run on a Thursday 12.00 – 1.00 pm, at Mind, Regent Square, Northampton. There is not capacity for Evening or weekends but hopefully they may be able to branch out in the future.

EP advised that there is talk of a course being run for people for parents to expand knowledge and awareness. Develop relationship with their children to increase their knowledge. Phil advised very supportive of the course for parents from experience, parents look lost and not sure how to handle what is going on – they want to understand more to help and support.

Will advised Lowdown run parental support groups – happy to support and collaborate and share resources. **Action: EP/SMS/WB to meet outside of the meeting. Open to other members who would also like to support.**

If you want to get in touch please contact Ellen and Shona directly:  
[ellen.packham@northamptonshiremind.org.uk](mailto:ellen.packham@northamptonshiremind.org.uk) and [shona.marriott-smith@northamptonshiremind.org.uk](mailto:shona.marriott-smith@northamptonshiremind.org.uk)

EP and SMS are both Cis-gender women and would love If you know of or representative on behalf of Trans - open for people to come along so we do not single out due to not having experience.

Q. I'm aware that some groups e.g., trans people, bi people, who face issues of acceptance even within the queer community sometimes want spaces just for us. Is this something you might consider supporting?

Ellen advised *Yes; they would like to – project started in June 2022. Community Hub space at MIND is rentable – if anyone knows of a volunteer to run the group at MIND this would be an option.*

EP advised the group that Mind Northampton is an LGBTQ is a safe space

## 6. **Community Information Exchange**

**The Lowdown** – new Out There group opened in Daventry. MIND building on Thursday 03.11.22. 6.30 – 8.00 pm.

**NCF: Funding open.** [Northamptonshire Community Foundation \(ncf.uk.com\)](http://ncf.uk.com)

2 main ones.

Constant Travis Fund – rolling fund – 2 months on 2 months off. Broad grant for in terms of products it will fund. £3,000

IWillFund opening soon – webinar session 14.10.22. Youth Projects – grants available up to £10,000 starting beginning of 2023. (Alex Rex running the webinar).

**Action:** If you would like to attend. [alex@ncf.uk.com](mailto:alex@ncf.uk.com)

**Northampton Museum** – temporary gallery – Trainer Exhibition on running from Now until February. Working on an exhibition for next year – Punk. Please come and visit the museum.

[Museums \(northamptonmuseums.com\)](http://northamptonmuseums.com)

Queer Fiction Anthology – shared with the minutes. QStory's main project.

QFilm are getting more active again now the weather is turning cold. We have 4 screenings over October and November, including some weekend screenings at Northampton Filmhouse – next screening is this week – a sports film.

QSpace have the following events coming up. Please check their social pages for more information:

20th November - Trans Day of Remembrance  
Unitarians Meeting House

Saturday 10th November - Winter Brunch  
Castle Hill URC

## 7. **Items for Future Meetings**

## 8. **Date of Next Meeting**

Next meeting will be a social meeting.

Could look to attend a social event already being hosted by/being attended by forum members – send any suggestions in and they can be shared/voted on.



The meeting closed at 20:08

Chair: A.Luck

Date: 4/10/22

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