



LGBTQ People and Allies Forum

A meeting of the LGBTQ People and Allies Forum will be held at the on
Tuesday 1 August 2023 at 6.45 pm

Agenda

1.	Welcomes, Introductions and Apologies
2.	Code of Conduct (Pages 3 - 4)
3.	Minutes of Previous Meeting (Pages 5 - 10)
4.	Diversity and Inclusion
5.	Pride 2023 Review Pride 2023 Feedback survey https://forms.office.com/e/WCvUaaE3dx
6.	Action Plan review
7.	Community Information Exchange
8.	Items for Future Meetings
9.	Date of Next Meeting Tuesday 26 September, 7pm (social) Tuesday 21 November, 7pm (formal)

Queries Regarding this Agenda

If you have any queries about this agenda please contact Aimee Luck, Housing and Communities via the following:

Tel:

Email: aimee.luck@westnorthants.gov.uk

Or by writing to:

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

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 or on 01604 837074



LGBTQ People and Allies Forum

Minutes of a meeting of the LGBTQ People and Allies Forum held at on Tuesday 9 May 2023 at 7.00 pm.

1. **Welcome, Introductions and Apologies**

Apologies received from:

Phil, Jane, Lindsay, Cllr King, Aaron.

Matthew welcomed everyone to the meeting. Some new faces joining us this evening. Everyone introduced themselves.

2. **Minutes of Previous Meeting**

Reviewed and signed off previous actions as complete.

3. **Diversity and Inclusion; Say It Loud**

Expecting a representative from 'Say It Loud' to join the meeting but had not arrived so moved on to next item.

Action: Aimee to make contact and invite back to future meeting.

4. **Hate incident reporting**

Forum advised that Royal College of Policing had been invited to attend the meeting and speak to the forum but had not yet responded.

In their absence, Nick Stephens gave the forum an overview of the item. Nick is a civilian employee after retiring as a Police Officer, in the role of Hate Crime Coordinator for Northants Police. The role involves monitoring hate crime and providing training to officers. Nick has met and worked with many on the call and thanked QSpace for some excellent training in the past couple of years.

Nick explained differences between hate crimes and hate incidents.

Example of a hate crime; A trans person walking down the street is physically attacked because of their transgender status.

Example of a hate incident; A person at a party in their home makes derogatory comments about a transgender/black/person of faith which causes offence to another person.

Crimes that are motivated by hate towards personal characteristics – incidents are below the threshold for a crime.

Nick explained that in 2019, Harry Miller made comments on social media (tweets) about the transgender community which came to attention of police who visited him and gave a warning about inappropriate behaviour. Mr Miller took the police and College of Policing to court who found in his favour. Since then the College of Policing have been reviewing how 'hate incidents' are recorded. Information and

consultation sent to Forces who have shared to communities, and feedback is now being considered. Guidance will go out to forces in the next month on how to record and deal with hate incidents, mostly in relation to recording a person's details. Details would stay on Police system and appear on enhanced checks in future. Only in exceptional circumstances will people's details be recorded. The other part of the advice expected is reminding police about when hate crime should be recorded; and has to meet a threshold. The official definition is "a single distinct event or occurrence which disturbs an individual, group or community's quality of life or causes them concern"

QSpace thanked Nick and colleagues for their time and appreciate the support. However, as a community group they feel less confident in the reporting system following an incident in a public space with their youth group last year. This has been discussed with Nick outside of this meeting and agreed not a satisfactory response from the force to the hate incident although a more serious matter was dealt with from the same event. QSpace suggested some refresher training for control room staff regarding hate crimes would be welcome.

Eleri has given QSpace her number and offered her support to the group as needed. Aimee suggested if ongoing issues with external people there could be options using ASB powers. **QSpace to get in touch if problems reoccur.**

Nick advised that victim satisfaction is generally high. **Nick to provide some statistics around hate crimes and incidents and the rates of reporting for the forum.**

5. **Health & Wellbeing Strategy Discussion**

Aimee shared some slides from Public Health for discussion around Health & Wellbeing strategy, including the 'Live Your Best Life' Ambitions. **Aimee to share with minutes.**

What is important for you to live your best life:

- SEN school places
- Access to GP, NHS dentists, affordable housing.
- Access to CYP mental health services
- Seamless transition between child and adult services (currently disconnected)

What effects your h&w:

- A real lack of LGBTQ venues – the only one being Boston (nightclub)
- Lack of accessible venues, particularly lgbtq accessible venues
- Safe lgbtq spaces and a lack of these in Northampton has a negative impact.
- Community organisation provide safe lgbtq spaces but are not funded
- Community and family friendly, openly lgbtq friendly spaces are important – a rating system/accreditation or charter system to show support would help.
- Being able to be independent (accessibility scheme suggested)
- Being misgendered.

What actions do we (NHS, local authority, VCSE) need to take to help achieve this:

- Waste less time and money on legal fights over SEN school places and provide more spaces to those who need them

- Improve the access to GPs and remove barriers to people being able to access/get an appointment
- Improve access to NHS dentists
- Deal with the housing crisis/create more affordable houses and deal with the number of HMOs.
- Continue to provide talking therapies (this has improved over the past few years)
- Improve access to/reduce barrier to CYP mental health services
- Improve the transition between CYP and adult services which is still poor.
- Support/encourage more LGBTQ venues in the town
- Provide/promote lgbtq and accessibility schemes to help public find suitable spaces they feel comfortable in
- Fund, support and/or work with LGBTQ community groups to achieve some of these goals (specific mention of the lgbtq-friendly venue scheme – agreed to discuss as action plan item)
- Offer more support for Transgender and Non-Binary individuals. Particularly NHS GP surgeries. They need to know more about the process for referring to gender clinics and supporting patients with this.

Anything else you want to share:

Group suggested they were great ambitions to have but feel a million miles away from where we are now (particularly in relation to the cost of living crisis etc) and felt the ambitions seem somewhat unrealistic and/or unachievable from where we are now.

6. **Community Information Exchange**

QSpace:

- supporting Daventry, Northampton, Corby and Deanshanger Prides locally this year.
- Unavailable for IDAHOBIT due to volunteer capacity but Barclaycard have commissioned them to do some work.
- Taking Youth group to Brighton trans pride in July.
- Highly recommend Northampton LGBT social group on the app 'Meet Up' and Facebook group. They meet once a month doing different activities. The meet up app also has Q Story (lgbt book group) events listed.
- Qspace working with Support Northants to better support Black and Asian, or POC, in lgbtq community, or over with mental health, autism and learning disabilities. Please reach out if you are from these communities and want some help/support.

QStory:

Continuing to run monthly writing groups and book club, as well as QFilm. Our writing group are also putting together an anthology of stories to publish in the Summer.

NCF:

Number of rolling grants (no fixed deadline) available for Voluntary & Community. All grants can be found on the website www.ncf.uk.com
Later in the year funds for larger pots of money will also be available again; £3.5k-10k.

7. **Any Other Business**

Domestic Abuse; NDAS policy feedback:

Northamptonshire Domestic Abuse service attended the forum a while back and have now shared their Equality and Diversity policy for the forums review and feedback. [Policy shared as separate document]. **Please take a look and offer your views, suggested next steps and say whether you think there is a need to consult further. Feedback to nikkibrown@ndas-org.co.uk**

IDAHOBiT; 17 May, Guildhall:

Invite all to come along 12pm and bring instruments/whistles/loud voices etc to make some noise. Refreshments and Lowdown stall to follow.

Northampton Pride – Saturday 8 July; Town Centre & University Campus:

Parade from town centre at 11am to University Campus where stallholders and stage programme through to 6.30pm

Spaces in parade for community groups/lgbtq groups (non-commercial) – **contact Aimee if interested ASAP.**

Please share any lgbtq community events happening in June with Aimee asap (by 22 May) to be included in our Pride calendar.

Care of older LGBTQ People:

Update on the provider training from Aaron shared by Aimee:

The LGBTQ+ Training for Provider services has now been piloted and is ready to be delivered through our partners Learn2b

The cost of this session is sitting at £22 per person, or £250 if a whole session (maximum of 12 people) is booked. I am currently applying for grant funding from the National lottery so we can offer this out free of charge to as many providers as we can which is why dates have not yet been offered.

If anyone wants to be an early adopter and fund the session then they can get in touch with me at aaron.scott@northnorthants.gov.uk, or Chair@lgbtforum.co.uk and I can arrange to book in the training sessions.

We are hoping to have the grant funding in place by August at the latest, but this does depend on grant funding being made available. If this does not happen then we will offer dates out to the market at the costs stated above and continue applying for funding wherever we can.

The training course is an introduction to LGBTQ+ awareness but tailored specifically to care providers. It will go through people's real lived experiences, an understanding of the challenges and issues the LGBTQ+ community face and why these issues need to be addressed by care providers. The session will also work with the delegates to build an understanding of what practically they can do in their workplace to truly ensure LGBTQ+ people feel comfortable to be themselves, whether a driver, a cook, a carer, or a manager.

Northampton Carnival; Saturday 10 June

Raised this clashes with Corby Pride.

8. **Date of Next Meeting**

Instead of a separate social meeting group will use the Northampton Pride as a social opportunity.

1st August next formal meeting; will include Pride review.

The meeting closed at 20:25

Chair: _____Matthew Toresen_____

Date: _____12.05.23_____

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