

**Item tabled by Cllr James-J Walsh at the Safer Stronger Select Committee 17<sup>th</sup> January 2017 for item 7 “LGBT Provision in Lewisham”**

To recommend to Mayor & Cabinet the following:

**Recommendation x: Establish a clear Lewisham LGBT evidence-base of need**

Local Government, like the rest of the public sector, is under enormous pressure to cut costs and achieve efficiencies. Applying effective monitoring which benefits both workforce and service users makes good business sense. Organisations who do this benefit internally by reducing staff turnover, cutting recruitment costs and reducing sickness absence; externally, by understanding local population needs and targeting services more effectively.

To be cognisant of recent research undertaken by NatCen and published by Unison, on the affects of austerity on LGBT people when considering equality impact assessments both of individual decisions and cumulatively.

**Research:** [https://www.unison.org.uk/content/uploads/2016/11/NatCen-research-report\\_Implications-of-reductions-to-public-spending-on-LGB-and-T-people-and-services\\_Nov\\_2016.pdf](https://www.unison.org.uk/content/uploads/2016/11/NatCen-research-report_Implications-of-reductions-to-public-spending-on-LGB-and-T-people-and-services_Nov_2016.pdf)

**Recommendation x: Work with partners to Amend the Lewisham JSNA for LGBT People**

Given the significantly lacking detail contained within Lewisham's Joint Needs Assessment, and the basis of this framework as a 'key resource' for Commissioner's and the services they procure for communities, that urgent remedial work be under undertaken to establishing a clear LGBT evidence-base of need for the Borough. This should be benchmarked where appropriate, and possible, against neighbouring boroughs and/or England/UK metrics.

*Mayor & Cabinet is invited to use the following resources to aid their development of a comprehensive evidence base and resultant LGBT JSNA report:*

Developing a LGBT Joint Needs Assessment  
<http://lgbt.foundation/downloads/55>

Better Practice Example: Salford City Councils LGBT JSNA  
[https://www.salford.gov.uk/media/388074/lgbt\\_needs\\_assessment.pdf](https://www.salford.gov.uk/media/388074/lgbt_needs_assessment.pdf)

LGBT Evidence Exchange resources  
<http://lgbt.foundation/evidence-exchange/>

**Recommendation x: Improving LGBT People's Health & Wellbeing Outcomes**

That with regard to LGBT People's Health & Wellbeing outcomes, that the Council, reviews and embeds the nationally endorsed PHE frameworks outlined below for areas of Health & Wellbeing within its control.

Secondly, The Mayor should direct Officers to raise, and progress, with local Commissioners, Healthwatch, CCG partners and other stakeholders, their adoption of these Public Health England recognised frameworks.

To specifically work to ensure we and our partners understand the often overlooked needs of LBT Women, from primary care and public health provision, and ensure this is included in the JSNA - see 'Beyond Babies and Breast Cancer' research.

### **LGBT Public Health Outcomes Framework**

[http://lgbt.foundation/assets/files/documents/jul\\_16/FENT\\_1469789610\\_PHOF\\_LGB&T\\_Companion\\_2016\\_FINA.pdf](http://lgbt.foundation/assets/files/documents/jul_16/FENT_1469789610_PHOF_LGB&T_Companion_2016_FINA.pdf)

### *Supporting documents*

- [Case Studies](#)
- [Resource Directory](#)
- [Minorities within Minorities - the evidence base relating to minority groups within the LGB&T community](#)

### **The Adult Social Care Outcomes Framework**

<http://lgbt.foundation/downloads/365>

### **Stonewall research in the treat of LGBT people in Health & Social Care**

[http://www.stonewall.org.uk/sites/default/files/unhealthy\\_attitudes.pdf](http://www.stonewall.org.uk/sites/default/files/unhealthy_attitudes.pdf)

### **Beyond Babies & Breast Cancer - Research into LBT Women's needs**

<http://lgbt.foundation/downloads/274>

### **Recommendation X: Establishment of a dashboard of key metrics for the LGBT Community**

Establish and maintain, in consultation and in partnership with the LGBT+ Community and key stakeholders, a range of key performance indicators that monitor the Lewisham LGBT Community, the provision and needs across the borough, in order to identify co-created, and then co-delivered, action plans between the Local Authority, statutory providers and wider civil society.

### **Recommendation X: Improve our understanding, and the working environment, of Lewisham Council's LGBT Workforce.**

To note that 1.86% of the workforce being LGBT is almost 50% under the prevalence of LGBT people found by the Lewisham Households survey. To accept that the Lewisham Household Survey significantly under-reports the amount of LGBT people living in the Borough, which further highlights the negative variance in this metric.

That based on feedback from the Staff LGBT Forum, a new staff EDI Form be devised based on established government/civil service best practice, and consulted with staff representative groups and SSSC prior to roll out.

All new staff should have in their induction the requirement to complete an EDI form, and also as part of the wider staff induction programme, an invite to all new starters to participate in any staff group that the colleague self-defines.

To embed a check, as part of the annual appraisal or similar, on whether a workforce EDI form has been completed and returned by a Council colleague, even if that colleague chooses to record their response as 'prefer not to say'. This is in order to gain clarity as to whether it is a poor internal process, or colleagues feeling uncomfortable identifying themselves as having certain characteristics in their work environment. To adopt an aim to reduce the percentage of 'Unknowns' to less than 15%, within 12 months of the new form rolling out.

Based on feedback from the Staff Forum, 'Heads of Service' and 'Executive Directors' should see the LGBT staff forum *as one* of the resources for organisational/customer improvement alongside its employee feedback mechanism. This feedback could be piloted with the Directorate of CYP as highlighted in the report.

Human Resources and Line Managers should promote the 'Respecting Diversity: Sexual Orientation' online resources already in the Council, monitoring the amount of colleagues by division who have completed this training, and work with managers to set targets on uptake.

**Recommend X: To invest in an appropriate casework system that allows 'robust' monitoring of sexual orientation and gender identity**

**Recommendation X: To monitor EDI characteristics of all homeless people who present to directly provided or commissioned Lewisham services.**

Recognise the significant over representation of LGBT people (up to 1 in 4), and people from other minority groups, amongst homelessness populations across the U.K., to direct the Head of Services, so as to better inform service planning and development in the borough.

To develop and embed referral mechanisms to LGBT Homelessness organisations (ie Stonewall Housing and The Albert Kennedy Trust).

**Recommendation x: Improve the standards of care LGBT People in Health settings as part of the continuous improvement cycle**

The Mayor should direct Officers to initiate conversations with Lewisham's key health partners to assess their current understanding as to the 'perceptions and experiences' of Lewisham LGBT people accessing primary care services (incl GP Practices, Sexual Health Services, Dentists, Pharmacies etc) and assess if there is any workforce development needs for this community.

Further, when reviewing services, Officers should review the learnings and better practice found in the Royal College of GP's endorsed 'Pride in Practice' framework.

**Recommendation x: tackle alcohol and substance misuse in the LGBT community**

LGB People are more likely than their heterosexual peers to partake in alcohol and substance misuse. To begin to tackle this issue, for the council to adopt and embed the

recommendations outlined in the National LGB Drug and Alcohol Database "Part of the Picture" Briefing Sheet for Commissioners and Policy Makers

**Resource:**

Briefing Sheet for Commissioners And Policy Makers <http://lgbt.foundation/downloads/305>  
Full Research

<http://lgbt.foundation/downloads/123>

Part of the Picture Resource Hub

<http://lgbt.foundation/policy-research/part-of-the-picture/>

**Recommendation X: Develop understanding of Lewisham's Older LGBT People's needs**

To signpost to care-providers, and if appropriate facilitate dialogue between, LGBT Older Persons Groups that exist in the Borough, as well as those outside i.e. 'Opening Doors London'.

To disseminate the free 'Older LGBT Persons checklist' to all appropriate internal and external social care providers/partners including but not limited to: Medacs, Care Outlook, Westminster Homecare and Eleanor Health Care

**Resource:** [http://openingdoorslondon.org.uk/wp-content/uploads/2014/04/older\\_lgbt\\_checklist\\_for\\_adult\\_social\\_care.pdf](http://openingdoorslondon.org.uk/wp-content/uploads/2014/04/older_lgbt_checklist_for_adult_social_care.pdf)

**Recommendation x: Supporting LGBT Children & Young People's needs**

To celebrate the fact Lewisham acknowledges the need for, and takes a two pronged approach to, LGBT Youth Provision, by offering bespoke LGBT Youth Services in Borough, as well as creating an inclusive environment amongst other Youth Provision.

To increase awareness of the bespoke LGBT youth provision in borough, by requesting other commissioned youth work providers, and schools, communicate the service that is offered, and to track who has.

To better understand the distances Young People are travelling to access the LGBT Youth group to identify if trans-borough travel is a hidden barrier.

To work with LGBT young people and commissioned providers to evidence if generic provision is meeting their needs as LGBT Younger People.

**Recommendation X: Appoint an LGBT Community Champion for LB of Lewisham**

To appoint an LGBT Community champion that can aid communication between stakeholders, facilitate improvements and work to remove barriers and inequality found across the borough.