

Report for: Cabinet, 6th March 2018

Title: Haringey's commitment to being an LGBT+ inclusive borough.

Report authorised by: Jeanelle de Gruchy, Director of Public Health

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Ward(s) affected: All

**Report for Key/
Non Key Decision:** Non Key Decision

1. Describe the issue under consideration

- 1.1. Haringey Council is committed to creating a work environment and community which is inclusive of all groups. To action these commitments, the Council has developed an Equality and Inclusion agenda, a programme of work produced to improve inclusion for groups who fall under the nine protected characteristics under the Equality Act 2010 – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.2. This report highlights the importance of Lesbian, Gay, Bisexual, Transgender and/or Queer or Questioning, Intersex, Asexual and Non-Binary (LGBT+) inclusion and Cabinet's commitment to equality for this group of staff and residents. It includes an action plan which outlines some of the specific actions the Council will be making for LGBT+ staff and residents. By following through on this action plan, Haringey will be taking some important steps towards improving the visibility, awareness and inclusion for Haringey's LGBT+ staff and community.

2. Cabinet Member Introduction

- 2.1. The Council recognises that LGBT+ issues are very important to delivering our outcomes of an inclusive borough. We have made important progress, particularly in two areas: supported housing (following clear recommendations from the cross-party working group) and workforce inclusion in the Council itself.
- 2.2. However, there is still much to do on this agenda. To really deliver for LGBT+ residents, we need to work with them and we need to work systemically across the full range of Council services, and the range of other services delivered by external organisations. We want to build on the important steps taken so far, to develop a more strategic, systemic approach and to do so in dialogue with LGBT+ residents. This report is the beginning of that important shift, setting out an initial LGBT+ Action Plan that summarises our current work and guides the future work of the Council and its partners.

3. Recommendations

- 3.1. To affirm the organisation's commitment to LGBT+ equality and note the action plan (see appendix 1).

4. Reasons for decision

- 4.1. Cabinet's full support highlights Haringey's commitment to being a more equal and inclusive borough for both our staff and residents.

5. Alternative options considered

- 5.1. As a public body, we have an equalities duty; by not doing anything, we are at risk of not fulfilling this duty.

6. Background information

- 6.1. Haringey has the eighth highest LGBT+ community in London (ONS, 2017). It is important that we carry out the necessary actions to ensure that LGBT+ residents in the community can thrive and are safe within our borough.
- 6.2. Haringey has a long history of activism for LGBT+ rights. This advocacy displays Haringey's commitment to bring about positive change in the community (see appendix 2). This report acknowledges the considerable diversity within the LGBT+ community – and in addition, that we all have a mix of identities from disability, ethnicity, age, gender, religion, for example. Residents may therefore face a multiplicity of issues arising from this; while focusing primarily on LGBT+ issues in this paper, we do this within an approach that promotes inclusivity on all levels.
- 6.3. Despite positive changes over recent years, LGBT+ residents continue to experience discrimination and abuse of their rights. For example:
 - Opening Doors London (ODL) workshop findings that several LGBT+ people present felt unsafe in certain areas of Haringey and how 'services or community centres which might offer medical or social support were often in the very areas with a reputation for homophobic, bi-phobic and trans-phobic street abuse or harassment' (Opening Doors London report, November 2017).
 - 'One in five LGBT+ people (21 per cent) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months' (Stonewall, 2017).
 - While anti-LGBT+ bullying and language has decreased across Britain's schools since 2012, 'LGBT+ pupils still face bullying at school' (Stonewall, 2017) and continue to face significant challenges.
 - '24% of homeless youth population identify as LGBT+' (The Albert Kennedy Trust, 2015).
- 6.4. As an organisation, the council has signalled its commitment to LGBT+ inclusion through participation in the Stonewall organisational audit in 2016 and 2017. This ranks the council against all organisations in the UK. Our ranking in

2016 was 310 out of 439. Unfortunately, our ranking slipped in 2017 to 360 out of 434. This underlines the importance of continuing to progressively improve on our efforts.

6.5. Positive developments have been made in the community and workplace, for example:

- Woodside High School was awarded the Stonewall LGBT+ Gold award in December 2017 for the work they have done in the community. This is the first Gold award for a London school.
- The Housing Support Transformation (which stemmed from the Supported Housing Review) has already taken some positive steps forward. A one-year pilot project with Opening Doors London has been commissioned to bring LGBT+ social and wellbeing activities to our sheltered housing services for older people; we are in the process of adapting our LGBT+ supported housing service for young people to accommodate the more complex needs we are seeing in the borough.
- The Haringey Prevent Delivery Group adopted oversight of hate crime as a sub-group of the meeting in 2017. This has provided strategic input from a wide range of partners at senior level across the borough.
- The LGBT+ Staff Network has delivered two successful events for staff on the podium with about 80 staff attending each - an event marking Haringey's history of LGBT+ rights in June 2016 and an LGBT+ Hate Crime event in January 2018. These events demonstrated our collective commitment to improving equality for our LGBT+ staff and community.

6.6. This paper sets out our ongoing commitment to this agenda with key actions in four areas:

1. *Giving LGBT+ residents a stronger voice in shaping priorities and services to ensure that they meet the needs of LGBT+ residents.*
 - a. To collect data that better identifies the diverse needs and backgrounds of the LGBT+ community in Haringey in order to inform the new Borough Plan, and to design and commission services that offer appropriate and sensitive support, assessment and intervention.
 - b. To ensure LGBT+ residents have a role in shaping newly commissioned services, which may include selecting preferred organisations, peer review opportunities and sharing their views on 'what works' with commissioners.
 - c. Extend the emerging good practice demonstrated by the Opening Doors London workshop through, for example a full consultation exercise to more meaningfully engage with LGBT+ residents.
 - d. Implement actions flowing from the Supported Housing Review to improve the data, visibility and professional response to LGBT+ people accessing housing and housing support services. This includes actions to implement changes to supported housing contracts embedding a stronger focus on data collection and challenging prejudice, commissioning a pilot project for older LGBT+ people in partnership with Opening Doors London, reviewing our Stonewall Housing contract to better respond to the needs of LGBT+ young people in Haringey and exploring a toolkit for housing support

staff that equips them to ask sensitive and appropriate questions about the relationship between housing, homelessness and LGBT+ identities. We are in the planning stages of designing an LGBT+ staff event about housing and homelessness in May this year.

2. *Exercising system leadership across the networks of service providers supporting LGBT+ residents.*

- a. Working with the NHS, CCG, Police, voluntary sector and other partners to challenge ourselves to review our practice, including by developing a service improvement network or alliance to facilitate best practice sharing.
- b. Making a strong commitment to LGBT+ support this year with plans in place for the first LGBT+ Community Network meeting to take place in February 2018.

3. *Making Haringey a safe and welcoming place to live, work and visit for LGBT+ people.*

- a. Continue to work with the police and other partners to tackle hate crime. Work is co-ordinated through the local hate crime working group which looks at all forms of hate crime, with sexuality and gender identity motivated crimes featuring as strands of this work. The police have a dedicated LGBTQ Liaison Officer role, which will be a valuable resource for our joint engagement efforts.

4. *Making Haringey Council an LGBT+ inclusive workplace.*

- a. Prioritise improving data on the protected characteristics of staff, including LGBT+ staff through the equality data collection exercise (launched in October 2017). This will enable the council to build a solid evidence base to both monitor equalities in areas such as recruitment, promotion and redundancies and enable us to develop policies and initiatives to ensure we continue to progress as an equal and inclusive employer.
- b. Continue to strengthen the LGBT+ staff network.

7. The Action Plan in appendix 1 sets out in more detail how we plan to continue this work.

8. Contribution to strategic outcomes

8.1. The action plan contributes to Haringey's Corporate Plan through the following cross cutting theme:

- **A fair and equal borough:** Tackling underlying factors of poverty and discrimination with a scale and intensity proportionate to the level of disadvantage.

9. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance

At this stage in the development of the council's LGBT+ inclusive borough policy for incorporation into the borough plan, it is anticipated that Haringey's main role whilst proposing a financial commitment as a prominent partner, will be that of lead co-ordinator bringing together all key stakeholders working towards an agreed set of objectives, within the appropriate financial contributions provided from each party.

Subject to consultation with all parties, it is at that stage where proposals can be fully costed and the resources identified in the context of the councils other financial commitments within the MTFS.

Procurement

N/A

Legal

A commitment by the authority to LGBT+ inclusion will assist the council to meet its objectives under the public sector Equality Duty (PSED). This duty requires the council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between those with protected characteristics when carrying out their activities.

Equality

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between people who share those protected characteristics and people who do not.
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Taking action to provide a more inclusive and equal borough for Haringey Council's LGBT+ staff and residents should help to eliminate discrimination and will advance equality of opportunity for this protected group. By celebrating LGBT+ history with staff and by pursuing preventative educational work with young people in schools, Haringey Council will also foster good relations between people who share these characteristics and people who do not.

10. Use of Appendices

10.1. Appendix 1.

Haringey's commitment to being an LGBT+ inclusive borough.

Action plan				
Objective	Actions to date	Next steps	Milestones	Lead officer
<i>1. Giving LGBT+ residents a stronger voice in shaping priorities and services to ensure that they meet the needs of LGBT+ residents</i>				
1. To ensure full uptake of our offer on housing for homeless young LGBT+ residents.	<ul style="list-style-type: none"> Referrals to Stonewall Housing have improved and contract management relationships have been strengthened. 	<ul style="list-style-type: none"> Engage with young people through Stonewall Housing to better understand their needs. 		Gill Taylor
2. To improve our supported housing offer for older LGBT+ residents.	<ul style="list-style-type: none"> This project is still in the initial stages of development and we are in the process of liaising with interested housing associations and developers. 	<ul style="list-style-type: none"> Explore the potential to develop LGBT+ inclusive housing in Haringey. 		Alan Benson
3. Transform how we deliver and evaluate the commissioning of services to meet the needs of LGBT+ residents.	<ul style="list-style-type: none"> Currently exploring the potential to improve our services and resources available to our LGBT+ residents. Excellent work with providers in sexual health and drug and alcohol services has been carried out. 	<ul style="list-style-type: none"> Embed best practice across all areas of commissioning in the Council. 		TBA
<i>2. Exercising system leadership across the networks of service providers supporting LGBT+ residents</i>				

1. LGBT+ inclusion in schools.	<ul style="list-style-type: none"> Member of Stonewall's Education Champions. Woodside High school announced as the Stonewall Education Champion for London as a result of their work on LGBT+ inclusion. Our response to the Department for Education consultation on changes to the teaching of Sex and Relationship Education and PSHE in schools included an ask for: "equality and mutual respect in all relationships" to be taught as part of the healthy relationship education of our young people. 	<ul style="list-style-type: none"> Meet with Diversity Role Models to discuss potential for further work on LGBT+ inclusion in schools. Look into the future role the Haringey Education Partnership (HEP) would have in delivering LGBT+ inclusive training by professional experts across schools in Haringey. Recognise and support the significant work in our primary and secondary schools to educate and equip our young people on LGBT+ inclusion. 		TBA
2. Incorporate additional training for all frontline staff to ensure services meet the needs of LGBT+ service users.		<ul style="list-style-type: none"> Training will be delivered with Adult Services to ensure social workers are able to recognise hate crime and know how to report it. Similar workshops will be planned for VCS organisations through the Bridge Renewal Trust in 2018. Explore further opportunities to train frontline staff. 		Christina Andrew
3. Increase visibility and improve fostering services for LGBT+ people		<ul style="list-style-type: none"> To attend the Council's LGBT+ History Month event – Haringey in Unity, Life Gets Better Together to promote and provide information 	February 2018	Monyka Crafford

considering fostering.		<p>on fostering within the LGBT+ community.</p> <ul style="list-style-type: none"> Activities planned for LGBT+ Adoption and Fostering Week 5-11th March 2018. New Family Social's LGBT+ adoption and fostering campaign, which solely focuses on encouraging LGBT+ people to explore their adoption and fostering options as the need for a diverse range of adopters and foster carers, continues to grow. Increase visibility by advertising on New Family Socials webpage. Promote LGBT+ fostering on Haringey's social media accounts. Increase awareness about the processes of fostering through an information session in March. Produce a case study with a Haringey LGBT+ foster carer. Attend the LGBT+ information session scheduled to take place 3rd March for LGBT+ people considering fostering. 	March 2018	
3. Making Haringey a safe and welcoming place to live, work and visit for LGBT+ people				
1. To ensure older LGBT+ residents feel	<ul style="list-style-type: none"> In November 2017, Haringey Council, in partnership with 	<ul style="list-style-type: none"> ODL report to be distributed. 	February 2018	Gill Taylor

safe and welcomed in the borough and services are responsive to their needs as appropriate.	<p>Opening Doors London (ODL) organised an LGBT+ World Café event. This brought together professionals and residents from across the borough to discuss how we can respond in partnership to the needs of older LGBT+ people.</p> <ul style="list-style-type: none"> Follow-up report received from ODL titled 'Are we meeting the needs of older LGBT+ people in Haringey?' has been received and awaiting comment from key stakeholders. 	<ul style="list-style-type: none"> Pilot funding for ODL as part of Hub&Cluster sheltered housing model. In the process of setting up a pilot for a befriending service and activities for our older LGBT+ residents. Pilot expected to be run for one year, starting 1st March 2018. 	March 2018	Christina Andrew
2. To celebrate Haringey's rich heritage of supporting LGBT+ equality.		<ul style="list-style-type: none"> Plans in place for the first LGBT+ Community Network meeting to happen in March 2018. <p>To capture Haringey's rich history of LGBT+ activism through a Heritage Lottery bid, with locally based organisations working together to deliver the bid based around 1989 Pride celebrations in Haringey.</p>	March 2018	
3. Zero tolerance to hate crime - make the borough safe for LGBT+ residents. [Fully funded by the Home Office].	<ul style="list-style-type: none"> The Haringey Prevent Delivery Group adopted oversight of hate crime as a sub-group of the meeting in 2017. This has provided strategic input from a wide range of partners at senior 	<ul style="list-style-type: none"> Awareness and reporting sessions are being arranged at specific venues following the National Hate Crime Awareness Week visits by local police officers. The first of these visits took place at 		

	<p>level across the borough.</p> <ul style="list-style-type: none"> ▪ A number of community visits were arranged with the local police during National Hate Crime Awareness Week in October 2017; this saw police visiting voluntary and community sector organisations and places of worship to provide resources. ▪ The LGBT+ Network held a hate crime event on the Podium on 11th January 2018 with speakers from Stonewall, local police, and a local victim of a homophobic attack. The event was very well attended with approximately 80 staff present. 	<p>one of our Mosques on 8th December 2017, with detectives from the local Community Safety Unit.</p> <ul style="list-style-type: none"> ▪ Preventative work through awareness raising with young people is ongoing through a number of projects being delivered in Haringey schools and FE institutions. This includes the 'Heartstone Odyssey' which introduces ideas of diversity and tolerance to primary school children through a fantasy story. 'Stand Up! Education Against Discrimination' is aimed at 14-18 year olds and aims to create a safe environment where differences can be discussed. ▪ A workshop has been developed for delivery by Safer Schools Officers, which will focus on hate crime; sessions scheduled to be delivered in the spring / summer terms with a view to every secondary receiving input. ▪ We will continue to work closely with local police including the LGBT+ Liaison Officer and detectives from the Community 		
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		Safety Unit to provide support to organisations where to ensure we have a good understanding of hotspots and problem areas where LGBT+ hate crime is concerned.		
4. Making Haringey Council an LGBT+ inclusive workplace				
1. To improve LGBT+ inclusivity as an organisation.	<ul style="list-style-type: none"> The Stonewall audit submitted in September 2017- The Council achieved a ranking of 360 out of 434. 	<ul style="list-style-type: none"> Further feedback and recommendations based on the audit will be received in March/April 2018 at the Stonewall benchmarking meeting. We will use this information to identify priority areas and gaps that need to be improved to ensure that we are more inclusive of LGBT+ staff. These recommendations will be developed into an action plan going forward. 	March/April 2018	Jeanelle de Gruchy
2. To support LGBT+ staff engagement.	<ul style="list-style-type: none"> The LGBT+ Network has delivered two successful events for staff on the podium with about 80 staff attending each - an event marking Haringey's history of LGBT+ rights in June 2016 and the LGBT+ Hate Crime event which took place on 11th January 2018. Both events were well attended which demonstrated our collective commitment to 	<ul style="list-style-type: none"> LGBT+ History Month event scheduled to take place in February 2018 to celebrate LGBT+ history and an LGBT+ housing event planned to take place in May to show Haringey's commitment to LGBT+ inclusion. 		

	improving equality for our LGBT+ staff and community.			
3. To improve staff data in order to monitor and become a more inclusive organisation.	<ul style="list-style-type: none"> The equality data collection exercise was launched in October 2017. 	<ul style="list-style-type: none"> Ensure staff data collection informs equality action plan. 		
4. To commit to ensuring that the Council's policies are inclusive of all LGBT+ staff.	<ul style="list-style-type: none"> Equality Handbook has been reviewed and updated. 	<ul style="list-style-type: none"> A new Council Transgender Guidance and Policy has been drafted and needs to be finalised. 		TBA

50 year history of LGBT in Haringey



1967

1967 - Homosexuality was decriminalised in the United Kingdom

1986 – A group called Positive Images organised a demonstration that went around the Roundway, Tottenham. 3,000 people marched in support of lesbians and gays in Haringey.

1986 – Lesbian and gay equality featured in the manifesto of the Labour Party when it won control of Haringey Council.

1986 - A group of parents in Haringey made complaints about a book that was available to school children called 'Jenny Lives with Eric and Martin', which told the story of a girl living with her father and his partner. The request for the removal of the book turned into a series of demonstrations (for and against) on the streets of Wood Green.

1986 – Watch: [Gay Rights Protest, Haringey 1986](#)

1988 – Four lesbian protestors, including Booan Temple from Haringey, stormed the set of BBC Six O'clock News on 23 May 1988, the night before *Section 28* became law, handcuffed themselves to studio equipment, and shouted "STOP SECTION 28"

Watch: [News at Ten reporting BBC 6 o'clock news invasion](#)

1988 - Clause 28 of the Local Government Act (1988) was introduced and forbade councils from undertaking 'the promotion of homosexuality', argued to be a response to the 1986 demonstrations

1984 – Gay rights became part of the Labour Party's manifesto.

1984 - Ten of the 32 local authorities in London, including Haringey, were funding gay groups at the time. More than £600,000 was donated to gay projects and groups.

1987 - Positive Images and Haringey Black Action organised the first UK demonstration to highlight the narratives and aspirations of black lesbians and gay men.

1987 - Bernie Grant, MP for Tottenham, became the first MP to voice opposition to Section 28. It became law after the 1988 election.

1987 - The Department of Education and Science expressed concerns to Haringey Council's education team about 'the promotion of homosexuality'.

2001 – Equalisation of the age of consent for gay and bisexual men.

2003 – Clause 28 was repealed in the UK.

2002 – Adoption and Children Act – which allowed same sex couples to adopt children and young people.

2009 – The T-shirt worn by Haringey campaigner Booan Temple when she stormed the BBC news room was one of the exhibits in the show 'From the Closet to the Collection: Haringey LGBT Exhibition' at Bruce Castle Museum.



2013 – WiseThoughts was set up to help address social justice issues and needs of LGBT and Black, Asian & Minority Ethnic (BAME) communities in Haringey.

2015 – Stonewall Housing launched a new monthly housing advice drop in service for LGBT people at Wood Green Library.

2017 – Stonewall announced its Top 100 Employers List 2017 in January. Haringey Council came 310th out of 439.

2010 – GIRE (Gender Identification Research & Education Society) was set up to improve the environment in which gender non-conforming people live.

2009-2012 - Lynne Featherstone, Liberal Democrat MP for Hornsey and Wood Green, was nominated for the Stonewall Politician of the Year Award in both 2009 and 2012 for her work to support equality for lesbian, gay and bisexual people. She was awarded Stonewall Politician of the Year (jointly), Attitude Magazine Politician of the Year and PinkNews Ally of the Year for her initiative on same-sex marriage and work on LGBT rights

2016 – Haringey Council entered Stonewall's Workplace Equality Index for the first time to take stock of how inclusive the organisation is and identify areas of improvement.

2017 – Work begins to develop a plan to make Haringey Council a more LGBT-friendly workplace by using the feedback from Stonewall.

Today