

## **Minutes of a meeting of London's LGBT stakeholder organisations, held on Wednesday 23 July 2014, 6.00pm-8.00pm**

Chair: Munira Mirza (MM), Deputy Mayor for Education and Culture

### Attendees:

Adrian Trett (AT), Tim Fellows (TF), Roger Burg (RB), Stephenie Robinson (SR), Nick Antjoulé (NA), Bob Green (BG), Nigel Farmer (NF), Milica Bogdanov (MB), Laura Fox (LF), Hywel Ebsworth (HE), Symeon Ververidis (SV), Juliete Femme (JF), Jodi Winters (JW), Stephen Ward (SW), Patrick Lyster-Todd (PLT)

### Apologies:

Warren Scott (WS), Ty Ashby (TA), Tom Perry (TP), Ayaz Manji (AM)

## **1. Welcome and introductions**

Munira Mirza (MM - Chair) welcomed both attendees and speakers. MM explained that she would be chairing the meeting in place of Terry Day as was taken ill.

## **2. Notes from the last meeting and matters arising**

Minutes were agreed as accurate. There were no additional matters arising that were not covered elsewhere.

## **3. Chair's Report**

### 3.1 Hate Crime Reduction Strategy (update)

MM stated that reducing hate crime is a strategic priority for the Mayor. An online consultation on the draft MOPAC Hate Crime Reduction Strategy was launched on 27 June 2014. It will run for 10 weeks and close on 5 September.

The LGBT Stakeholder Group was the first that MOPAC spoke to about its strategy (at the January meeting), and alongside the online consultation, MOPAC is continuing to hold face-to-face discussions with stakeholder groups. The comments made at those meetings, along with the comments captured in the consultation, have been feed into the final draft document.

The strategy will sit alongside a Metropolitan Police Service operational strategy and a national hate crime strategy being developed by the Crown Prosecution Service, and will be underpinned by a delivery plan developed with partners.

The aim is to launch the MOPAC Hate Crime Reduction Strategy in Hate Crime Awareness Week in October.

**Action:** Rob to circulate the appropriate link with the meeting minutes.

**Note:** The link to the consultation is here <https://www.london.gov.uk/priorities/policing-crime/consultations/hate-crime-reduction-strategy>

### 3.2 Mayor's equality framework, Equal Life Chances for All (Revision)

MM reported that the GLA has reviewed and updated its equality framework, Equal Life Chances for All, and it was published online on 27 June 2014.

The Mayor's equality framework, 'Equal Life Chances for All', was first published in 2009, and a revised version published in February 2012.

The framework contains the Authority's statutory equality objectives by policy area. These objectives are reviewed every two years to ensure they remain relevant, and continue to reflect Mayoral priorities. This revision ensures that the actions of the Authority remain compliant with all equality legislation.

**Action:** Rob to circulate the appropriate link with the meeting minutes.

**Note:** The link to the revised framework is here  
<http://www.london.gov.uk/priorities/equalities/vision-and-strategy-equal-life-chances-for-all/equal-life-chances-for-all-2012>

### 3.3 Equality Act guidance for all staff

MM reported that to ensure our policies and services are appropriate and accessible to all, and that they reflect the diversity of London, all staff have been reminded of their legal responsibility to pay due regard to the need to promote equality in everything the GLA does, including its decision making. New internal staff guidance has been published and training is currently being rolled out to staff across the organisation.

### 3.4 World AID's Day 2014

MM reported that the GLA is currently exploring the possibility of working with the National AID's Trust (NAT) to co-host a World AID's Day event here at City Hall in December. More details to follow in the coming months.

## 4.0 **The strategic framework to promote the health and wellbeing of gay, bisexual and other men who have sex with men**

JV gave a very comprehensive presentation on the 'Strategic framework to promote the health and wellbeing of gay, bisexual and other men who have sex with men.' This is the first in a series of reports, separate publications will follow targeted at women and trans people.

In his presentation JV explained the context of this piece of work, engagement to date, outlined the life stages of MSM, the main areas of inequality, PHE's vision for change, and proposed next steps. The presentation focused on the trio of health inequalities; sexual health, mental health, and substance misuse.

JV went on to outline the various lifecourse stages of MSM and how choices and experiences impact on health in later life. There are a number of underlying issues for MSM in relation to 'starting well' and how wider society reacts when individuals initially come out, self-worth, role models etc.

The act of self-identification as an MSM may also have consequences as many MSM experience a period of homelessness as a result of 'coming out' and issues relating to consensual sexual activity.

BG stated that Stonewall Housing experienced difficulties working with 32 London boroughs when dealing with the housing needs of MSM's. There may be a role for the GLA to facilitate a more strategic approach to liaison.

JV clarified that problems with strategic liaison is not an issue particular to London or the LGBT community. This is common across the country, and across social policy issues such as domestic violence for instance. This is an issue for the Association of Chief Executives.

Positive interventions also need to take place as early in the lifecourse as it is more difficult to intervene at retirement age.

JV - In terms of living well, poor mental health is an issue that impacts more on the LGBT community than any other. However, sexual health rather than mental health is a high priority in local authorities.

MM – Mental health is a priority for the Health Commission. GLA officers can feed back the framework health findings to the GLA Health Team and ask how LGBT mental health issues fit into the work of the London Health Board.

**Action:** MM to approach the Health Team about mental health priorities

A question was raised about the experiences of pre-16 MSM's. JV acknowledged that this health promotion for LGBT people would be a step change process at PHE, and examining experiences of pre-16 year olds would be a step too far at this present time.

PHE undertake a lot of work with school nurses on topics such as suicide prevention, sexual health, risk taking, and work to equip nurses with the skills required to assist young people in a safe space (i.e. having a 'confidential conversation')

MM – Perhaps education is an issue the stakeholder group could discuss at the next meeting in January 2015. This was agreed by the group.

**Action** – Rob to put education on January 2015 agenda as the main discussion item.

MM stated that the era of targeted service provision is over. When speaking with teachers the issue of tackling bullying should be discussed more generally. Elected members are the key when targeting resources to tackle bullying locally.

JV stated that homo/transphobic bullying should be treated equally. Cultural change is taking place in London and acceptance of LGBT people is on the rise. In another generation (10 years) the gap will have closed in relation to homophobic bullying.

In terms of next steps, PHE will publish its initial findings at the end of July setting out in detail the challenge faced to achieve real change. A national Framework and Implementation Plan will be published by the end of the year.

**Note:** A copy of Justin Varney's presentation is available on the GLA website <http://www.london.gov.uk/priorities/equalities/lesbian-gay-bisexual-and-transgender-communities/supporting-the-lgbt-community>

## 5. **Work of the LGBT Advisory Group (LGBT AG) to the Metropolitan Police**

BH and HH gave a very interesting presentation on the on the structure, purpose, functions and case work of the LGBT Advisory Group to the Metropolitan Police.

BH explained that the LGBTAG is an independent group made up of community members, not members hand selected by the Metropolitan Police. The group was formed 15 years ago following the bombing on the Admiral Duncan pub in 1999. The AG holds community meetings bi-annually, the last meeting focused on transport issues.

The primary purpose of the LGBT AG is to work with the Metropolitan Police Service to get better LGBT policing for London.

The LGBT AG gets involved in a wide range of policing issues that arise. These include:

- Critical incidents/under reporting of crime/public sex environments
- Advice on demand (e.g. policing of Pride etc.)
- Advice on general policing topics as they arise
- Homophobic crime incident levels (low/high)
- LGBT public safety issues (e.g. health/drugs/alcohol/chemsex)
- Trans policing issues as they arise
- Safety on public transport
- Same sex DV

BH went on to outline a useful case study relating to homophobic hate lyric artists. There are 8 such artists. Hate lyrics covers the lyrics of the artists songs and the audience 'chat' while on stage. The protocol is that the LGBTAG is spoken to, as are venues, and ultimately the Home Office to decide whether a visa should be granted to the artist.

The LGBTAG have also worked with the Association of Chief Police Officers (ACPO) to produce guidance around the policing of public sex environments (PSE's). It was raised from the floor that if the public are not made aware of these guidelines the public cannot challenge the police. BH noted this comment.

A critical role of the LGBTAG is advising the police around critical incidents (e.g. high profile murders). The AG also attends Gold Group meetings. Currently the AG is involved with half a dozen critical incidents, which are followed up until the group is satisfied all issues have been dealt with.

The AG also holds a comprehensive database of serious homophobic incidents and pursue reviews of unresolved cases. Cold cases are under constant review. Any unresolved cases pass by the LGBTAG before the Met Police can formally close them.

The issues of LGBT Liaison Officers (LO's) in each London borough was discussed. Even though the MOPAC policing strategy states that every borough must have an LGBT LO, the cover is patchy across London. Many are not dedicated LO's but have the role tagged onto their main policing duties. Westminster is the only borough with a dedicated LO.

MM stated that this may be because equality is increasingly being mainstreamed. MM committed to raise the issue of LGBT LO's with MOPAC and establish how they are monitored across London. MM will also raise that the online central policing page that lists all London's LGBT LO's is not up to date.

**Action:** MM to raise the issue of LGBT LO's with MOPAC

## **6. London and Community Pride 2014 update**

SW and PLT presented a very positive update regarding the success of Pride 2014. This is the second pride the organisation has staged, and is part of a five year contract. The first Pride was a scramble to stage as the previous staging company collapsed. This second event was more strategically planned as LCP had a year to prepare. LCP works hard as an organisation to ensure it is as representative of LGBT London as possible.

Despite the rain early in the day, this year's event was very successful, the largest parade ever staged. 30K people took part of the parade and there were more spectators than usual out in support. There were 950K extra people in the West End.

The communication and promotional work was particularly successful and this was translated into the 'Freedom to be... ' Campaign for this year's event. The promotional campaign took the event out of central London and into the outer London boroughs.

It costs about £700K to hold Pride, with safety being the main cost. However, LCP did turn a small profit this year.

LCP surveyed people about their experiences of Pride 2014 and 12,000 responses were received. The data has yet to be analysis but initial results indicate that satisfaction levels are high.

LCP hold three public meetings a year. The next one takes place at City Hall on 1 September 2014. This is the main wash-up meeting post Pride.

London Community Pride 2015 is pencilled in to take place on Saturday 27 June 2015. The GLA have approved this date. However, there are still some issues to resolve to finalise this date.

MM thanked LCP on behalf of the GLA for an amazing Pride 2014, and committed to speak with the Events Team regarding the possible date clashes with West End Live on the proposed date in 2015.

**Action:** MM to discuss Pride 2015 with the GLA Events Team

The stakeholder group thought that this year's event was a great success and expressed their gratitude to the event organisers. Members asked if the event will ever return a London park. This is cost prohibitive at present but remains under consideration.

## **7. Information items**

There were no additional information items

## **8. Any other business**

Date of next meeting is 6.00-8.00pm, Thursday 22 January 2015, at City Hall