

## **Minutes of a meeting of London's LGBT stakeholder organisations, held on Thursday 22 January 2015, 6.00pm-8.00pm**

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

Attendees:

Stephenie Robinson (SR), Laura Fox (LF), Jodi Winters (JW), Chris Sims (CS), Natacha Kennedy (NK), Rhys Chapman (RC), Nick Antjoule (NA), Niranjana Kamatkar (NK), Subodh Rathod (SR), Katsiaryn Borsuk (KB), Lee Laudat-Scott (LLS), Hannah Shipley (HS), Morgan Faverty (MF), Maria Sihaloho (MS), Michael Gardiner (MG), Katie Bennett-Hall (KBH), Naomi Bennett-Hall (NBH), Jodi Winters (JW), Justin Varney (JV), Robert Loiser (RL), Michael Healy (MH), Dalia Fleming (DF), Peter Martin (PM), Suzanna Hopwood (SH), Denise Anderson (DA), Reubs Walsh (RW), Christie Elan-Cane (CEC), Jackie Driver (JD), Adrian Trett (AT), Ryan Boxall (RB).

Apologies:

Bob Green, Patrick Lyster-Todd, Tom Perry, Matthew Hodson, Darryl Telles, Jacky Logan, Greg Ussher, David Robson, Patrick Lyster-Todd, Peter Kelly

### **1. Welcome and introductions**

Munira Mirza (MM - Chair) welcomed both attendees and speakers.

- 1.1 There was a slight change to the circulated agenda. A presentation by the Equality and Human Rights Commission (EHRC) replaced the original agenda item, which was to be a presentation by Talk London.

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

MM and RD fed back on actions from the previous meeting. As some of the updates were quite lengthy it was agreed that RD would circulate detailed updates with the meeting minutes for information.

**Action:** RD to attach an update about the GLA's mental health priorities.

**Note:** *This update is attached to these minutes as Appendix 1*

**Action:** RD to attach an update from Mayor's Office for Policing and Crime (MOPAC) about LGBT Liaison Officers.

**Note:** *This update is attached to these minutes as Appendix 2*

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

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

#### **3.1 Health Inequality Strategy Delivery Plan consultation meeting**

The GLA's Health and Diversity and Social Policy Teams met with representatives of the LGBT community in November 2014 to discuss refreshing the Mayor's Delivery Plan. There have been significant legislative changes over the past four years and the meeting was arranged to ensure that LGBT community perspectives were fully incorporated. Trans community groups were consulted separately in September 2014.

#### **3.2 World AIDS Day 2014 event**

The Mayor worked with the National AIDS Trust in December 2014 to mark World AIDS Day 2014, and to urge Londoners to get educated about HIV and help eradicate the stigma, fear and confusion that still persist in the capital. A lack of understanding about how you get HIV is fuelling the ongoing HIV epidemic. There were 2,719 new HIV diagnoses in London alone last year.

### 3.3 Annual Trans Stakeholder Meeting update

The annual meeting took place in September 2014. The main agenda presentation items were a hate crime presentation by the Law Commission, a presentation by the Metro charity of the experiences of trans young people, and a presentation by the GLA Health Team on Mayor's Health Inequalities Strategy Delivery Plan. The next meeting is on 10 September 2015.

## 4.0 LGBT Education

### 4.1 This agenda item consisted of two presentations, the first by Chris Sims (CS), Head of Education, at Stonewall, followed by a presentation by Natacha Kennedy, Lecturer, Goldsmiths, University of London.

CS's presentation focused on several of Stonewall's key initiatives, including:

- School Champions – their school support programme through which they deliver train-the-trainer training to schools across the country to enable them to tackle homophobic and biphobic bullying
- Education Champions – their programme of support to local authorities which has also recently been opened to academy chains
- Education Equality Index – their annual assessment of the best-performing local authorities in terms of tackling homophobic and biphobic bullying
- Stonewall Youth programme – their work directly with young people, including the Youth Volunteering Programme that trains young people to run their own campaigns against bullying
- Stonewall's education resources

Future Stonewall challenges included:

- Stonewall's journey to becoming trans-inclusive
- The need to reach more diverse communities – in London this would be particularly about ensuring we can reach ethnic minority communities
- Responding to changes in the education system and initiatives such as free schools and academy chains

### 4.2 NK's presentation focused on the experiences of trans pupils in the education system, and broadly covered:

- The education systems approach to trans pupils
- Sociological analysis and case studies
- The experiences of trans pupils in the education system
- Some common myths and stereotypes
- Transphobia and isolation

### 4.3 Following both presentations there was an opportunity to ask questions. MM asked a number of questions to both presenters. MM - Cases of homophobic bullying can be horrific in schools, but younger people are more positive about sexuality and gay marriage.

To what extent is the culture of homophobic bullying changing? MM also wanted to hear about how teachers and pupils deal with their fear of offence in relation to dealing with bullying, and how is homophobic language dealt with as part of Stonewalls schools training programme.

CS - There have been improvements in relation to tackling homophobic bullying, it is more progressive, but homo/transphobic bullying still happens, it is still present in schools.

Younger people in their early 20's in London are more positive about sexuality, but this is not reflective of the country as a whole, different parts of the country illicit different responses. Attitudes at home also play a part in perpetuating homophobia. Homophobic language is still a big issue in schools. 90 per cent of pupils report having heard gay terms being used in schools. In schools 'gay' means second rate or rubbish.

Language is also an issue for trans pupils. Teachers question whether they are allowed to talk about a child's sexuality, or whether it is a child protection issue. It was clarified that it is not a child protection issue unless accompanied by inappropriate actions/behaviour towards a child.

NK - Teachers need to be educated to understand the issues for trans pupils/students. Confidentiality is key, even in relation to decisions taken about young children's sexuality or gender identity. The repeal of Section 28 in 2003 enabled some schools to discuss LGB issues, but these are in the minority. Appropriate sex education is still not provided in primary schools.

LF – the issue is not about just educating teachers, it is also about educating the entire school staff compliment.

NK - clarified that she meant educating the teachers with the expectation that they would take their learning into schools and pass their acquired knowledge onto the wider staff group.

SR - there is an issue about corporate memory loss in schools. When staff/teachers move on in their careers, valuable knowledge, experience, and intellectual property moves with them, which stalls progress when tackling homophobic bullying. Have Stonewall thought about legacy planning in schools?

In terms of corporate memory loss schools have to enter the Stonewall education programme for at least one year and attendees have to commit to repeat the training with another member of staff to remain a member, thereby creating legacy, and wider staff understanding of the issues.

NK – to prevent corporate memory loss, it helps training teachers about the issues as part of their initial teacher training. This creates a 'wave of knowledge' that is repeated with each generation of teaching staff, which will eventually create a solid legacy of understanding in schools and change cultural norms.

JV - how does Stonewall work with other anti-bullying agencies, such as Schools Out, and where do teaching trade unions fit into Stonewalls work.

CS highlighted that anti-bullying is a crowded policy area, and it is a challenge to form partnerships with all the providers in the field. They currently work with trade unions to

provide resources for teachers. Stonewall plan to investigate how it can engage more effectively with local communities, an area in which they feel they need to improve.

NK stated that she hadn't noticed that faith schools are any more intolerant towards trans pupils than mainstream schools, some are quite positive towards trans pupils. CS echoed the positive faith school comments. There is also often prejudice by LGBT against people of faith. CS stated that we need to train the trainers not teach the teachers.

In response to a question raised from the floor, both NK and CS highlighted that there are some excellent trans and LGBT resources freely available online.

## **5. The Equality & Human Rights Commissions new project to tackle LGBT hate crime**

### **5.1 This agenda item was a presentation by Jackie Driver, Director of Externally Funded Programmes, from the Equality & Human Rights Commission.**

The EHRC has launched a 16-month-long project to tackle significant under-reporting of hate crime against LGBT people in the UK.

Recent figures in England and Wales show less than 4,500 homophobic and transphobic incidents and crimes were reported to police between 2012 and 2013, with just under 750 reports in Scotland. However, the Crime Survey for England and Wales indicate that 39,000 homophobic incidents took place in the same period.

The Commission, which promotes and enforces the laws that protect everyone's right to be treated with fairness, dignity and respect, is now working with LGBT organisations, the government, criminal justice and other agencies to improve recognition, reporting and prevention of these crimes.

A major issue in relation to LGBT hate crimes are that victims are not reporting incidents because they fear the authorities will not take them seriously, but also that people's accounts are not being recorded in the first place.

The Commission's project will seek to develop alternative channels for reporting incidents for people who do not wish to go to the official authorities. Particular attention will be paid to rural communities where reporting is especially low.

### **5.2 JD's presentation was followed by a short Q&A session.**

SR - without a substantial budget for the project, how are the EHRC going to engage LGBT people and win community trust and confidence? JV also questioned whether 15 months is a long enough period to achieve sustainability?

JD - sustainability was key in achieving project funding, the EHRC will spend the available funds as strategically as possible, to reach as many stakeholders as possible, within the time available for the project.

It was raised from the floor that the LGBT Consortium had recently secured funding to improve and strengthen LGBT networks. This may also be an opportunity for the EHRC to add value to their project.

MS – highlighted that new research has found that 25 per cent of trans students experienced hate crimes. One recommendation was for institutions to become 3<sup>rd</sup> party reporting centres. The NUS LGBT body is to build on that recommendation.

NK - stated that universities are sites where people regularly choose to come out as trans. Also there has been a pilot study in Leicester as to what does or doesn't work in relation to 3<sup>rd</sup> party reporting sites.

It was raised that there are many existing 3rd party reporting sites (not just universities) in most towns across the UK where trans students can report hate crime. A lot of work has previously been completed in relation to 3rd party reporting and that there is an opportunity to link networks to expand the capacity of the EHRC project.

## **6. Wonderkid: Tackling homophobia in football**

6.1 This agenda item was a presentation by Rhys Chapman, Co-writer/Director, Wonderkid.

Wonderkid will shortly go into full production. At the moment Wonderkid has a 'kickstarter' video, used to attract sponsors. In a bid to gain a wider audience, Wonderkid managed to secure the support of actor Sir Ian McKellen, who met the film crew during the march at London Pride. Ian offered to narrate Wonderkid's kickstarter video after being impressed by the film's message. Wonderkid also secured assistance from the Football Association, who granted them permission to film in England's iconic Wembley Stadium. The film is supported by The Kevin Spacey Foundation.

The team plans to screen Wonderkid in schools and football academies with the hope of spreading a positive message to young people. Wonderkid has teamed up with hate crime charity GALOP.

6.2 RC's presentation was followed by a short Q&A session.

There were several points raised from the floor in terms of general support for the project from attendees, how Wonderkid intended to distribute the film when completed, mention of the first out trans football playing for Samoa.

RC- GALOP is reviewing the script, and the Telegraph Newspaper will assist with film production.

JD – Will a subtitled version of the film be available when produced?

RC – Confirmed this request would be considered

MM- hoped that RC would screen the film at City Hall when available later this year

RC- confirmed that he would welcome the opportunity

## **7. Information items**

7.1 Wandsworth LGBT Forum meeting and film

The next meeting of the Wandsworth LGBT Forum is on Tuesday 10 March from 18.00 - 19.30 at Battersea Library. The Forum will also be screening the film Love is Strange at Clapham Picture House as part of LGBT History Month. See website for details <http://www.wandsworthlgbtforum.co.uk/>

7.2 Wise Thoughts LGBT History event

Wise Thoughts arts charity have a programme of events running in Woodreen over LGBT History Month. See website for details <http://www.wisethoughts.org/>

**8. Any other business**

The next meeting takes place 6.00-8.00pm on Tuesday 21 July 2015

## **Appendix 1 – The Greater London Authority’s mental health priorities**

- In January 2014 the Mayor published his report: '**London Mental Health: The invisible costs of mental ill health**' which shed light on the scope and scale of mental ill health in London, highlighting the wider impacts beyond health and social care services. This report recognised that people who identify as non-heterosexual have higher rates of unhappiness, anxiety and depression. They are also more likely to suffer from obsessive–compulsive disorder, phobic disorder, psychosis and acts of self-harm. It went on to say that the reasons for these differences are complex, poorly understood, and confounded by many factors, and that while it is important to have an awareness of the inequalities associated with mental health, it is also very important to avoid generalisation or bias.
- On 10 October 2014, the Deputy Mayor hosted an event to mark **World Mental Health Day**. The event, held in partnership with SANE, the Mental Health Foundation, and other London mental health charities, provided a platform for those experiencing mental illness to speak out about what it means to live with mental ill health. The event was attended by 120 London stakeholders and members of the public. It is likely that the GLA will hold an event to mark WMHD in 2015.
- The Mayor’s **London Healthy Workplace Charter** is an assessment framework that provides a series of standards for workplaces to meet under key headings, including mental health and wellbeing. 30 London employers of all sizes and sectors have received awards to date.
- This summer the Mayor is planning to host a **business facing event** to raise awareness amongst London employers of mental health issues in the workplace and to encourage them to take action to address these issues and to promote good mental health and wellbeing amongst their employees.
- The delivery plan for the **Health Inequalities Strategy** is currently being refreshed and will be published this financial year.

### **The London Health Commission**

- The London Health Commission, set up by the Mayor in September 2013, reviewed health and care in London and reported its recommendations to the Mayor in October 2014.
- The Mayor will publish his formal response in the next few weeks (most likely early February 2015)
- The Commission highlighted the importance of addressing ill mental health and moving towards parity with physical health in the way services are resourced and delivered.
- It set 10 aspirations for health and health care and 64 recommendations.
- One aspiration focused on mental health: “Care for the most mentally ill in London so they live longer, healthier lives.” And set an ambition to reduce the gap in life expectancy between adults with severe and enduring mental illness and the rest of the population by 10%.
- The LHC did not consider LGBT (or any other equality group) separately or make separate recommendations.
- Public Health England will be involved in developing the London response to the recommendations.
- An independent Health Impact Assessment was carried out and overseen by Public Health England.

- **Next steps:**
- Mayor has written to all the organisations that will take forward the recommendations
- Mayor's response to be published in the next few weeks (February 2015)
- Mayor will chair a refocused London Health Board, first meeting 12 March 2015. Yvonne Doyle will be on the Board
- Working with NHS England, PHE, London Councils to set up informal working groups to agree next steps on implementation that will be captured as an Action Statement/Unified Delivery Plan that the Board will consider at its first meeting

## **Appendix 2 – The Mayor’s Office for Policing and Crime’s (MOPAC) update about the Metropolitan Police Service’s LGBT Liaison Officer’s**

At the LGBT Stakeholder meeting held in July 2014 two questions about Liaison Officers were raised. MOPAC have answered both of these questions as follows:

### **a) How does MOPAC monitor LGBT Liaison Officer availability across London?**

There are approximately 155 LGBT liaison officers working across the MPS. Four boroughs have full-time dedicated LGBT liaison officers; Westminster, Lambeth, Kensington and Chelsea, and Tower Hamlets. Those officers also cover all other areas of hate crime. The remaining boroughs have designated liaison officers who undertake this role in addition to their regular duties. Each lead designated officer is supported by other officers also providing LGBT liaison. Tasking for both dedicated and designated LGBT liaison officers is undertaken by the Borough Commander and is dependent upon operational need. The borough based management of staff means MOPAC doesn’t actively monitor the movement and availability of staff. MOPAC does however, liaise with the MPS Strategy Unit to ensure the MPS is fulfilling its commitment to ensure a designated liaison officer in every borough.

### **(b) Can a commitment be sought that the online central Met policing page that lists all London’s LGBT LO’s is updated?**

Although the selection and tasking of LGBT liaison officers is a borough responsibility, the MPS website is centrally managed. The task of ensuring that the up-to-date information on LGBT liaison officers is passed from the boroughs to HQ appears to have fallen through the cracks. The MPS Strategy Unit has assured MOPAC that it will ensure the list is updated and a more robust process put in place to keep it up to date. In the meantime, LGBT liaison officers can be contacted via the borough by calling 101.