

## **Trans Equality Scrutiny Panel**

### **Draft Equalities Impact Assessment (EIA) 26<sup>th</sup> July 2012**

**Scope of Review:** Scrutiny Panel on Trans Equality Issues. Established to look at key issues facing the trans community in Brighton & Hove with a view to making recommendations for action.

#### **Groups Included in Scope**

Groups and individuals in Brighton & Hove affected by trans equality issues may include:

- Young people
- Older people
- Those with disabilities and/or mental health needs
- People from different ethnic groups
- People of different religions/belief or none
- Unemployed people
- Homeless people
- Lesbians, gay men and bisexual people. Survivors of domestic and sexual violence (prevalence of DV and sexual violence is high in trans communities)
- School excluded (trans young people can become excluded from school due to bullying etc)

There are also a wide range of individuals and groups who identify as being part of the 'trans' community without being recognised by the Equality Act. These include people who identify as: Genderqueer, Intersex, Bi-Gendered, Gender Variant and Androgynous people.

#### **Potential impact on these groups**

Trans issues and the impact on individuals are not necessarily widely known or well understood. Little data or information is available and services may be provided by staff who are unfamiliar with people's needs.

The panel will first be identifying the key issues for those affected by trans equality issues and then making positive recommendations based on the information given.

The purpose of the scrutiny review is to make positive recommendations for action. The scrutiny function does not have powers to take action but it can monitor implementation on agreed recommendations.

## **Existing information**

The Panel will consider the experience and views of individuals and existing information currently held by the Council and partner authorities in the City. Action taken by other Local Authorities will also be investigated

## **Actions**

The Scrutiny Panel will work with identified partners and the Trans community to actively seek out and welcome information from individuals and representatives and from relevant partner authorities and agencies in the city.

The work will include and build on the findings of Count Me In Too as well as the local Joint Strategic Needs Assessment (JSNA) Trans Chapter.

Council officers will be invited to give information to the Panel and the Scrutiny process will be supported by the Communities and Equality team.

Training will be identified where needed for staff and members including members of the panel

Public events will be held in appropriate, safe and accessible venues and translation/interpreting (including BSL) will be provided where needed.

LGBT HIP will be asked to provide consultation services working with local trans support groups to ensure that trans communities and the groups that are support them are included in the engagement process.

Two independent trans panel members will be identified and invited to sit on the Panel as co-optees – one woman and one man. This will ensure that trans voices are present throughout the process.

A range of consultation and communication methods will be used to ensure a wide range of opportunities to contribute – e.g. online surveys, public meetings, 1:1 sessions, outreach meetings and flyers/leaflets.

LGBT community and voluntary organisations working with specific groups will be invited to be involved including , , The Clare Project, FTM Brighton, Transformers and Mind Out (mental health service users). .