

# Northampton LGBT and Q People's Forum

on Tuesday, 10 March 2015 at 11:00 am until not later than 1:00 pm in The Godwin Room, St. Giles Square, Northampton, NN1 1DE.

## Agenda

1. **Welcome, introductions and apologies**
2. **Minutes and matters arising**
3. **Lee Johnson - Changing Minds, NHFT**
4. **Action Plans**
  - (A) IDAHO
  - (B) Hate Crime
  - (C) Sexual Health
5. **Community Information Exchange**
6. **Any Other Business**
7. **Items for Future Meetings**
8. **Date Of Next Meeting**

Tuesday 7<sup>th</sup> July, 11am – 1pm, the Guildhall

Map and directions at: [www.northampton.gov.uk/guildhall](http://www.northampton.gov.uk/guildhall)

For more information about this meeting please contact:  
Alice Morgan, Community Development Officer



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Tel: 01604 837795



More information about the Forum generally is at: [www.northampton.gov.uk/forums](http://www.northampton.gov.uk/forums)



Facebook page: [www.northampton.gov.uk/lgbtqpf](http://www.northampton.gov.uk/lgbtqpf)

Please note that this Forum is supported and funded by Northampton Borough Council. The Forum may work in partnership and collaboration with other community groups, councils and local services from time to time. The views expressed and decisions taken by the Forum are not necessarily those of Northampton Borough Council.



## **Code of Conduct for the Forums**

This Code of Conduct sets out the standards that the Forums expect of its members. It aims to provide members with an effective ethical framework in which to do business. It is not intended to be exhaustive, or to cover every eventuality, but sets out some common sense requirements to enable the forums to function smoothly and successfully.

It is the responsibility of the Chair to encourage and enable input from forum members, to ensure all voices are heard.

### **1. Meeting Etiquette**

As an attendee you must comply with the following requirements and any others that may be stated from time to time:

- 1.1** Contribute positively to discussions concerning the issues of the meeting
- 1.2** Be friendly, polite, courteous and respectful at all times to fellow members, and others present
- 1.3** Not insult, abuse or use offensive language or behaviour
- 1.4** Comply with Northampton Borough Councils Equal Opportunities Policy
- 1.5** Demonstrate actively that you are interested in and care about the issue that you are discussing and want to make a positive difference
- 1.6** Show respect for buildings, facilities and equipment being used
- 1.7** Speak only through the Chairman of the meeting and not interrupt, heckle, make distracting noises or gestures
- 1.8** Speak clearly into any microphone provided and comply with any instructions given about its use

### **2. Being Objective**

- 2.1** Your own experience and views should inform, but not dominate or dictate how you participate.
- 2.2** If you have a specific issue with regards to a service matter to raise these can be discussed with a member of staff at the end of the each meeting or you can ask for the appropriate officer details. Meetings attended by other residents are not the place to raise any issues of this nature.
- 2.3** Be Fair
- 2.4** You must have and show respect for the people you deal with, and take their circumstances and personal differences into account. This is about putting equality into practice. The key is simply to respect differences fairly, so that you do not exclude anyone, or treat anyone inappropriately or unfairly because of their particular circumstances.

### **Breaching the Code of Conduct**

If any person's behaviour breaches this Code of Conduct, they will be required to leave the meeting and vacate the premises where it is being held. They will not be permitted to attend future meetings unless they provide satisfactory evidence to Northampton Borough Council that they will comply with the Code – e.g. a letter of apology.

If you would like further information or if you would like to discuss the Code of Conduct please contact Vicki Rockall, Partnerships and Communities Manager at [vrockall@northampton.gov.uk](mailto:vrockall@northampton.gov.uk) or on 01604 837074

## Northampton Borough Council Northampton LGBT and Q People's Forum

Tuesday, 20 January 2015

**Present:** Cllr Anna King (NBC, Councillor Co-Chair), Matt (FAN, VIN, Community Co-Chair), Ian (Umbrella Fair Organisation), Luisa (Northants Police), Nick (Northants Police), John (NHFT), Julie (NHFT), Cllr Alan Bottwood (NBC, Cabinet Member for Finance), Vicki (NBC), Alice (NBC)\*

\*Took minutes

### 1. WELCOME, INTRODUCTIONS AND APOLOGIES

Apologies were received from Matthew (FAN), Ben (Unison), Jeanette (Lesbian Line) and Rob.

### 2. MINUTES AND MATTERS ARISING

Minutes were agreed as a true record. There were no matters arising.

### 3. CLLR BOTTWOOD - NBC BUDGET CONSULTATION

Cllr Bottwood gave a background and overview to the budget consultation. Each budget proposal was outlined (internal cost savings, reduction in JPU contribution, implementation of the living wage, extending pay on exit car parking, further Northampton Alive investment and further Northampton Enterprise Zone investment). Further detail can be found here: <http://www.northampton.gov.uk/info/200024/consultations/2038/budget-1516-consultation>

Ian asked how much of a saving is expected through the review of Information and Advice services. Vicki advised that this will possibly be around a £200,000 saving, from the review of both internal and external services. It is however not clear yet what the exact amounts are.

Ian asked why contractors are not asked to increase the working week by 2hrs for their workers, if not increasing to the living wage. Cllr Bottwood commented that the Council are not in control of the efficiency of contractor employees. John commented that he would like to see contractors asked to pay their employees living wage - if the Council is becoming more business-like, and outsourcing their services, it would be morally right to pay everyone to the same standard. John felt this would have a positive effect of the local economy – local people, local money, more vibrancy. Cllr Bottwood advised that when going out to Contracts, part of the tender process/consultation will be to ask whether minimum wage or living wage will be paid to employees.

Ian commented that three of the budget proposals are investments, while there is a reduction in services. Cllr Bottwood advised that investments are made to attract income for years to come. Cllr Bottwood also advised that front line services have been protected.

Cllr Bottwood offered to attend any future meetings to advise on issues with the budget and finance if the forum would like.

#### **4. LUISA JEPSON - HATE CRIME COORDINATOR**

Luisa gave an overview of the changes in Hate Crime services in Northamptonshire Police. Luisa is now the remaining member of staff from the Hate Crime Unit, as Hate Crime Coordinator. Hate Crime now sits with Superintendent Mick Stamper as lead. Luisa is now looking at how Northamptonshire Police's Hate Crime service will be delivered consistently across the County.

Going forward, Luisa would be able to provide data on homophobic and transphobic reports, and would like to look into setting organisations up as third party reporting centres, in order to ensure there is a consistent link with the community. It was discussed how the forum could possibly have an active role in shaping how hate crime is reported in the County.

Nick Stephens, Northamptonshire Police have an overview of his and his colleague Rachel's role as Community Engagement Officers. Nick and Rachel have a responsibility to engage with different community and faith groups. A large amount of the engagement with the LGBTQ community was carried out by Luisa and Rob when the HCU was still in place. Nick and Rachel are now taking an active role in engaging with these communities. If there are any community tensions you are aware of, please let Nick and Rachel know – they can then feedback and look into this.

Rachel Packman [rachel.packman@northants.pnn.police.uk](mailto:rachel.packman@northants.pnn.police.uk) ,  
Nick Stephens [nick.stephens@northants.pnn.police.uk](mailto:nick.stephens@northants.pnn.police.uk) .

**ACTION:** The forum agreed that going forward it would be good to build this into the forum objectives, and include as a standing agenda item.

**ACTION:** The forum agreed to create an action plan around reporting centres, finding ways the forum can work together to increase trust and confidence again, ensuring those who experience hate crime are heard and listened to.

#### **5. HEALTHWATCH NORTHAMPTONSHIRE**

Healthwatch Northamptonshire were not in attendance.

#### **6. ACTION PLANS**

##### **Straight Allies**

This work is continuing. ICOD was not very well attended due to issues with accessibility of the venue at the time. Matt and Cllr Anna King are now part of the Northampton LGBT Partnership, along with Stonewall, NHFT, CAMHS, NCC, Kettering Youth Work and NSB. Holding 'I'm Still Me' Conference on 5<sup>th</sup> Feb, aimed at schools and Ofsted requirements. This is open to all organisations however.

#### **7. COMMUNITY INFORMATION EXCHANGE**

Ian – Umbrella Fair Organisation, hopefully opening a café at the Pavilion from April onwards.

Julie – Sexual health outreach team. Recognised there is a gap with engaging with the LGBTQ community and would like to be more involved. John recommended Julie links up with the NHFT LGBTQ network. The outreach team are aiming to promote the work of the service, get input from the community and fulfil what the community want, and hold education sessions also. Ian suggested this as an ongoing item for discussion.

**ACTION: Include as an agenda item to develop further at the next meeting.**

John: NHFT planning events for LGBT History month in February, and will be launching the internal straight allies campaign.

## **8. ANY OTHER BUSINESS**

It was agreed to move the meeting to 11am-1pm to see if this will increase attendance.

## **9. ITEMS FOR FUTURE MEETINGS**

Hate Crime  
Sexual Health  
IDAHO  
Changing Minds Service– NHFT.

## **10. DATE OF NEXT MEETING**

Tuesday 10<sup>th</sup> March, 11am – 1pm – The Godwin Room

The meeting concluded at 19:47.