

# Northampton LGBT and Q People's Forum

on Tuesday, 24 January 2017 at 6:30 pm until not later than 8:30 pm

## Agenda

1. **Welcome, introductions and apologies**
2. **Minutes and matters arising**
3. **Community Co-Chair Election**
4. **VOICE - Karolina Zalewska**
5. **Action Plans**
  - (A) **IDAHOT**
  - (B) **LGBTQ History Month - February 2017**
6. **Forum priorities for 2017**
7. **Community Information Exchange**
8. **Date Of Next Meeting**

Tuesday 21<sup>st</sup> March (social – time and location tbc),  
Tuesday 9<sup>th</sup> May 6:30pm, The Guildhall  
Tuesday 18<sup>th</sup> July (social – time and location tbc),  
Tuesday 12<sup>th</sup> September 6:30pm, The Guildhall  
Tuesday 14<sup>th</sup> November (social – time and location tbc)

## 9. **Any Other Business**

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, 19 July 2016

**Present:** Matthew (Community Chair, FAN), Chief Inspector Gary Ashton, Ian (Umbrella Fair), Simon (Outlaws Rugby Club), Will (Lowdown), Alice Morgan (NBC)\*

\*took minutes

### 1. WELCOME, INTRODUCTIONS AND APOLOGIES

Apologies received from Cllr Anna King, John (Nene CCG) and Liz (Beaumont Society).

### 2. MINUTES AND MATTERS ARISING

Minutes were agreed as a true record.

#### Matters arising

Matthew advised that the Fostering event went ahead at the Park Inn last Saturday. 12 people attended – which worked well for a focus group. NCC representatives attended, as well as current foster carers and also people interested in fostering. Some funding is left over from the event; Matthew is going to liaise with NCF who awarded the funding to ask that the remaining funding is used to create a resource pack for LGBTQ people interested in fostering.

### 3. NORTHAMPTONSHIRE POLICE, HATE CRIME UPDATE - CHIEF INSPECTOR GARY ASHTON

#### Update from Chief Inspector Gary Ashton

The Hate Crime Strategy is now finalised, and a delivery plan has been created, which will involve the setting up of a delivery group to move the strategy forward.

A risk assessment and escalation mechanism for Hate Crime has already been introduced. An Independent Review Panel has also been set up, which will be bought a random selection of depersonalised medium and high risk cases, to perform a 'critical friend' function.

**Question:** Will the Independent Review Panel be purely for Hate Crime, or utilised for other areas of policing also?

In the past, the IAGs (Independent Advisory Groups) were not always bought issues of sufficient gravity, and struggled with membership. There is a possibility that the Independent Review Panel could be used for issues of sufficient gravity in the future.

**Question:** Is there LGBTQ representation on the Independent Review Panel.

**Action:** Chief Inspector Ashton will get an answer for this question to the forum.

The ASBU unit is going to be restructured, with one county wide unit which will incorporate ASBU, Hate Crime and Community Engagement Officers. A Hate Crime Coordinator role is also being introduced as it was identified there was a gap which this role will address. The post will be responsible for ensuring all staff know how to deal effectively with hate crime, and also work with Third Sector partners to ensure they are equipped also.

Chief Inspector Ashton is regularly in contact with NREC.

An internal training needs assessment has been running, ending at the end of this week. Once this has concluded, training solution will be put together with training providers.

Will raised an experience with front line staff, who did not understand what 'Trans' is, when he reported a hate incident on behalf of a young person. This could be a great stumbling block for someone reporting.

Chief Inspector Ashton advised that Hate Crime Champions have been appointed, who can be approached for support and advice within the force, when colleagues are dealing with dealing with hate crime or incidents.

Hate crime data reports can now be produced, and data can be extracted from this.

**Question:** Are transgender hate crime identifiable, or are they incorporated within LGBTQ?

Specific types of hate crime, such as Transgender Hate, can be identified. The data has a greater breakdown of types of hate crime, plus greater detail of each incident.

There have been a significant upturn in the reporting of incidents. This could be down to two factors; that the importance of reporting has been pushed, and that the system now more effectively picks out hate incidents.

**Question:** Does the Force have the resource to interrogate the data?

Northamptonshire Police are currently recruiting the Hate Crime Coordinator, who will be responsible for this.

**Action:** AM to invite Chief Inspector Ashton and the newly appointed Hate Crime Coordinator, to the next meeting in November.

Attendees discussed the importance of partnership working when working with those who have experienced hate crimes and incidents. Chief Inspector Ashton raised the use of Esyns, available to those organisations working within a multi-

agency setting.

Further discussion was held around training needs to ensure front line staff are equipped to deal with hate crime and incidents effectively. It was felt that schools, from experience, also may not have a great deal of knowledge around LGBTQ, specifically Trans, issues. Possibility discussed of having a larger Gendered Intelligence training sessions for Schools, Statutory organisations, and VCS organisations, who may be providing support to people who identify as Transgender.

## **ACTION PLANS**

### **UMBRELLA FAIR**

Q stage – line up has been confirmed. There will be a back projection within the gazebo, and an idea has been discussed about having a fun photo booth, with the images being projected onto the screen. Two smaller gazebos will be erected just outside the tent with information, for the tent to be more approachable.

**VOLUNTEERS NEEDED! PLEASE CONTACT MATTHEW IF YOU CAN SUPPORT.**

Outlaws would like to do more outreach, and will be involved. Outlaws will be liaising with the Umbrella Fair to hold some Touch Rugby sessions at the festival.

Flyers are available from the Pavilion, if organisations would like to display/distribute some, all help would be appreciated.

### **WINTER PRIDE**

National Lottery funding has been released for events that bring communities together. Matthew suggested a 'Winter Pride idea'. Attendees agreed this would be a good idea to progress, and there are a lot of Pride events in the summer, which often overlap.

Brainstorming for the event included:

- Venue - 'Pride Quarter'. Pride taking over the Cultural Quarter. Seek to utilise space at the Royal and Derngate, Errol Flynn, Museum (if available), NN Café, NN Gallery and the Mailcoach.  
**Action:** Alice to find out whether the museum will still be available.
- Activities – community stalls, market place style area, cabaret, spoken word, interactive intergenerational visual arts piece (video or instant photo – 'Being Gay in Northampton 2016, and 20/30 years ago), Gay Rights key speakers, acoustic music session.
- Discussed that an event such as this should have a big impact, great visibility and be bold.
- Lighting for the area – light up the Guildhall in rainbow colours, and/or the venues in different rainbow colours throughout the cultural quarter.  
**Action:** Will to get an approximate quotation.

- Idea to put on a return coach from other areas of the county.

Matt is meeting with Vicki Rockall and Cllr King to start looking at the funding. Following this meeting, Alice to set up a working group.

## **5. COMMUNITY INFORMATION EXCHANGE**

Will: Lowdown parent group has started meeting at the Elgar Centre in Upton. There has been a good attendance, with 10 parents at each of the first two sessions.

Extended family would be welcome, i.e. Grandparents, Aunties, Uncles, however the purpose of the group is to provide a safe space for parents to ask the difficult questions that they have, to share experiences, and for support. The group is also open for LGBTQ parents.

Lowdown's youth group is continually growing, with 35-40 regular attendees each week, approximately two thirds are transgender young people, and one third lesbian, gay, bisexual or questioning. Often friends of LGBTQ young people also attend, or those who do not feel comfortable at other youth clubs. The group meets at the Lowdown every Friday. All are welcome. Volunteers are always needed, please make contact if you are interested.

Lowdown's older group for 18-25's now meet at the Lab every other Thursday. Around 10 people attend this regularly, and this is expected to grow.

## **6. ANY OTHER BUSINESS**

Alice provided an update from the NBC Partnerships and Communities Team – working on the 2016 Stonewall Equality Index submission; an internal working group for this has been set up for this purpose, which will be developing an action plan for NBC. An internal staff network has also been set up, which currently has four members.

## **7. ITEMS FOR FUTURE MEETINGS**

Hate Crime

Winter Pride

## **8. DATE OF NEXT MEETING**

Next meeting is a social meeting. Date and time to be confirmed.

Next formal meeting – Tuesday 22<sup>nd</sup> November, 6:30pm, The Holding Room, The Guildhall

The meeting concluded at Time Not Specified

Forum Action Plan						
<b>Chair:</b>	Cllr Anna King and Matthew Toresen		<b>Responsible Forum:</b>	LGBTQ Forum		
<b>Outcomes identified within the Corporate Plan:</b>	<ul style="list-style-type: none"> <li>Empowered local communities with a greater capacity to become involved in community life</li> <li>Promote integration and cohesion</li> <li>Appropriate support provided to those in most need</li> <li>Services are fair, accessible and responsive to individual needs residents and customers feel informed and engaged in service quality and design</li> <li>Future developments informed by the views of local people</li> <li>Delivery of events to celebrate and enjoy the Town’s heritage and culture</li> </ul>					
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>Bringing together statutory and voluntary organisations, LGBTQ groups and residents</li> <li>Promoting and encouraging equality for LGBTQ residents</li> <li>Promoting partnership working by statutory and voluntary sector organisations and LGBTQ groups and communities</li> <li>Identifying gaps in provision for LGBTQ residents and communities</li> </ul>					
<b>Actions:</b>						
Action	Owner	Activity (intelligence led)	Timescale	Cost	Measure	Last Updated
Straight Allies Project	Matthew Toresen/ Alice Morgan	Develop the Straight Allies project further.	Ongoing	TBC	Project established - number of community members and organisations signed up across the borough.	October 2015
Hate Crime awareness and survey	Alice Morgan	Work with Disabled Peoples and Diverse Communities Forum on a Hate Crime Survey, finding out about the communities experience of Hate Crime.  <i>Hate crime survey results collected. For circulation at Hate Crime Awareness week event.</i>	September 16	Nil	Online surveys completed, results collated, report created.	October 2016



Hate Crime actions	TBC	To be discussed,  Possibility for the forum to be set up as a Third Party Reporting Arena, where information can be captured to take to the Police or use part of the data collection to inform national bodies.  Can also take 3 <sup>rd</sup> hand information. Idea is to get people to talk. TO BE DISCUSSED	Ongoing	Nil		November 2016
Umbrella Fair Straight Allies Tent	Matthew Toresen / FAN	Q performance tent delivered.	August 16	£500.00	Event delivered – number of attendees.	September 2016
International Coming Out Day – 7	Cllr Anna King/Alice Morgan	Falls during Hate Crime Awareness Week. Coordinated week of activity between partners organised.	11 <sup>th</sup> October 2016	TBC	Event delivered – number of attendees, number of organisations committed	September 2016
Winter Pride	TBC	Idea to be discussed	TBC	TBC	Event delivered - number of attendees	July 2016
World Aids Day – to include a civic event at midday in the Guildhall Courtyard	Alice Morgan	Ceremony held in partnership with other NBC Community Forums.	1 <sup>st</sup> December 2016	Refreshments - covered by forum.	Event delivered – number of attendees, number of organisations committed	January 2016