

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Overview & Scrutiny Committee

**DATE:** 30<sup>th</sup> January 2020

**CONTACT OFFICER:** Ellie Gaddes, Policy Insight Analyst

**(For all Enquiries)** 07710 045489

**WARD(S):** All

### **PART I**

## **FOR COMMENT & CONSIDERATION**

### **EQUALITY AND INCLUSIVITY EVENTS IN SLOUGH**

#### **1. Purpose of Report**

To provide members of the Overview and Scrutiny Committee with a report on the range and type of events for members of the LGBT (Lesbian, Gay, Bisexual, or Transgender) community in Slough. This report forms part of the responsibilities requested by full Council at the meeting held on the 26<sup>th</sup> September.

#### **2. Recommendation(s)/Proposed Action**

The Committee is requested to note the report and comment on the current range of equality and inclusivity events run, or supported by, the Council.

#### **3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

Promoting equality and inclusivity in the community has wide ranging impacts. However, it will particularly impact two of the outcomes in the five year plan:

- Slough Children will grow up to be happy, healthy and successful.
- Our people will be healthier and manage their own care needs.

It will also address some of the priority outcomes of the current Slough Wellbeing Strategy (2016-2020):

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing

There are significant gaps in the data surrounding members of the LGBT community. However, the JSNA estimates that around 5-7% of any population identify as lesbian, gay, or bisexual. Around 1% of any population are estimated to be transgender. This means an estimated 1830 people in Slough identify as LGBT.

The JSNA also tells us that members of the LGBT community are more likely to be the victims of violence, and are more likely to suffer from poor mental and physical health. Young LGBT people are particularly vulnerable, and are four times more likely to suffer from depression, three times more likely to suffer from anxiety, more likely to be bullied, and more likely to commit suicide, than young people who do not identify as LGBT.

#### 4. **Other Implications**

- (a) Financial – There are no financial implications directly resulting from the recommendations of this report.
- (b) Risk Management - There are no identified risks associated with the proposed actions.
- (c) Human Rights Act and Other Legal Implications - There are no direct legal implications. There are no Human Rights Act Implications.
- (d) Equalities Impact Assessment – Recommendations of this report do not require the completion of an Equalities Impact Assessment (EIA). Any further actions that arise from this report may require the completion of an EIA.

#### 5. **Supporting Information**

- 5.1 At the meeting on the 26<sup>th</sup> September 2019, Full Council made the resolution to “request the Council’s Overview and Scrutiny Committee, working with local partners, charities and our staff network, ensure the range of equality and inclusivity events run or supported by the Council are as wide and diverse as possible”. In particular, the Council expressed interest in the range and type of events run in Slough for members of the Lesbian, Gay, Bisexual and Transgender community. This report forms part of the responsibilities of this resolution.
- 5.2 The Council does not employ an officer who specifically deals with issues surrounding equality and inclusivity in the community. Instead, furthering equality is ‘mainstreamed’ – meaning it forms part of the responsibilities of many officers working in many teams. This report was therefore compiled and authored by a member of the Policy Insight team. It is worth noting that the author is therefore not directly responsible for organising any of the events listed below.
- 5.3 For clarity, a list of the definitions and terms used in this report is included as Appendix A.
- 5.4 At present, some events and groups aimed at members of the LGBT community are run in Slough:
  - The Young People’s Service LGBTQ group – Spectrum. This youth group meets twice a month on Wednesday evenings. It is open to any young person who lives in Slough, is aged 13-19, and identifies as LGBTQ. The sessions include peer support, education sessions, and campaigning. Over the last year, the group have run an event at the Curve during LGBTQ+ history month, run in the Slough 5K as part of the ‘Running with Pride’ challenge, and have a representative on the Slough Youth Parliament. Currently the group is in contact with around 30 young people.

- The Curve run a series of events as part of the LGBTQ+ History Month celebrations. In 2020, they have the 'Storytime with Mama G' performance returning to the Slough Libraries. This family friendly show is aimed at exploring LGBT identities and promoting "being who you are and loving who you want!". The event run by the Spectrum, entitled OUT! Will also be taking place at the Curve during LGBTQ+ history month.

5.5 In addition to these events, there are also ongoing plans to organise:

- A Slough Pride event in 2020. Patrick Young, the local area organiser for Unison, and the Regional co-secretary for LGBT+ at Unison, is currently exploring the possibility to organise a Slough Pride event for 2020. This event would take place in either August or September, and would involve a parade through the high street, possibly followed by speeches and live music and comedy. Patrick is currently applying for funding for this event, so the precise nature of the activities and scope of the event is not yet determined. However, it is likely to include between 50 – 100 people.

## 6. **Comments of Other Committees**

This report is yet to be seen by any other committees.

## 7. **Conclusion**

There are currently some events being run specifically for members of the LGBT community in Slough. However, these events are often one off events, or aimed at specific groups within the wider LGBT community, such as young people.

## 8. **Appendices Attached**

Appendix 'A' - Glossary of Terms.

## 9. **Background Papers**

None.