

Northampton LGBT and Q People's Forum

on Tuesday, 15 March 2016 at 6:30 pm until not later than 8:30 pm
in The Holding Room, The Guildhall, St. Giles Square, Northampton, NN1 1DE

Agenda

1. **Welcome, introductions and apologies**
2. **Minutes and matters arising**
3. **Rachel Conlon, Mental Health Commissioning Lead - NHS Nene & Corby Clinical Commissioning Groups**
4. **Debbie Lole, Locality Support Manage - NHS Nene CCG**
5. **Steve Bedford, Hate Crime & Incidents Project - Northants Police**
6. **Action Plans - update**
7. **Community Information Exchange**
8. **Any Other Business**
9. **Items for Future Meetings**
10. **Date Of Next Meeting**

Tuesday 10 May – Social meeting – location to be confirmed
Tuesday 19 July – Holding Room, The Guildhall

Map and directions at: 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



Facebook page: 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.



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 or on 01604 837074

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

Tuesday, 10 November 2015

Present: Cllr Anna King (Chair, NBC), Matthew (Community Co-Chair, VIN/FAN), Ian (Umbrella Fair), Carole (Lesbian Line), Karina (Sexual Health Outreach, NHFT), Liz (VIN), Christine (Skills for Care), Alice (NBC)*

*took minutes.

1. WELCOME, INTRODUCTIONS AND APOLOGIES

Apologies received from John, Lee and Ben.

2. MINUTES AND MATTERS ARISING

3. SKILLS FOR CARE - CHRISTINE COLLYMORE

Skills for Care work with the Adult Social Care workforce, ensuring staff are skilled up. They are currently working on a Dementia and Diversity resource, in conjunction with communities and the workforce. Skills for Care want to ensure that a person centred approach is taken, and that the needs of different communities are taken into account, such as the LGBTQ community, BME community, and people with early onset dementia. Currently, there are a variety of guides available which can be downloaded from the Skills for Care website.

Christine asked the forum what should be included for an LGBTQ resource. Ian questioned why a specific pack is needed for LGBTQ and BME clients, and commented that he felt the workforce should be culturally aware of various different communities anyway. Christine commented that although often care workers are culturally aware, not everyone will be aware of different cultural issues, and a resource pack such as this will aim to address this.

Matthew said that, from experience, he felt that there is room for guidance for carers and others working in the care sector to understand the experiences of LGBTQ people. For instance, there were times when it was illegal to be gay, and when a person memory regresses in time due to their dementia, they may feel threatened and afraid. Matthew also raised that a guide about LGBTQ carers would be useful. Carole commented that with care workers coming from other countries and different diverse communities, many may come from societies and cultures where it is not acceptable to be gay, so training around LGBTQ communities and equal rights could be very useful, especially in domiciliary care.

Matthew informed Christine that both Age UK and Stonewall gave produced studies about the standard of care for LGBTQ patients in both care homes and domiciliary settings, which would be useful for this resource. **ACTION: Matthew to pass on the details of these to Christine.**

On the issue of training, Christine informed the forum that there is a workforce development fund, which in Northampton can be accessed through LGSS. A contribution is made of £15 per credit towards accredited schemes. This can be

accessed through the employer. Cllr King commented that smaller organisations need to be targeted to ensure that they are aware of this fund.

ACTION: AM to send through details of International Women's Day to Christine, for information.

ACTION: Forum members to feed back to Christine any thoughts about the resource pack (e.g. content, style of delivery).

Forum attendees made Christine aware of the Straight Allies campaign in Northampton, which could be used as an LGBTQ friendly 'quality mark' for organisations. **ACTION: AM to send Christine the link to Straight Allies video.**

4. VOLUNTARY IMPACT NORTHAMPTONSHIRE, SCHOOL OF LIFE - LIZ CARROLL-WHEAT

School of Life is a three year lottery funded project, run by Voluntary Impact Northamptonshire. The project focuses on intergenerational learning and skill swapping. It encourages social inclusion, the sharing of valuable skills that are developed through an older person's life, but often not used, and aims to challenge stereotypes. Through the School of Life project, Voluntary Impact Northamptonshire will be creating a tool kit to support groups to set up their own intergenerational projects once the funded scheme has finished, creating a legacy for the intergenerational approach and ensuring the continuation and development of new experiences and new networks between older and younger generations.

School of Life activities can be any worthwhile activities. Examples include Allotment Action (grow together, learn together), a knitted 'street' project, and an Inspirational Woman skill swap.

Forum attendees discussed opportunities for LGBTQ forum involvement. A discussion was held around an experience sharing project between young and older LGBTQ people, looking at LGBT role models for young LGBT people, and Northampton's gay history. This could take the form of poetry or storytelling, which brings to life experiences and could be toured. **ACTION: AM to include in the forum action plan for 2016.**

5. ACTION PLAN REFRESH

Hate Crime survey to be shared with networks.

To be discussed at next meeting.

6. COMMUNITY INFORMATION EXCHANGE

Ian is now working for Northampton Town Football in the Community. Through this work, Ian is looking to work with footballers to encourage a culture of acceptance, and stand alongside footballers who may be gay.

Carole reported that numbers are down at the Lesbian Line drop in. The committee are looking at how to take the organisation forward, and how to increase

attendance. Matthew suggested that Lesbian Line increase the amount that they are asking for from NCF, in order to incorporate an amount for marketing and activities. Ian suggested that Lesbian Line use a room at eh Pavilion – Ian to discuss with his committee about Lesbian Line using the Pavilion space for free.

Matthew reported that at Diwali, a lady from the community approached him and told him that her daughter has come out, but is finding it very difficult in her community. Matthew passed on his details for the person to contact him for advice and support. This was further evidence that LGBTQ people in diverse communities need support. It was agreed that the forum look into how we can reach out and support LGBTQ people from diverse communities.

Reminder - World AIDS day will be taking place on Tuesday 1st December. A ceremony will be held in the Courtyard at 12 noon, followed by refreshments in the Court Room.

Karina – Sexual Health Outreach Team are very aware that some LGBTQ groups feel that sexual health services are not approachable. The team are trying to do more outreach to make sure that this changes. Currently are linking with University of Northampton, and Lowdown LGBT youth group, and other groups to ensure people know they can come to the GUM clinic etc, and that staff are approachable and friendly. The team are also learning more about Transgender sexuality, in order to ensure the service meets the needs of this community also. **ACTION: AM to invite Sexual Health Outreach to International Women's Day event.**

Matthew – Solar have now folded as an organisation. Matthew has been meeting with a group to develop a new support service, which will look different from Solar but will meet the need of HIV support in Northampton. Trans support group is also in development.

9. DATE OF NEXT MEETING

Next meeting - Tuesday 26th January 2016.

PLEASE NOTE – It was agreed by attendees and the Chairs that the January meeting will be a social meeting, held in the Lamplighter (66 Overstone Rd, Northampton NN1 3JS). Parking on street can be difficult, however St Michaels multi-storey car park (<http://www.northampton.gov.uk/directory-record/168/st-michaels-multi-storey>) is 3 minutes' walk away.

Following meeting dates:

Tuesday 15th March

Tuesday 10th May

Tuesday 19th July

Tuesday 20th September

Tuesday 22nd November

The meeting concluded at 20:30