

Appendix 6

Sexual Orientation Equality Scheme

ONE TOWER HAMLETS ACTIONS

Priority	By whom	By when	Objectives	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, Amber Green)
Celebrate Diversity & Promote Cohesion	Head of Communications	Ongoing	Recognise the contributions and celebrate the lives of LGB people in Tower Hamlets through communications , arts and events	Continue to use East End Life to recognise the contributions of LGB people in Tower Hamlets and promote understanding and respect for LGB people. Continue to deliver a programme of arts and events that is inclusive of LGB people including specific annual events for LGBT History Month	A number of positive articles about the contribution of LGBT people to Tower Hamlets communities were posted	A number of positive articles about the contribution of LGBT people to Tower Hamlets communities were posted	
	Service Head Scrutiny and Equalities		Develop knowledge and understanding and promote respect for different ways of life.		Preparations are in place for LGBT History Month. A billboard campaign was produced on the 'No Place for Hate' Pledge.	LGBT History Month was delivered in February 2010. Currently planning for 2011 events.	

					The Council consulted with LGBT agencies in produced the LGBT History Month Programme.		
	Stakeholders Engagement & Participation Manager Head of Communications	March 2010	Ensure that LGB people are visible in our media and publications portray realistic and positive images of lesbian and gay people.	Continue to ensure that image banks are inclusive of LGB people and our publications and advertising portray realistic and positive images of LGB people. Use East End Life to promote positive images of LGB people in the borough	No Progress	A number of articles have been produced for East End Life promoting LGBT issues. A poster for schools has been produced that addresses homophobic bullying.	
	Service Head: Scrutiny and Equalities	Sept 2009	Ensure that community cohesion projects build trust, understanding	Review community cohesion principles to embed One Tower Hamlets in service delivery and development:	The relationship between 'equality' forums and the CPDGs will be explored during the early part of 2010	Through funding from Capital Ambition we have commissioned community cohesion and neighbourhood renewal consultancy to	

			and positive relationships between LGB people and the wider community.	Learning from existing community cohesion initiatives assessed to develop proposals for ensuring that cohesion is evidenced and embedded into service planning and delivery		<p>develop a tool that can help assess whether, as well as meeting their main aims and intentions, projects and activities provide additional value by promoting and developing positive community relations in the borough.</p> <p>The new tool will focus on the promotion of community cohesion rather than the prevention of community conflict. It will be a short easy to use toolkit incorporating a diagram and straightforward guidance on how to assess whether projects and activities promote and develop positive community relations. The tool will be incorporated within</p>	
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						<p>the Total Place and EqIA toolkits and will be submitted to the Transformation Board in July 2010 for approval.</p> <p>PVE projects have ensured involvement and community cohesion from a range of Tower Hamlets residents.</p>	
<p>Improve the involvement and participation of LGB people in decision making</p>	<p>Service Head, Scrutiny and Equalities</p>	<p>Sept 2009</p>	<p>Ensure that consultation and engagement processes are inclusive of, and actively engage LGB people.</p>	<p>Develop the role of the LGBT Community Forum as a key network that links up LGB organisations and is connected to the Tower Hamlets Partnership (THP).</p>	<p>A revised LGBT Steering Group has been formed and has met twice. It will be involved in preparing for LGBT History Month</p>	<p>LGBT Community Forum Steering Group continues to meet regularly.</p> <p>The new governance arrangements for the Forum and co-chairs have been elected.</p> <p>A number of themes have been identified for future meeting through the work of the steering group</p>	

	Head Participation & Engagement Team	March 2010	Improve the monitoring of LGB people participating in consultation and participation activities	Improve monitoring of sexual orientation in THP activities	No Progress	This activity as not met its milestone but will be undertaken in the near future.	
	Service Head, Scrutiny and Equalities	March 2010	Strengthen the capacity of local councillors to engage the local LGB community and get them actively involved in their neighbourhoods and local decision making.	Establish an LGB Member Champion. Work with the LGBT Community Forum to establish better communication between LGB residents and councillors Deliver LGB awareness training for councillors	Councillor Josh Peck, Lead Member for Equalities, has been involved in the work to establish the LGBT Steering Group	Councillor Josh Peck involved in LGBT History Month activities / events.	
	Service Head, Scrutiny and Equalities	March 2010	Develop volunteering opportunities for local LGB people	Work with the LGBT Community Forum and Tower Hamlets Partnership to develop volunteering	No Progress to date	The Forum has had discussions with IZWE (an IT Specialist Organisation) in proposing a virtual	

				opportunities for LGBT residents		forum. The virtual forum will provide a means of contact for LGBT individuals. A funding arrangement is in place to extend volunteering opportunities with LGBT candidates.	
Support a stronger LGB community	Service Head, Scrutiny and Equalities	March 2010	Continue to support Tower Hamlets LGBT Community Forum as a central community resource, developing it to better support different sections of the LGB community.	Recruit LGBT Community Forum Engagement Worker to develop and coordinate the Forum	This will be linked to the development of the Steering Group	Rainbow Hamlets (previously known as LGBT Community Forum) established with Co-Chairs.	
	Service Head, Scrutiny	March 2010	Develop dialogue and better	Establish a comprehensive database of LGB	No progress to date	LGBT organisations database established and the contact	

	and Equalities		partnership working between existing LGB groups in the borough to strengthen their capacity.	organisations in the borough and involve them in the work of the LGBT Community Forum		organisations for Rainbow Hamlets have been further extended during the year. Under development is a proposal for a virtual forum to further enhance communications across the LGBT communities	
	Service Head, Scrutiny and Equalities	March 2010	Ensure that the allocation of mainstream community grants are inclusive of LGB projects and initiatives and used to address gaps in LGB community support	Monitor and report on the allocation of mainstream grants to LGB projects to CESG annually	No progress to date	Survey of allocated grants to LGBT Organisations has been initiated	
	Service Head, Scrutiny and	March 2010	Improve the level of appropriate LGB information,	Develop the Tower Hamlets LGBT Community Forum Website as a	No progress to date	On-going and Rainbow Hamlets to lead on this issues. The Forum has invested in a range of	

	Equalities		<p>advice and support available to LGB people in Tower Hamlets. Ensure that appropriate information, advice and support is available for LGB people who may be particularly isolated, such as older and younger LGB people, those from a BME background or who have a faith, and LGB parents. Provide information, advice and social support using the Internet.</p>	<p>comprehensive hub of information for LGB communities.</p>		<p>development activities during the year and in the later part of the year has now identified a range of outreach opportunities which will target hard to reach LGBT individuals (young and older people etc)</p> <p>Rainbow Hamlets action plan implemented.</p>	
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A PROSPEROUS COMMUNITY ACTIONS

Priority	Objectives	By when	By whom	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
LGB Equality in the workplace	Continue to develop an LGB friendly organisational culture	March 2010	Service Head, Scrutiny and Equalities	<p>Create the opportunity for dialogue around issues of sexual orientation with all staff in the organisation - deliver a minimum of two council wide events</p> <p>Train managers to improve their confidence in promoting LGB equality in the workplace.</p> <p>Further enhance the Councils work in relation to the Stonewall Diversity Champions Programme</p>	Work will be developed following results of the Workplace Equality Index (in January 2010) and analysis of staff survey	<p>LGBT History Month created a number of opportunities for communication about LGBT issues, and the various events acted as triggers for further communications and networking contacts.</p> <p>Sexuality Awareness Training is provided within the Corporate Learning and Development</p>	

						Programme and Equality training is again provided as a key part of the Corporate Induction for Managers.	
	Ensure that senior and political figures visibly communicate and champion sexual orientation equality to all staff across the organisation	March 2010	Service Head, Scrutiny and Equalities	Establish Member champion for LGB equality	See above	Councillor Rachel Saunders is now the Equality Champion.	
	Promote good LGB employment practice amongst local partners and encourage them to join the Stonewall WEI	March 2010	Service Head, Scrutiny and Equalities	Deliver a LGBT Equality Workplace Conference for local organisations	The Sexual Orientation Equality Conference has been organised for December 2009 and the follow up sessions are planned for January 2010.	There were 80 people involved in the Conference and a number of further activities working with individuals and agencies was the net result from the conference.	

	In the procurement of services ensure suppliers and partner organisations have sexual orientation inclusive policies	March 2010	Corporate Procurement Team	Review the procurement framework to ensure that our suppliers are required to demonstrate that they do not discriminate on the basis of sexual orientation	No Progress	Procurement procedures under review with regard to equalities and Equality Act 2010.	
Education for All	Develop steps to prevent and respond to homophobic bullying in schools including explicit anti-homophobic bullying policies	March 2011	Behaviour Improvement Programme Manager/ Head of Equalities & Parental Engagement/ Stakeholder Engagement & Participation Manager/ Development Manager for Schools Equalities Initiative Behaviour Improvement Programme	Raise awareness of the range of support available to parents and carers via revised information leaflet on how to tackle bullying and discrimination. 100% action and monitoring of all reported cases of homophobic bullying.	Publicity will be based on Stonewall information. Publicity about the bullying helpline distributed to all schools and high profile coverage in East End Life. All school will be issued with Stonewall's "Challenging	Publicity has been provided to schools through a partnership of CSF Directorate and Stonewall Information distributed to schools	

			<p>Manager</p> <p>10% increase in reporting of discriminatory incidents in Schools including homophobic bullying.</p> <p>30 Schools to participate in one day workshops on bullying and discrimination and the impact of pupils behaviour on others.</p> <p>Increased awareness of the importance of reporting homophobia via new website launched in April 2009.</p> <p>Provide support to school coordinators to use the new incidents reporting form as it includes homophobic bullying</p> <p>Develop a new information leaflet for young people to</p>	<p>Homophobic Language" booklet; a poster on dealing with homophobic incidents and emphasising need for reporting in schools will be produced by end March 2010.</p> <p>Compared to last year an 18.3% increase in discriminatory incidents. 6.7% of all incidents were homophobic</p> <p>Workshops delivered at LBTH Anti-</p>	<p>On -going</p> <p>On-going</p>	
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				<p>inform them of homophobic bullying policies and the availability of the bullying help line.</p>	<p>Bullying Week (12 Nov 09) event by Stonewall. Further event scheduled for 2010.</p> <p>Antibullying helpline details on Tower Hamlets AMP website</p> <p>Termly meetings with school co-ordinators explaining the use of the new forms</p> <p>Publicity will</p>	<p>On-going</p>	
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					be based on Stonewall information. Publicity about the bullying helpline distributed to all schools and high profile coverage in East End Life.		
	Provide staff with training to help them respond to, and prevent, homophobic bullying and support LGB pupils.		Head of Equalities & Parental Engagement Sue McCauley	Evaluate the pilot of No Outsiders Project and aim to roll out the project to further 8 Schools of pilot to improve the confidence of staff feeling in dealing with homophobic bullying.	6 schools recruited for the project	An initiative has been undertaken through the Behaviour Improvement Service working with schools to address homophobia bullying.	
	Provide LGB pupils with the information and support that they need.		Behaviour Improvement Programme Manager	Monitor use of helpline and LGB calls. Ensure AMP website provides information about	The effectiveness of the helpline is due to be	The helpline was a trial and is being discontinued.	

			Head of Youth & Community Service Stakeholders Engagement & Participation Mgr	LGB services for young people Ensure new Family Information Services includes LGB information	reviewed before the end of this financial year		
	Extend our current initiatives in schools to continue integrating sexual orientation into the curriculum in a positive and constructive way		Head of Equalities & Parental Engagement	Evaluate the pilot of No Outsiders Project and aim to roll out the project to further 8 Schools of pilot to improve the confidence of staff feeling in dealing with homophobic bullying.	6 schools recruited for the project	National curriculum has been revised to underline the teaching and learning about issues related to LGBT communities. The new curriculum has been integrated into all secondary schools.	
	Celebrate progress so that all pupils, parents, governors and staff know and		Behaviour Improvement Programme Manager	Celebrate successes via annual anti-bullying conference and LGBT History month	All schools invited to LBTH Anti-Bullying Week (12	Curriculum changes and changes to pastoral systems have been	

	understand the progress that is being made and so that other schools can learn from best practice.		Head of Equalities & Parental Engagement		Nov 09). Further event scheduled for 2010.	initiated in 2009/10.	
	Provide support to lesbian and gay school staff		Jacinta Gasson	Discuss the creation of a LGB staff group project to raise awareness for schools and union reps.	On-going	This activity has not met its deadline of March 2010, however, will be delivered in September 2010.	
	Encourage school engagement with LGB parents and encourage LGB parents to become school governors.		Lisa Zychowicz	Publicise the Parent and Community governor partnership training for LGB parents interested in becoming governors.	On-going	The parent community governor training sessions, which took place in October were publicised to local LGBT groups	
	Provide LGB inclusive youth provision	March 2010	Service Head, Scrutiny and Equalities	Further develop links with Step Forward LGBT Youth Group	A DVD has been produced.	DVD was funded and produced by Tower Hamlets. The DVD was promoted to CESG and the Children's Schools and families DMT.	

A GREAT PLACE TO LIVE ACTIONS

Priority	Objectives	By when	By whom	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
To enjoy a comfortable standard of living, with independence and security	Ensure that housing providers engage with LGB residents.	Sept 2010	D&R Housing Strategy	Progress through the TH Housing Forum to promote clarity within all providers policies with regard to homophobia	No Progress	Completed as part of Older Peoples Housing Strategy	
	Ensure that Anti Social Behaviour procedures are clear about how to deal with homophobia and enable LGB residents to report homophobia anonymously.				No Progress	THH have taken ASB in house to review this issue.	
	Ensure that housing allocations policies and succession policies are compliant with the law on sexual orientation	March 2010	Strategic Housing Manager	Include as part of Lettings Review to be completed 2009/10	This will be implemented within the Lettings Review.	EqlA has now been produced	
	Develop understanding of homelessness amongst LGB young people as a	March 2010	Service Head Scrutiny and Equalities	Work with homelessness services and housing providers to explore experiences of homelessness	No Progress	EqlA completed on Housing Strategy.	

	vulnerable group			amongst young LGB people in Tower Hamlets			
	Ensure that spatial strategies take into account the needs of LGB people	Sept 09	Strategic Planning	Complete Town Centre Spatial Strategy and Night Time Economy Strategy and ensure the needs of the LGBT communities are considered	Will be referring back to EqIA of Town Centre strategy. CLC will be adopting the Night Time Strategy	The Town Centres Strategy and Night Time Economy Strategy is being progressed with regards to the needs to LGBT communities	

A SAFE AND SUPPORTIVE COMMUNITY ACTIONS

Priority	Objectives	By whom	By when	Actions	Six Monthly Monitoring	End of Year Monitoring	Status (Red, amber, green)
Capability to live in physical security	Encourage LGB people to report hate incidents and tailor work to engage different sections of the community such as lesbians, families of LGB people, BME and young LGB people	LBTH CSS Hate Crime Policy & Partnership Team	March 2010	Race and Hate Interagency Forum (RHIAF) Action Plan sets out how the partnership will tackle homophobia. Key actions for the Hate Crime Policy and Partnership Team are as follows:	On Target	Completed.	
	Encourage heterosexuals to report homophobic hate crimes and incidents				On Target	Completed.	
	Educate and inform lesbian and gay people about homophobic hate incidents			Maintain and develop the Third Party Reporting Project to increase reporting of hate incidents and foster effective joint working amongst partner agencies involved where 100% of Third Party Reports are monitored and actioned (baseline of	On Target	Completed.	
	Strengthen recording mechanisms				On Target	Completed.	
	Provide support and information to victims of hate crime and incidents				On Target	Completed.	
	Work with employers to tackle hate crime				On Target	Completed.	
	Work with the wider community to raise				On Target	Completed.	

	<p>awareness and challenge homophobic prejudice</p>			<p>18).</p> <p>If funding is confirmed commission specialist hate crime victim support services where 100% of hate incidents reported to Police are contacted and 50% engaged with service and outreach with LGBT communities, local businesses and families.</p> <p>If funding confirmed maintain and develop the No Place for Hate Champions Project where 3 targeted hate crime training, workshops and outreach activities delivered per Champion.</p> <p>Implement recommendations</p>		<p>Funding secured for one worker who will be working across all strands, including homophobic hate. Service commissioned.</p> <p>Funding not confirmed for Champions Project yet but reduced programme is being delivered with existing resources.</p> <p>Completed.</p>	
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			<p>from Hate Crime Victim's Needs Research Report for increased satisfaction with services by victims of hate crime measured through satisfaction questionnaires.</p> <p>Continue to deliver the awareness campaign promoting clear messages that Tower Hamlets is No Place for Hate including Homophobic Hate – 100% increase in sign up to NPFH Pledge (baseline of 50), 24 outreach activities (including LGBT communities and events) and Evaluation Report.</p> <p>To work with partners to ensure 100% of identified perpetrators</p>		<p>Completed.</p> <p>Action is being taken on cases with identified</p>	
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			<p>of homophobic hate incidents reported to the Council are actioned.</p> <p>To work with partners to ensure 42% sanction detection rate for perpetrators of homophobic hate (This target is to be achieved by the Police).</p> <p>Hate Incidents Panel - Coordination of multi-agency panel which ensures a coordinated response to all homophobic hate incidents reported to Council.</p> <p>Work with partners in ensuring homophobic hate incidents are recorded effectively.</p>	<p>perpetrated where evidence is available.</p> <p>Target missed marginally but police working to improve sanction detection rate.</p> <p>Monthly HIP are taking place ensuring a coordinated response to homophobic hate.</p> <p>Ongoing and on target.</p>	
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	<p>Ensure that fostering and adoption services are promoted to the LGB community and appropriate support is provided to LGB parents wishing to foster or adopt.</p>	<p>Stakeholders Engagement & Participation Mgr, (CS)</p> <p>Service Manager, Family Support & Protection</p> <p>Service Manager, Resources (CS)</p>	<p>Ongoing</p>	<p>The Stakeholder Engagement and Participation Team have close links with the Fostering and Adoption Service and will actively promote these services through the Family Information Service and Children's Centres</p>	<p>Will be delivered in 2010</p>	<p>Links with Rainbow Parents continue and this has been a significant activity in the parental engagement programme.</p>	
	<p>Support LGB Parents and make available appropriate information, advice and support for LGB people thinking about becoming parents.</p>		<p>Ongoing</p>	<p>The Stakeholder Engagement and Participation Team have close links with the Fostering and Adoption Service and will actively promote these services through the Family Information Service and Children's Centres</p>	<p>Will be delivered in 2010</p>	<p>See above</p>	

	Support LGB young people discovering or coming to terms with their sexuality	Service Head, Scrutiny and Equalities	Sept 2010	Work with LGBT Community Forum and Step Forward LGBT Youth Group to ensure that information is available.	Step Forward attended the LGBT Forum to present on the difficulties for young LGBT people	Presentation to Rainbow Hamlets from Children, Schools and Families Services on LGBT development in Schools.	
	Support parents and families of LGB people	Head of Equalities & Parental Engagement	Ongoing	Provide support to Rainbow Parents – LGBT Parent Support Group	Rainbow parents are working within the parental engagement programme	Rainbow parents continue to work with positive east and the parental engagement team on family and educational issues.	

A HEALTHY COMMUNITY ACTIONS

Priority	Objectives	Actions	Six Monthly Monitoring	End of Year Monitoring	By whom	By when	Status (Red, amber, green)
Equal access to health and social care	<p>Improve understanding of LGB specific health and social care needs, including those of older LGB people in Tower Hamlets and ensure they better inform the design and delivery of health and social services. This work should include attention in the following areas:</p> <ul style="list-style-type: none"> • The needs of older LGB people • Mental health • HIV • Access and inclusiveness of primary care services 	Working in partnership with PCT, refresh Joint Strategic Needs Analysis, including a specific focus on under-represented groups	No progress	The JSNA highlights the need for disease prevention interventions to be targeted towards particular LGB groups, where they are at high risk of contracting particular diseases e.g. HIV. For example, 71.4% of HIV cases were accounted for by sex between men, and a recommendation is to provide HIV risk reduction	Service Head Commissioning & Strategy	July 2010	

				messages in gay bars. The next iteration of the JSNA will continue to focus on the health and wellbeing needs of particular LGB groups.			
	Recognise the barriers that older LGB people face in accessing social care services and provide sensitive and appropriate care to LGB adults and older people.	Deliver a conference based on the findings of the Older LGB Needs Research Report and work with services to explore the issues raised. Support the work of Age Concern LGB Group.	Discussions are in train	The development of the group continues to be funded from Beacon monies via the Older People's Reference Group.	Service Head Scrutiny & Equalities Service Head Older People & Homelessness	March 2010	
	Provide LGB awareness training to care staff.	Develop safeguarding training programme with learning and development.	No Progress	Development of this training programme is subject to funding and is likely to be fully developed following	Service Head Older People & Homelessness	March 2010	

				delivery of the Older LGB Needs conference (as detailed above) and in conjunction with Corporate Learning and Development.			
	Ensure that the current personalisation agenda is responsive to the needs of LGB people	Promote and increase the use of Direct Payments and personalisation to promote choice and control.	No Progress	This work is ongoing. Person centred approaches delivered through support planning will address needs that relate to LGB people.	Joint Commissioning Mgr Learning Disabilities	March 2010	
	Involve LGB people in health and social care services to ensure they are working for them.	Improve representation of LGB people on Local Involvement Network and develop links between the Network and the LGBT Community Forum	This will link to to the development of the LGBT Steering Group – outlined above.	Rainbow Hamlets arranged themed meeting to discuss older LGBT residents and health issues for LGBT Community.	Head Participation & Engagement Team Service Head, Scrutiny and Equalities	March 2010	

PROMOTING AGE EQUALITY AS AN EMPLOYER ACTIONS

Priority	Objectives	Actions	Progress	End of Year Monitoring	By whom	By when	Status (Red, amber, green)
Promote LGB equality as an employer	Continue to train staff and managers to keep them up-to-date with employment legislation and terms and conditions as they apply to LGB staff and to improve their confidence to promote sexual orientation equality in the workplace and in the delivery of services.	<p>Include appropriate training content as part of the Council's Learning and Development Programme.</p> <p>Ensure new managers induction includes briefings on key HR policies and good practice</p>	On-going	Sexuality Awareness training and equalities training is provided to all staff through the Corporate L&D programme	Joint Assistant Director Organisational Development, Workforce Strategy & Equalities	On-going	
	Continue to impact assess all new and existing policies to ensure they are inclusive and when reviewing policies, ensure the language used explicitly communicates our commitment to equality and diversity and policies are inclusive of LGB staff.	<p>Carry out a 3 year programme of Equality Impact Assessments in HR.</p> <p>Consult with staff forum and inform group of any findings and recommendations as appropriate</p>	On going – A number of HR Policies have been revised, these will impact assessed as part of the HRIP	HR programme of EQIAs has continued to assess all strands of equality, including sexual orientation	Head of Corporate Human Resources	On-going	

	Continue to monitor, analyse and report on sexual orientation in staff attitude surveys and at all stages of the employment cycle from recruitment through to exit.	<p>Include LGB data in annual Equality Schemes Employment Monitoring Report and analysis of findings and recommendations presented to CESG.</p> <p>Undertake a comparison of responses from LGB staff in 2009 staff survey compared to 2007 and report to staff forum.</p>	On-going Annually – Employees LGB status will be incorporated into the Council's Equality Schemes monitoring report annually.	<p>Report was presented to CESG in April 2010</p> <p>Completed</p>	<p>Head of Corporate Human Resources</p> <p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p>	<p>On-going Annually</p> <p>March 2010</p>	
	Review bullying and harassment policies and promote them to all staff, ensuring they communicate a zero tolerance stance to homophobic bullying.	Produce Fair Employment Policy, publicise its implementation and brief managers	December 2009 – these policies are being reviewed. Once completed, Staff will be informed of Council's	New policy currently being drafted as part of HRIP. The need for content on homophobic bullying has been	Head of Corporate Human Resources	December 2009	

			zero tolerance to bullying and harassment. This will be done through publicity via all user e-mail, pulling together and managers briefing.	disagreed with the LGBT staff forum.			
	Continue to support the Council's LGBT Staff Forum to provide LGB staff with a safe place to raise staff issues.	Coordinate and support quarterly LGBT Staff Forum meetings	On-going	Terms of reference and work programme have been drafted which will be progressed in 2010/11	Service Head, Scrutiny and Equalities	On-going	
	Organise events and activities to and promote LGB awareness amongst non-LGB staff and to challenge prejudice and homophobia	Increase awareness of LGB issues by organising events for staff and including appropriate content in Managers Briefing and Pulling Together	On going – HR work in collaboration with Corporate Equalities team to	Two events were held during LGBT month, the films 'Milk' and 'Homoworld'	Service Head, Scrutiny and Equalities Head of	On-going	

			<p>promote LGB and other equality awareness amongst non-LGB staff.</p>	<p>were shown as a part of this week, and an event was held focusing on homophobic bullying by Children's Services.</p> <p>For IDAHO 2009 the Council circulated all user emails marking the day and put up a screen saver to challenge homophobia.</p> <p>A panel discussion was held (for the second year now) to discuss faith and sexual</p>	Corporate Human Resources		
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				orientation, resulting in a turn out of approx 65 people. The panel included local faith representatives from LGB faith organisations			
	Recognise and celebrate the contributions of LGB people through events during LGBT History Month and throughout the year.	Plan schedule of events for LGBT History Month each year	On going – HR work in collaboration with Corporate Equalities team to promote, recognise and celebrate the contribution of LGB people during LGBT History Month.	LGBT History Month was delivered in February 2010.	Service Head, Scrutiny and Equalities Head of Corporate Human Resources	On-going	

	<p>Ensure that the Council's counselling service provides LGB sensitive counselling offering LGB counsellors or LGB trained counsellors.</p>	<p>Provision to continue to be included in future Employee Assistance Programme contracts and the trained counsellors Occupational Health refer employees to</p>	<p>On-going</p>	<p>Counselling provision is still being provided. Occupational Health are currently reviewing most effective way to provide a counseling service to staff given current low levels of take up through Employee Assistance Programme.</p>	<p>Joint Assistant Director Organisational Development, Workforce Strategy & Equalities</p>	<p>On-going</p>	
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