



ANNUAL REPORT

GMCA LGBTQ+ Advisory Panel

Effective Dates

1 Sep 2018 - 31 December 2019



Foreword from

ANDY BURNHAM

Mayor of Greater Manchester

LGBTQ+ communities make a huge contribution to Greater Manchester's success, something we can all celebrate and cherish.

And our city-region has been at the forefront of the quest for equality for LGBTQ+ people. The UK's LGBTQ+ rights movement began right here in Greater Manchester, the city-region led the way in the battle against Section 28, and there is a network of Pride events and celebrations across all 10 of our local districts.

Despite all of this, LGBTQ+ people still face inequality, discrimination and hatred. We must continue to break down those barriers and that's why I appointed Carl Austin-Behan as our LGBT Advisor, as well as a panel of LGBTQ+ experts. Carl and the panel are helping to ensure the Greater Manchester Combined Authority is doing all it can to deliver the LGBT Action Plan for Greater Manchester.

This review outlines the great work Carl and the panel has been doing over the past 15 months to engage with groups, organisations and individuals across Greater Manchester; as well as highlighting some of the extraordinary examples of how public bodies, private organisations, voluntary groups and citizens are working together to improve LGBTQ+ lives.

I'd like to thank Carl and the panel for what they've done so far, and to all those who are working so hard to make a difference and build a Greater Manchester that works for everyone.



'Greater Manchester is rightly proud to be known throughout the UK and around the world as a beacon for LGBTQ+ people.'

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INTRODUCTION

In August 2018, Mayor of Greater Manchester, Andy Burnham, appointed **Carl Austin-Behan OBE DL** to the voluntary role of LGBT Advisor to the Mayor and also pledged to establish an LGBTQ+ Advisory Panel to support the work of a newly appointed Advisor.



A Snapshot of Activity of the LGBT Advisor

Throughout this year I have supported the commitments made by the Mayor to back the LGBTQ+ community in a range of areas. The following pages outline some of the great work taking place throughout Greater Manchester and how I have been able to provide additional support to it. During the period covered by this report I have:

- Attended 68 meetings with equality leads and professionals throughout Greater Manchester
- Attended local pride events in all ten boroughs to provide additional support to organisers in Trafford and Tameside. The importance of these events can't be understated. They are big, brash, colourful and loud; but they also send out a strong message that LGBTQ+ people are a vital part of the fabric of Greater Manchester and help make our city region thrive
- Worked with Rochdale Borough Council and stakeholder groups to help create their first ever Pride celebration; 'Rochdale in Rainbows'
- Took an active role in supporting the first UK gender identity service being developed by Greater Manchester Health & Social Care Partnership and NHS England. This radical proposal has been developed in close consultation with trans and non-binary people and will improve outcomes, both in terms of physical and mental health and wellbeing. It will launch next year and will show how Greater Manchester is – once again – leading the way for LGBTQ+ equality





- Represented Greater Manchester at the Fast Track Cities global event held in London* and also at the UK and Ireland meeting held in Manchester
- Helped to secure £450,000 investment from all ten boroughs to support the redevelopment of the LGBT Centre in Manchester City Centre
- Supported schools across Greater Manchester to ensure that there was a clear and strong message that LGBTQ+ relationships should be taught in schools to help us build inclusive, comprehensive education. This included; endorsing a letter sent to all schools within Greater Manchester from the LGBT Foundation to promote the importance of inclusive education following anti-LGBTQ+ protests at schools around the Country, and meeting with the bishop of Manchester to explore how Church of England schools are encouraging inclusive education
- Attended the first event Pink news LGBTQ+ Ageing Summit in London which reviewed mental health, healthcare, legal and financial services, social care and housing for ageing LGBTQ+ people
- Supported the launch of the LGBT Foundation 'Pride in Ageing' initiative in response to concerns that too many lesbian, gay, bisexual and trans people over the age of 50 are living in isolation and facing discrimination as a direct result of their sexual orientation or gender identity. The initiative is ensuring that the voices of LGBTQ+ people over the age of 50 are heard when it comes to ageing policy and activity in Greater Manchester



*Fast Track Cities is a global partnership between cities and municipalities around the world and four core partners - the International Association of Providers of AIDS Care (IAPAC), the Joint United Nations Programme on HIV/AIDS (UNAIDS), the United Nations Human Settlements Programme (UN-Habitat), and the City of Paris. Launched on World AIDS Day 2014, the network has grown to include more than 300 cities and municipalities that are committed to attain the UNAIDS 90-90-90 targets by 2020: 90% of all people living with HIV will know their HIV status; 90% of all people with diagnosed HIV infection will receive sustained antiretroviral therapy (ART); and 90% of all HIV-diagnosed people receiving sustained ART will achieve viral suppression. Achieving zero stigma is the initiative's fourth, but no less important, target.



- Helped to bring the first ever Royal British Legion LGBTQ+ Veterans Ball to Manchester
- Issued a joint public statement with Christine Burns OBE in support of a reform of the Gender Recognition Act
- Held 49 meetings with private sector organisations to discuss/support the creation of internal LGBTQ+ employee networks
- Engaged with sports groups across the city-region to promote and encourage LGBTQ+ representation and involvement within all sports, to promote wellbeing and personal fitness
- Supported the creation of new LGBTQ+ Sports Club; Ride Out Manchester
- Supported the launch of Greater Manchester LGBTQ+ Arts & Culture network
- Invited to be a member of the Greater Manchester Police recruitment panel for the appointment of a new Assistant Chief Constable

‘Throughout this year I’ve carried out significant work to support organisations and individuals which strengthen LGBTQ+ voices and visibility in Greater Manchester and help build community safety and confidence.’



Future Plans

By Carl Austin-Behan OBE DL

It has been an incredibly busy first year in my role as LGBT Advisor to the Mayor, and I have no doubt that the coming year will be just as busy. In 2020 I will commit to do the following:

- I will continue to meet with as many people as I can, and engage with as many organisations as possible to help drive equality forward
- I will work with those groups and organisations to see how best we can ensure that GMCA, and all other public bodies will fully adopt Greater Manchester's LGBTQ+ Action Plan.
- Knowing where people can get support is really important, so I will continue a major piece of work on mapping out all groups, organisations and charities across Greater Manchester to bring together a full list of all services that are provided for the LGBTQ+ community.
- I will continue to persuade businesses and organisations to make visible commitments to LGBTQ+ equality, whether that be having visible rainbow branding all year round and not just in pride season, supporting LGBTQ+ staff through networks and events, supporting LGBTQ+ staff to volunteer their time to LGBTQ+ charities, or pledging financial support to the great charities and organisations that make a difference to the lives of LGBTQ+ people every day





LGBTQ+ ADVISORY PANEL

In August 2018, Mayor of Greater Manchester, Andy Burnham, pledged to set up an LGBTQ+ Advisory Panel to support the work of the newly appointed LGBT Advisor. A panel of experts were selected to help tackle the inequalities lesbian, gay, bi and trans people face, and ensure they feel included, valued and safe.

The panel is administrated by Manchester Pride which is in receipt of grant funding for the purpose of advising and supporting the Mayor in tackling inequalities faced by LGBTQ+ people within Greater Manchester, and collaborating where necessary with the partner agencies in order to assist the Advisor and panel to meet specific commitments made by the Mayor to the LGBTQ+ community.

PANEL MEMBERS

The panel consists of key individuals who identify as LGBTQ+, represent LGBTQ+ organisations or who actively campaign for the continued development of true equality for LGBTQ+ people. Each member of the panel acts in a voluntary capacity.

The current panel members:

Carl Austin-Behan OBE DL - LGBT Advisor to Mayor of Greater Manchester

Christine Burns - Trans Civil Rights Campaigner

Chloe Cousins - Youth Engagement Officer, The Proud Trust

Helen Darby - Research Impact and Public Engagement Manager

Jax Effiong - GMFRS Community Safety Manager and LGBT role model

Lou Englefield - Director of Pride Sports and Football v Homophobia

Mark Fletcher - CEO, Manchester Pride

Colette McKune - Deputy Group CEO, Forviva

Juergen Maier - CEO, Siemens UK

Paul Martin OBE - CEO, LGBT Foundation

Mike Mellor - Head of Commercial & Marketing, TfGM

Jacqueline Prest - Chair, GMP Pride Network

Will Patterson - Chair, Wigan & Leigh Green Party and Green Party Mayoral Candidate

Pierrette Squires - Chair, Bolton LGBT Partnership

Dr Louise Theodosiou - Consultant psychiatrist, Manchester University NHS Foundation Trust

MEETINGS OF THE PANEL

Meetings are held at locations throughout Greater Manchester. The panel meets a minimum of 4 times within the year. In addition to this, subcommittees of the panel may be required to meet up to an additional 4 times within the year.

The panel met on the following dates during the period September 2018 - December 2019:

5 November 2018 - Manchester City Centre

19 February 2019 - Bury

18 June 2018 - Salford

17 September 2019 - Manchester City Centre

19 November 2019 - Rochdale

Guest speakers are invited to attend each meeting of the panel with a view to providing an insight into the work for LGBTQ+ equality that is being carried out in the borough. To date guest speakers have included:

Arron Pile - Co-chair, Salford LGBT Partnership

David Catterall - Bury Council

Natasha Franklin - Bury Council

Ellie Caddick - Rochdale Borough council

PANEL PRIORITIES

The panel identified the need to outline clear aims and outcomes in order to support the commitments noted in the Manifesto of the Greater Manchester Mayor by outlining key priorities; each of which will create a focussed area of work for the panel and Engagement Officer.

The view of the panel is to research the key priorities and provide suggestions / recommendations for the Mayor and GMCA from which they can use their influence to affect change and inspire. The key priorities identified were:

- **Education;** with a focus on training teachers to understand LGBTQ+ issues and how to manage any controversy
- **Older LGBTQ+ people;** specifically issues around housing, health and social care, arts and cultural programming for ageing LGBTQ+ people
- **Outward facing priority;** the promotion of Greater Manchester as an LGBTQ+ inclusive place to live and visit

Three subcommittees of the panel have been established to support the LGBT Advisor in planning the most effective way to approach each priority.

The panel took the decision to adopt the LGBTQ+ acronym in its activities to the fact that many people recognise themselves and their identify as lying outside of the commonly used LGBT acronym. (The decision followed the outcome of a stakeholder poll conducted by Manchester Pride in which respondents were asked which acronym they would prefer to be used between LGBT+ and LGBTQ+, with 62 % of voting for LGBTQ+).



PANEL REQUESTS + RECOMMENDATIONS

The panel believes that a united strategy for public sector organisations is required to tackle the threat from anti-trans activity. The panel requests for the GMCA to investigate the potential to create or commission an information pack. The panel has suggestions for organisations which may be best place to assist with such an information pack.

The panel requests for GMCA to provide a unified statement to be issued to all educational establishments in the region in order that they may be equipped to respond appropriately to requests from any parent asking for their children to be removed from relationship & sex education lessons, due to the belief that their children will at risk from LGBTQ+ activists promoting their beliefs. The panel has suggestions of individuals to approach to assist with the language to be used for such a statement.

The panel requests for a commitment from GMCA to continued funding to sustain the panel beyond the current term of the Greater Manchester Mayor in order to sustain momentum

The panel discussed the issue of racism that has been reported in LGBTQ+ safe spaces. The panel supports the introduction of the Manchester Pride visual identity and recognised the need to address the many forms of discrimination that exist within LGBTQ+ safe spaces. A suggestion was made to encourage the use of the chevron rainbow flag (the Progression Flag) throughout the region to draw focus to the issues. The panel recommends GMCA to support the use of this flag in place of the Freedom Flag, encouraging each member authority to adopt these colours.