

**ADULT SOCIAL CARE AND SERVICES SCRUTINY PANEL –
‘THE LGB&T COMMUNITY AND ELDERLY CARE’ –
ACTION PLAN**

Agreed by Executive- 12 March 2019

SCRUTINY RECOMMENDATION	PROPOSED ACTION	Post Title	Budget cost	Timescales	Update as of January 2021
That activities which raise awareness and celebrate LGB&T be undertaken in care settings to encourage participation in open discussion.	To be developed with care home providers through meetings of the Middlesbrough Care Home Forum coordinated by the Local Authority.	Director of Adult Social Care and Health Integration	None identified	May 2019	
That training and development sessions be undertaken with care providers. Training should focus upon general awareness raising of LGB&T matters, as well as more specific training around the promotion of engagement and open discussion between clients and care staff.	New training on equality and diversity, with increased focus on LGB&T matters is currently in development as a result of the scrutiny investigation.	Director of Adult Social Care and Health Integration	To be determined	May 2019	

<p>That work be undertaken by officers in Commissioning and Procurement to ensure that contracted providers have policies in place to support the anticipated increase of openly LGB&T residents in the future.</p>	<p>Contracted providers are contractually required to have policies in place to demonstrate awareness of their statutory requirements on equality and inclusion. The need to further develop these will be reviewed as part of this year's review of residential care home fees.</p>	<p>Head of Commissioning and Procurement</p>	<p>No additional costs identified in relation to the measure</p>	<p>June 2019</p>	
<p>That an online LGB&T awarenessraising module be introduced and implemented for all Elected Members and Council employees, which could also potentially be part of the induction process. The Panel would also encourage staff to undertake additional offline training, where possible.</p>	<p>An online LGB&T awareness module will be developed and piloted within Adult Social Care, as an extension of the already mandatory Equality and Diversity module which forms part of Council wide induction. Plans will then be put in place to extend this training Council wide.</p>	<p>Director of Adult Social Care and Health Integration</p>	<p>None identified</p>	<p>July 2019</p>	
<p>That consideration be given to the use</p>	<p>The use of the LGB&T acronym will be</p>	<p>Director of Adult</p>	<p>None identified</p>	<p>May 2019</p>	

of the LGB&T acronym across the Council.	considered by the Council's Equality and Inclusion Working Group and a recommendation made to the Council's Leadership Management Team.	Social Care and Health Integration			
That engagement work be undertaken with all communities to raise awareness and understanding of LGB&T issues, which would promote community cohesion and group interaction whilst challenging negative behaviours. This would also assist the relatives and friends of LGB&T individuals who are receiving care support.	Director of Adult Social Care and Health Integration to meet with Director of Culture, Communities and Communication to develop programme.	Director of Adult Social Care and Health Integration	None identified	April 2019	
That an awareness-raising briefing/training session, or series of sessions, in collaboration with LGB&T support organisations, be scheduled for	Format for briefing session, or series of sessions, to be considered by the Council's Equality and Inclusion	Director of Adult Social Care and Health Integration	None identified	June 2019 (for development of session format)	

all Elected Members in respect of the issues surrounding LGB&T and wider Equality and Diversity areas, and how to engage with 'hard to reach' groups around LGB&T matters.	Working Group, in collaboration with relevant support organisations. Briefings will be schedule in advance of a Council meeting				
That the Local Authority works in partnership with other organisations to further develop LGB&T support provision in Middlesbrough; each service directorate to consider how support can be provided to the LGB&T agenda.	Action to be developed Council wide through the "Wider Leadership Management Team" network of Heads of Service; this will ensure consideration is given to the action by all Directorates.	Director of Adult Social Care and Health Integration	None identified	June 2019	
That a wider related project be undertaken by the Health Scrutiny Panel to look at the support being offered to LGB&T individuals within health services, particularly in terms of accessing health facilities and the processing of referrals.	To be determined by the Health Scrutiny Panel.	Scrutiny Officer	None identified	To be determined by the Health Scrutiny Panel	