

## RUGBY LGBT+ NEEDS SURVEY REPORT - ACTION PLAN 2019

No.	RECOMMENDATIONS	KEY ACTION(S)	RESPONSIBLE BODY / OFFICER	TARGET DATE	STATUS (R/A/G)
1	That RBC explore further collaborative opportunities with Warwickshire Pride, with a view to supporting Warwickshire Pride to develop support services and safe places for LGBT+ people living and working in Rugby Borough.	a) Identify agencies to work with on this - In-house such as Community Wardens, Sports & Recreation, RBC Employee Network External such as Bid Rangers from Rugby First, Warwickshire Police	RBC/ WARWICKSHIRE PRIDE/ EQUIP	Mar-19	
		b) Share report with these agencies - such as Rugby First, Warwickshire Police, WCC Localities & Partnerships Team	RBC	Mar-19	
		c) Organise a focus group with the agencies and individuals who expressed an interest in participating.	RBC/ WARWICKSHIRE PRIDE	tbc	
		d) Identify resources required to make this happen. Such as Venue, people, finance. Currently a social group meets once a month at the The Stag and Pheasant, 28 School Street, Hillmorton, Rugby, CV21 4BW	RBC / WARWICKSHIRE PRIDE	tbc	

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2	That RBC enrolls all front line employees on LGBT+ Awareness Training. This can be facilitated by Warwickshire Pride. The training would be open to all staff but would prioritise front line staff and is mandatory for all.	a) Identify front line staff - such as CSC – meet & greet, Sports & Recreation, Regulatory services (Environmental Health), Housing Services, Community Safety wardens, RAGM, WSU. Do we want to include Bid Rangers?	RBC / E & D advisor and Organisational Development Officer	Mar / Apr 19	
		b) Review course content with Warwickshire Pride	RBC & WARWICKSHIRE PRIDE	Apr-19	
		c) Deliver & evaluate training	RBC & WARWICKSHIRE PRIDE	May / Oct 19	
3	That there is clear, consistent awareness raising in Rugby Borough around hate crime and how to report it, involving RBC, Warwickshire Police and other partner agencies.	a) Identify agencies to work with on this - See above under recommendation 1.	RBC/ WARWICKSHIRE PRIDE & EQUiP	Mar-19	
		b) Agree with partners how best to raise awareness - linking with EQUiP in relation to Hate Crime Charter & promotion of reporthatnow website.	RBC/ WARWICKSHIRE PRIDE & EQUiP	Mar-19	
		c) Raise awareness at events already planned, such as BikeFest 19 May 2019 and Rugby Festival of Culture 23 June to 14 July 2019. Resources developed by WCC as part of promotion of reporthatnow website – ask for these.	RBC/ WARWICKSHIRE & EQUiP	Mar-19	

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		d) Look into activities as part of National Hate Crime Awareness Week 12th - 19th October 2019.	RBC/ WARWICKSHIRE PRIDE & EQUiP	Aug / Sept 19	
4	That the LGBT+ Pride flag (rainbow flag) is raised at RBC Headquarters and other relevant public buildings in Rugby Borough on key dates, including International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) and during the week of the Warwickshire Pride festival as a show of support and solidarity with the LGBT+ community.	a) Spoke with the Leader Cllr Stokes - agreed for Rainbow flag to be flown at Town Hall on key dates.	RBC	Completed	<b>Green</b>
5	That RBC actively engage with the Warwickshire Pride festival and support a 'satellite Pride' event in Rugby Borough.	a) Link Warwickshire Pride to work with Community projects Team officers.	RBC / E & D advisor	Mar-19	
		b) Identify what 'satellite Pride' looks like, when should it be held.	RBC/ WARWICKSHIRE PRIDE	Mar-19	