

1) Could you please outline an **projects** undertaken to increase inclusion in regards to gender, sexuality, and LGBTQIA+ issues generally. (for example, putting out pride flags or rainbow crossings, staging Pride march, or a drag queen story hour, school outreach work).

1)Wigan Council has supported Wigan Pride since its formation in 2015 and the more recently established Pride in Leigh from this year, 2023. Wigan Pride includes a march / parade. Wigan Pride included a Drag Queen Story Hour in 2020 when the event was held virtually due to Covid restrictions.

Each year we mark both International Women's Day on March 8 and International Men's Day on November 19. Our International Women's Day celebrations have included a mix of in person events, involving inspiring local women or online Q and A panel events. We have recently introduced a new women's voice network to progress some of the positive conversations started at this year's International Women's Day event. Our International Men's Day celebrations have had a focus on men's mental health and have involved sharing local men's stories on social media and signposting to support services.

Archives: Wigan and Leigh have co-curated an exhibition window in the archives space in Leigh Town Hall in conjunction with 'We are Explorers', a local LGBT+ youth group. This was part of the Heritage Lottery Funded project 'Revealing Wigan Archives' a much larger project with many different outputs, one of which was to engage young people with the archive collection. As part of the Revealing Wigan Archives project, we also ran an online history talk by a local historian exploring a 'drag ball' that took place in Manchester in the 1800s.

Our exhibition celebrates local heroes with special attention being paid to include LGBT+ voices such as Allan Horsfall, who we have also created a short online video about (available on our YouTube channel). Some archives staff have attended an LGBT+ training session organised by the Turnpike Art Gallery.

The Council supports BYOU, which is a project for young people aged 13-19 that support LGBTQ young people to gain a voice on LGBTQ+ issues that are important to them, and campaign for increased awareness. The group runs training that can be delivered to a variety of agencies / groups that is written and delivered by LGBTQ+ young people that educates about LGBTQ+ history, terminology, and various educational exercises. They are also keen contributors to Wigan Pride and this

year BYOU will be hosting a stage at Believe Square in Wigan, where they will have various performances from LGBTQ+ community.

The Council has provided training for the SEND champions in April 2022 on Girls on the spectrum. This was delivered to colleagues in the council and members of the Wigan Parent Carer Forum.

Our libraries have prepared displays during Pride events, promoting titles and works by and around LGBTQIA+ issues and community.

Some Council staff include their pronouns to their email signature - this is an independent and individual staff choice.

Be Well have not delivered any specific projects to increase inclusion of LGBTQIA+ community outside of our universal offer, however we do welcome anyone to our centres and services regardless of their sexuality or gender identity. Inclusion of everyone is embedded within our access and equity policy and is a core part of what we do to encourage all residents to feel well, live well and be well.

2) Could you please outline an **policies** relating to inclusion in regards to gender, sexuality, and LGBTQIA+ issues generally, and any particular guidance for staff used (perhaps from an outside body) or devised by the authority itself - and can you provide examples of this. ((for example, a guide to correct use of language (particularly gender-inclusive language) or targets for representation))

2) We do not have specific policies in relation to gender, sexuality and LGBTQIA+. We do however provide a wealth of support and information to staff around these topics including access to:

- Learning – including elearning and face to face sessions
- Wellbeing support
- Employee voice and feedback mechanisms such as staff networks

All the information we share is either developed internally with staff or based on best practice in the field. Specific copies of information shared are not available due to much of this being licenced from elsewhere meaning we cannot share copies of this directly.

We will be embarking on a large engagement project to codesign a new Wigan borough equality approach, launching in Sept/Oct 2023.

Be Well aims to create an inclusive environment where everyone has open access to our programmes, classes and facilities, wherever possible, and is able to enjoy leisure, sport, health and wellbeing as well as informal learning programmes, sessions and classes in a safe environment' (Be Well Access and Equity Policy). Be

<p>3) If possible, could you provide a cost breakdown from 2020 on spend to date on the following:</p> <p>Pride flags</p> <p>Rainbow crossing</p> <p>Badges or pins related to LGBTQIA+ (pronoun badges for example)</p> <p>Pride march expenses broken down in as much detail as possible.</p> <p>Drag queen events (story horus for example) School events overseen by the council in some way</p>	<p>We are currently reviewing access and equity policies following integration into Wigan Council, inclusion of the LGBTQIA+ community will be included within the revised and updated policy documents.</p> <p>Due to health inequalities faced within the LGBTQIA+ community a few Public Health services both internally delivered and those externally commissioned list LGBTQIA+ as a priority cohort in terms of targeting, access and ensuring appropriate support and interventions are provided; examples include smoking cessation, drug and alcohol services and sexual health services. These services undertake targeted outreach including attending and promoting their services and interventions events such as Wigan Pride.</p> <p>LGBTQIA+ are also referenced as a priority cohort within the Wigan Borough Local Suicide Prevention Strategy. Within the current sexual health review, the LGBTQIA+ community are a targeted population for Public Health to consult to ensure we better understand their needs, barriers, access etc to shape future redesign of service. Consultation with local LGBTQIA+ groups is underway. LGBTQIA+ needs are considered across the whole life course and for example Wigan Dementia and LGBTQ+ Awareness training is being offered to the workforce.</p> <p>3)</p> <p>Pride Flags - NIL. Guests are invited to bring their own.</p> <p>Rainbow crossing – NIL.</p> <p>2021: Pronoun stickers for BYOU youth group, design and print, £96</p> <p>2022: Pronoun stickers for BYOU youth group, print, £16, 'Be You' stickers for BYOU youth group, designed in-house, print, £21</p> <p>2020: NIL, online event</p> <p>2021: Walking banner for BYOU youth group, £127</p> <p>2022: Walking banner for BYOU youth group, £153</p> <p>We have not provided a separate cost breakdown specifically relating to the Pride spend, this is due to pride being a constituted organisation not within the scope of the LA.</p> <p>BYOU led schools' event cost £500 and was covered through Youth Investment Fund, as was the year prior. BYOU also ran a campaign around Trans inclusion within</p>
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4) For the above work to, gender, sexuality, and LGBTQIA+ issues generally, can you please provide information any grants received by the council to pursue this work, or any payments or grants made by the council to pursue this work (for example, charities with expertise in this area)

5) Can you also detail any outside advice of consultation offered or procured for all issues detailed above, i.e, boosting LGBTQIA+ inclusion in libraries and museums (for example, advice given by Stonewall)

this timeframe and created guidance documents (posters) which went into all schools.

BYOU has also delivered training to multiple professionals around LGBTQ+ terminology, Trans, history and Gender Bread all that has been developed in house and uses "best practice" tools form across the UK to inform and advise professionals.

4) The Community Recovery Fund (6 rounds) grants are documented on our website Community Recovery Fund (wigan.gov.uk).

Part of the Archives: Wigan and Leigh, Heritage Lottery Funded project 'Revealing Wigan Archives' (mentioned in Q1).

We have commissioned via The Chest, local independent facilitators to run a large engagement project to codevelop a new Wigan Borough equality approach (starting in Autumn 2023).

5) As part of the on-going review of the Be Well Access and Equity policy we have sought advice from Stonewall, Mermaids, Be You and the Wigan Pride committee to identify any gaps in current policy. These groups will be consulted with again along with partners across Greater Manchester once a suitable draft has been finalised.

Public Health commission a targeted health outreach and inclusion service that provides targeted support to key vulnerable groups e.g. asylum seekers. Therefore, providing targeted support for LGBTQIA+ with multiple protected characteristics.

The PaSH project is a collaboration between BHA for Equality, George House Trust and LGBT Foundation. The project works to deliver a wide-ranging programme of interventions to support people who are newly diagnosed with HIV, living with HIV or those at greatest risk of getting HIV. The value of our contribution is £23,950 per year.