



PRIDE IN OUR DIVERSITY

Trans Pride Brighton & Hove's Equality & Inclusion Policy

2021-2026

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1 Introduction from the Chair of Trustees

[optional, but it's normal to put a few informal, welcoming words here]

Sarah Savage
Chair of Trustees
2021

[W.I.P TO BE COMPLETED WINTER 2022]

Welcome to our Diversity and Inclusion Policy. This document can be hard to understand but we aim to release an easy-read version as soon as time and resources allow.

Trans Pride Brighton was founded by a radical bunch of trans, non-binary and queer people in 2013. We mostly had access needs, there were trans people of colour, we all poured our hearts and souls into this charity as volunteers. A decade later and a lot has changed but the passion and integrity of the organising committee has not faded one bit.

The charity has encountered difficulty keeping up with the growth of the event over the years, despite our best intentions, we have made mistakes when it comes to true diversity and inclusion. Since 2021 we have changed our funding model slightly, to allow us to pay trans and non-binary people to create procedures and policies like this one, as part of our commitment to real change. This document is to be used in partnership with our Action Plan (.v0.02).

Being a co-founder of Trans Pride Brighton means the world to me, I have grown as a person almost as much as our event has over the last ten years and seeing the support we have from our community makes me burst with pride.

In everything we do at Trans Pride Brighton we must make conscious effort to lift up the weakest, the least privileged from our communities. From the very start, this charity is a friend and ally to people of colour, those with visible and non-visible access needs, immigrants, sex workers and we recognise that those people's diverse needs come first. Pride for some of us is not Pride for all of us.

This policy will see us through well into Trans Pride Brighton's next decade, it is an evolving document and I am always open to feedback about how the charity can best provide a truly diverse, truly inclusive Pride event for our community.

2 The Purpose of this Policy

- 2.1 "Pride in our Diversity" is Trans Pride Brighton & Hove's policy document which guides our approaches to equality, diversity and inclusion. It builds on our shared experiences and the lessons learnt over the course of our previous events and reflects on our achievements and our plans going forward for the period between 2021 and 2026. We've taken an honest look at what we've done well and where we can improve.
- 2.2 This policy, together with the associated Action Plan, defines the spirit, ethos and practical plans that create our over-arching Equalities and Inclusion strategy. Is intended to be a live, working document. It captures our knowledge and intentions at this time, and will be reviewed annually to ensure that it is still fit for purpose, that progress is being made and to update and add and new priorities and actions, as may become necessary throughout the policy period.
- 2.3 Background:
- 2.3.1 Since our first event in 2013, Trans Pride Brighton & Hove has grown in terms of attendance and profile . Whilst TNBI visibility and awareness amongst the general UK population has notably increased during this time, some of this is related to negative media coverage, and Trans Pride events and organisations find themselves under increasing scrutiny and pressure. As we have grown, so has our responsibility for best practice in all our equality and diversity activities.
- 2.3.2 Trans Pride Brighton & Hove is proud to be a grass-roots organisation, with a team of unpaid organisers, committee members and trustees responsible for the delivery of the annual event and the ongoing management and maintenance of the charity. Over a period of time, this has led to a vast amount of work pressure on a very small group of people – all of whom face their own challenges – feeling an unsustainable amount of duty and responsibility in the face of a lack of continuity due to changing voluntary personnel.
- 2.3.3 Feedback from volunteers (including decision makers) and attendee surveys has given us a clear indication that the diversity of the management team (committee and trustees) needs improvement and that, specifically, the inclusion of QTPOC people would lead to a stronger, more resilient governance structure, with improved grass-roots credentials.
- 2.4 This policy is our response to some of these changes. Specifically, it provides a practical plan of how we will work (both independently and with our partners) towards achieving our goals for improving the Trans Pride experience for all of Brighton & Hove's TNBI community.
- 2.5 Our main focus areas for progressing and improving our equalities and diversity practices are:
- recognising and responding to the layers of intersectional disadvantage (i.e. multiple and/or complex identity factors, such as ethnicity, gender, disability, religion or belief, sexual orientation, age and financial stability.)
 - implement practical actions to eliminate the barriers that lead to reduced

- engagement, contact and input from disadvantaged groups; and -
- set and achieve practical targets to increase engagement, contact and input from disadvantaged groups; and -
- achieve outcomes appropriate to the TNBI population's need.

2.6 As a registered charity, we have an ethical responsibility to have a clear position on equality and diversity, and to make this position clear to all our stakeholders. We want to encourage conversation, challenge and constructive criticism from those who may be better placed to assess our performance and progress on making Trans Pride Brighton & Hove a genuinely diverse organisation.

3 Understanding Equality, Diversity, Inclusion and Intersectionality

3.1 Background:

3.1.1 When considering what Equality means, we should refer to the "10 Dimensions of Equality"¹, which (for adults) is the right to:

- Longevity of life, including avoiding premature mortality
- Physical Security, including freedom from violence and physical and sexual abuse
- Health, including both well-being and access to high quality healthcare
- Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life long learning
- Standard of living, including being able to live with independence, dignity and security; and covering nutrition, clothing, housing, warmth, utilities, social services, transport and mobility
- Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others
- Individual, family and social life, including self-development, access to emotional support, and additional support during childhood, pregnancy and maternity.
- Participation in decision-making, including having a voice and influence.
- Being and expressing yourself, including self respect, freedom of cultural identity, belief and religion, living without fear of humiliation, harassment, or identity-based abuse,
- Legal security including equality and non-discrimination before the law and equal treatment within the criminal justice system

The core of Trans Pride Brighton's remit is to promote equality for TNBI people, so it is important that we understand, and reiterate this scope here. Further detail, definition and explanation originally published in the Equality Review 2007 report is attached at Appendix Error: Reference source not found.

3.1.2 The nine characteristics protected by The Equality Act, 2010² are (in alphabetical order)

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

1 https://webarchive.nationalarchives.gov.uk/20100702220157/http://archive.cabinetoffice.gov.uk/equalitiesreview/upload/assets/www.theequalitiesreview.org.uk/equality_review.pdf pp.127-129. The Equalities Review of 2007 (commissioned by the Dept for Communities & Local Government) was a key government review on various aspects of delivering Equality within communities. It arose from The Equality Act 2006, and led to the Equality Act, 2010.

2 <https://www.legislation.gov.uk/ukpga/2010/15> (part 2, chapter 1)

- Sexual orientation
(this is the terminology used in The Act)

3.1.3 In addition, most public and voluntary sector organisations acknowledge (as per the EHRC's Measurement Framework³) that best practice in Equalities work should also include consideration of:

- Financial Status (including homeless people, unemployed people and people employed on a part-time, temporary or casual basis)
- Lone parents
- People with caring responsibilities
- People with additional physical and mental health needs
- People with substance misuse issues
- Refugees & Asylum seekers
- Ex-offenders and people with unrelated convictions
- People experiencing domestic violence

3.1.4 Trans Pride Brighton & Hove also recognise the challenges and vulnerabilities that face sex workers, and we aim to include and represent this part of the TNBI community along with the other intersections and characteristics noted in this section.

3.2 Whilst TNBI people are our organisation's specific remit and core focus, it is important for us to remember that this aspect of identity will only ever be just one facet of an individual's experience.

3.3 The EHRC define intersectionality as 'an analytical tool...to show the distinct forms of harm, abuse, discrimination and disadvantage experienced by people when multiple categories of social identity interact with each other'⁴

3.4 We recognise that intersectionality is the key to effective inclusion. Amongst many others, Kimberlé Crenshaw (the originator of the term "intersectionality") has written and spoken extensively on how the nature of the "single-axis" model of identity (and resultant activism) remains flawed as an approach to combatting oppression, discrimination, prejudice and disadvantage.⁵ We fully embrace the intersectional approach.

3.5 Trans Pride Brighton & Hove is committed to making a genuine difference to the lives of all TNBI people in Brighton and Hove. To do this we must work together with the TNBI community to fully understand its needs. We know that lived experience is not the result of any one particular characteristic, and that acknowledgement of the layers of an individual's identity must be at the core of how we design our services and events.

3 <https://www.equalityhumanrights.com/sites/default/files/measurement-framework-interactive.pdf> (section 4)

4 As note 3 above, page 52

5 E.g. Crenshaw, K. *Demarginalizing the intersection of race and sex: a black feminist critique of anti-discrimination doctrine, feminist theory, and anti-racist policies*, University of Chicago Legal Forum, Vol. 4, 1989.

4 Understanding the TNBI community

- 4.1 Attendee feedback and monitoring from the last in-person events (2019) indicates that the majority of attendees who attend our events are normally resident outside of the local area. Whilst we embrace the increased visibility and reach of our events, our primary focus is on the TNBI community within Brighton & Hove (whether resident in, working within, or regular visitors to) and to serve this community's interests first and foremost.
- 4.2 Data from the Brighton & Hove Trans Needs Assessment 2015⁶ suggests that the local Trans and Non-Binary resident community is *at least* 2760 (with an emphasis that the true number is far higher, due to under reporting, as distrust and/or non-disclosure in surveys is known to be an issue in minority groups.)
- 4.2.1 The data suggests that Brighton & Hove's TNB population have a younger population distribution than the overall population, although trans people are represented in all age groups
- have diverse gender identities, including non-binary identities
 - are more likely to have a limiting long-term illness or disability than the overall population
 - come from a diverse range of ethnic backgrounds
 - have diverse sexual orientations
- 4.2.2 Worthy of emphasis is that the people who took part in the community research emphasised that characteristics other than gender identity - for example ethnicity and disability - are also important to them.
- 4.2.3 In addition to the resident TNBI population, Brighton & Hove is seen as inclusive, with many trans people who live elsewhere visiting Brighton & Hove to socialise, study and/or work.
- 4.3 We have very little data available on the Intersex community within Brighton and Hove specifically, but the estimates vary between 0.05% and 1.7%⁷ of people are born with intersex traits, which would extrapolate to anywhere between 145-4930 people within Brighton and Hove.
- 4.4 The Trans Needs Assessment (as part of the Joint Strategic Needs Assessment: JSNA⁸ process) resulted in many key recommendations to improve TNBI lives in Brighton and Hove to address specific and general issues, however it worth summarising that these cover disproportionate disadvantage and challenges across various areas, including:
- Social inclusion
 - Community Safety
 - Homelessness / access to affordable housing

6 Brighton & Hove Trans Needs Assessment 2015, undertaken Public Health team, Brighton & Hove City Council (leads: Alistair Hill and Ruth Condon) Full document findings can be found at <https://www.bhconnected.org.uk/sites/bhconnected/files/Brighton%20%26%20Hove%20Trans%20Needs%20Assessment%202015.pdf>

7 United Nations, Human Rights division: <https://www.unfe.org/wp-content/uploads/2017/05/UNFE-Intersex.pdf>

8 JSNA 2016 "Gender Identity & Trans People" section: <http://www.bhconnected.org.uk/sites/bhconnected/files/4.2.5%20Gender%20identity%20and%20trans%20people%20JSNA%202016.pdf>

- Employment
- Physical health
- Mental and emotional health support
- Family support (including children and young people in education settings)

4.5 Whilst specific breakdowns of the intersectional breakdown of the Brighton & Hove TNBI community are difficult to ascertain, it is useful to consider the overall population of Brighton & Hove as an indicator of local characteristics. The most recent statistics and estimates (JSNA 2021 report⁹) show

4.5.1 2019 overall population: 290,100

4.5.2 Age:

- 0-19 20%
- 20-59 52%
- 60-74 11%
- 75+ 6%

• *Notable in Brighton & Hove, as compared to England averages, is the much higher proportion of people aged 19–46 years (47%, compared to 37% in England). The difference is most pronounced between the ages 19-28 (21% compared to 13% in England.)*

4.5.3 Ethnicity (based on 2011 estimates):

- White (all sub-groups) 80.5%
- Black or Minority Ethnic heritage: 19.5%*

** this has grown from 12% in 2001, and the increasing trend is generally believed to be continuing (more recent accurate ONS census figures are not yet available).*

4.5.4 Migration: 17% of the city's population were born outside of the UK.

4.5.5 Religion: 49% have a religion

4.5.6 Sexuality: 11-15% are lesbian, gay or bisexual.

4.5.7 Deprivation: Brighton & Hove is rated the 131st most deprived out of 317 in England.

4.5.8 Employment: 4.1% were unemployed, with an additional 4% being out of work due to long-term sickness (*these are pre-COVID figures: it is believed that Brighton & Hove will be disproportionately affected by COVID-related unemployment due to the high numbers of hospitality and entertainment jobs in the city.*)

4.5.9 Health: 46% of adults aged 20+ have a long-term physical or mental health condition (22% have 2 or more conditions, 8% have both a mental and physical health conditions)

4.5.10 Emotional Health: 12% of adults are on GP practice depression registers, with the city's suicide rate being the 4th highest in the UK

4.5.11 In summary: Brighton & Hove is diverse, with a growing population of People of Colour and a relatively large LGBT community. There is a considerable, and increasing, amount of deprivation in the city, with a significant number of people in this category experiencing more than one form of disadvantage.

9 Brighton & Hove Joint Strategic Needs Assessment 2021 <https://infogram.com/bandh-jsna-exec-summary-1hnp271r1nry2gq>

5 Our role within the TNBI community

5.1 As the largest – and first – Trans Pride event in Europe, we have both a huge responsibility and privilege for representing the TNBI community, not just within Brighton & Hove, but across the UK. We have a significant audience across the TNBI community, and at our last (and largest to date) physical event in 2019, we estimated attendances in excess of 10,000 people.

5.2 Based on the Brighton & Hove TNBI population estimate of 2760¹⁰ we can make an estimate that we reached a significant proportion (69%) of our local community at our 2019 event:

- $10,000 \times 24\% \times 79\%$ (attendees x local% x TNBI%) = 1896 (69%)

This is a figure to be proud of, but we strive to improve this year on year.

5.3 Our events have the following key objectives:

5.3.1 Provide a safe and dedicated space to promote **social inclusion** for the TNBI community. Allowing members of the community to meet one another in a safe and celebratory way, where they can be themselves, make important social contacts and form/improve friendship and support groups within the city.

5.3.2 **Celebrate** the achievements of the TNBI community.

5.3.3 **Provide information** on voluntary and public sector organisations that can help the TNBI community, such as healthcare, mental health support services, fitness groups, emergency services, family support groups, education support, etc.

5.3.4 **Raise awareness** of Trans issues to the wider community and provide a platform to safely protest against discrimination and exclusion. Promoting a positive image of the TNBI community to the rest of the City, increasing awareness and understanding amongst the wider population, fostering **community cohesion**.

Our feedback surveys confirm that we achieve these objectives, not just within Brighton & Hove, but also much further afield.

5.4 We have collected attendee data through feedback surveys¹¹ since 2017. Whilst this is a view of a limited section of attendees (and we should cautiously assume that those willing to take part in being surveyed may well be weighted towards certain characteristics that we have not accounted or adjusted for) this has presented the following breakdown of our attendees:

5.4.1 Gender Identity

- TNBI 79%
- Cis 19%
- Both & n/a 2%

5.4.2 Gender Identity of TNBI attendees¹²

- Trans Men/Trans Masc 24%

10 See point 4.2 above

11 Feedback surveys include (optional) equalities data monitoring, and were collected via various methods, initially both at physical events, and after the events via online form completion, moving to online only from 2018 onwards. 2019 data is based on 127 responses.

12 These figures have been adjusted to reflect the overall proportion of responses from the non-cis replies. A high proportion (28% of all non-cis responses) selected more than one category

	• Trans Women/Trans Fem	25%
	• Non-Binary	51%
5.4.3	Age:	
	• <18	3%
	• 18-35	48%
	• 36-64	43%
	• 65+	1%
	• no answer	5%
5.4.4	Ethnicity	
	• White	84%
	• Mixed	7%
	• Other POC	3%
	• N/A ¹³	6%
5.4.5	Disability Status	
	• Having a disability	32%
	• No disability	68%
5.4.6	Residence / Location	
	• Local	24%
	• Non-local	76%

- 5.5 Our most significant variance is the under-representation of QTPOC people in our attendees, and we recognise that this must be a priority for us; as an organisation we will fail to meet our overall objectives if we do not embrace the value of intersectionality within the TNBI community. Our strategy on how we will do this is included in our action plan.
- 5.6 We know from visitor feedback that our grass-roots origin and ongoing approach to the festival is very much appreciated by our stakeholders; it has set us apart from “the other Brighton Pride” and we are seen as a genuine community event that is delivered by – and for – the TNBI community. We know that keeping this spirit and ethos is paramount to achieving our objectives and it is a key part of our organisation's identity and purpose.
- 5.7 We know that we have credibility and authenticity, and are seen as an important TNBI organisation within Brighton & Hove, and the South East. Currently, we struggle to meet all the opportunities for involvement and consultation in potential partner projects due to our current staffing provisions, but it is our intention to build greater capacity in our organisation to better manage these opportunities. Our strategy on how we will do this is included in our action plan.
- 5.8 Whilst our primary objective is to directly support the TBNI community, we know that we do important and effective work that supports the local authority (and Public Health) in delivering their objectives and targets, as identified in the JSNA.

¹³ 6% of responders described their ethnicity as being from a non-UK European country. These are non-recognised categories (under census/standard best practice) based on nationality, rather than ethnicity, and can normally be assigned to the “White:other” subgroup.

6 Partnerships and Community Engagement

- 6.1 The key to delivering events that cover a range of services that meet the needs of the most vulnerable groups within the TNBI community is to understand that we cannot do this in isolation. We recognise that others may understand parts of the TNBI community better than we do and are better equipped to reach some of our smaller or more isolated groups and individuals.
- 6.2 We currently have established relationships with
- Trans Alliance (part of Health Improvement Project) which also includes:
 - The Clare Project
 - FTM Brighton
 - Mind LiVE Project
 - Transformers at Allsorts
 - CoTrans Organisers Network
 - LGBT Consortium
 - Community Works
 - National Council for Voluntary Organisations (NCVO)
 - Brighton & Hove City Council Trans Sub-group (consultative)
 - University of Brighton Centre For Transforming Sex and Gender Studies
- 6.3 We recognise that these partner groups can provide a wealth of support to us, and we have – in the past – often been unable to invest enough time in these relationships to be able to get the full benefit of these relationships. We intend to change this, and use these resources as best possible, even where it means an up-front investment of our time.
- 6.4 Going forward, we want to work more with partners where we share an overlapping concern and objective, and we want to do this better. We know this means:
- Looking at our communication.
 - Improving our common understanding of how we each work in practice.
 - Building trust and respect between various different groups and organisations.
 - Improving collaboration through better planning and agreeing a framework for effective consultation and cooperative working practices.
- 6.5 As a grass-roots organisation, we have naturally looked to the local TNBI community to fill committee and “management” roles, but we recognise that we have had trouble recruiting enough people, with the right skills and the right levels of diversity to our decision-making team. To some extent, we have been working in a restricted circle of dedicated personnel, and this may have unintentionally become perceived as inaccessible by some members of the TNBI community with whom we don't already have a close working relationship. We will review the way we communicate to ensure people are more aware of the rewards and benefits of being involved. Our strategy for doing this is included in our Action Plan document.
- 6.6 We know that it may take some time to build an effective, sustainable and diverse committee: one that is strong enough to weather the stresses and strains of these roles. We are committed to taking a new approach to reaching the right people, and to

extending our work and investing more time with partners (existing and new) to achieve this. Whilst our long-term objective will always be to have a “management team” consisting of local TNBI community members, we know that this may involve some interim involvement from people who are not our immediate stakeholders, e.g. TNBI people outside of our local area, and allies who can build lasting relationships with parts of the TNBI community that we are struggling to reach effectively.

6.7 Delivery Partners:

6.7.1 At the very beginning, Trans Pride Brighton & Hove's events were fully organised by, and delivered by our own volunteers. As we have grown in number and scope over the years, we have started engaging partners to provide “associate” or approved events (e.g. evening club nights, and other satellite-site events)

6.7.2 We have improved our requirements (and the communication of these) and the oversight of these partner events in recent years, but we know that we still have much to do. We commit to continually improving these events, ensuring we maintain standards of equality and diversity in the areas of:

- quality of practical delivery at venues
- quality of accessibility at venues
- content curation
- appropriate and meaningful communication

6.7.3 Our “invitation to tender” process (e.g. submission of event proposals from community groups, members of the community, or other organisations) has allowed for an opening up and democratisation of the curation process, but this can be improved. We recognise that we need to increase transparency and support for some disadvantaged groups, using positive action wherever we can to ensure we are not unintentionally “programming from within” through unconscious bias.

6.7.4 We expect our new Working Group structure to significantly improve these relationships and the access to support for the Invitation to Tender process. (See section 8)

7 Our Inclusive and Accessible service offer

7.1 Achievements: Meeting people's requirements and needs

The feedback surveys from our most recent physical event showed that we catered well for some needs better than others.

- 7.1.1 Disability and accessibility: some aspects were well-catered for at the park event (e.g. some¹⁴ access for wheelchairs, signers for the hearing impaired, quiet/calm spaces to support neuro-diverse needs) but issues arose more frequently at our other events which we need to better take into account in future planning¹⁵.
- 7.1.2 Ethnicity: with such a small number of attendees of colour surveyed (and thus assumed in attendance) it is perhaps unsurprising that, of these, none felt "completely satisfied" that they were represented at the event, and this is a significant cause of concern that we are committed to changing.
- 7.1.3 Age: Allowing for age ranges likely to engage in surveys, responses met expectation in terms of approximate age distribution compared to local population.

7.2 Achievements: Outcomes and benefits

- 7.2.1 Whilst we know that most attendees come to our main park event for "social" reasons, we know that there are many other practical benefits to their attendance, and our survey shows that:
 - 48% of respondents felt more confident to ask for help from voluntary sector services
 - 45% felt more confident to take part in social clubs or leisure activities
 - 44% of respondents felt more confident to take part in sports and healthy lifestyle activities
 - 42% of respondents felt more confident to ask for help from NHS services
 - 39% felt more confident to ask for help from their Local Authority services
 - 38% of respondents felt more confident to report crime or harassment
 - 33% of respondents felt more confident to ask for help from neighbours and their local community
- 7.2.2 These are outcomes that we are proud to be responsible for, and we are committed to continuing to deliver these in future years, but with an emphasis on working to deliver these for all sections of the TNBI community.
- 7.2.3 For future events, these outcomes (and any other new outcomes identified as measurable targets) will be considered within the Equalities Impact Assessment framework.

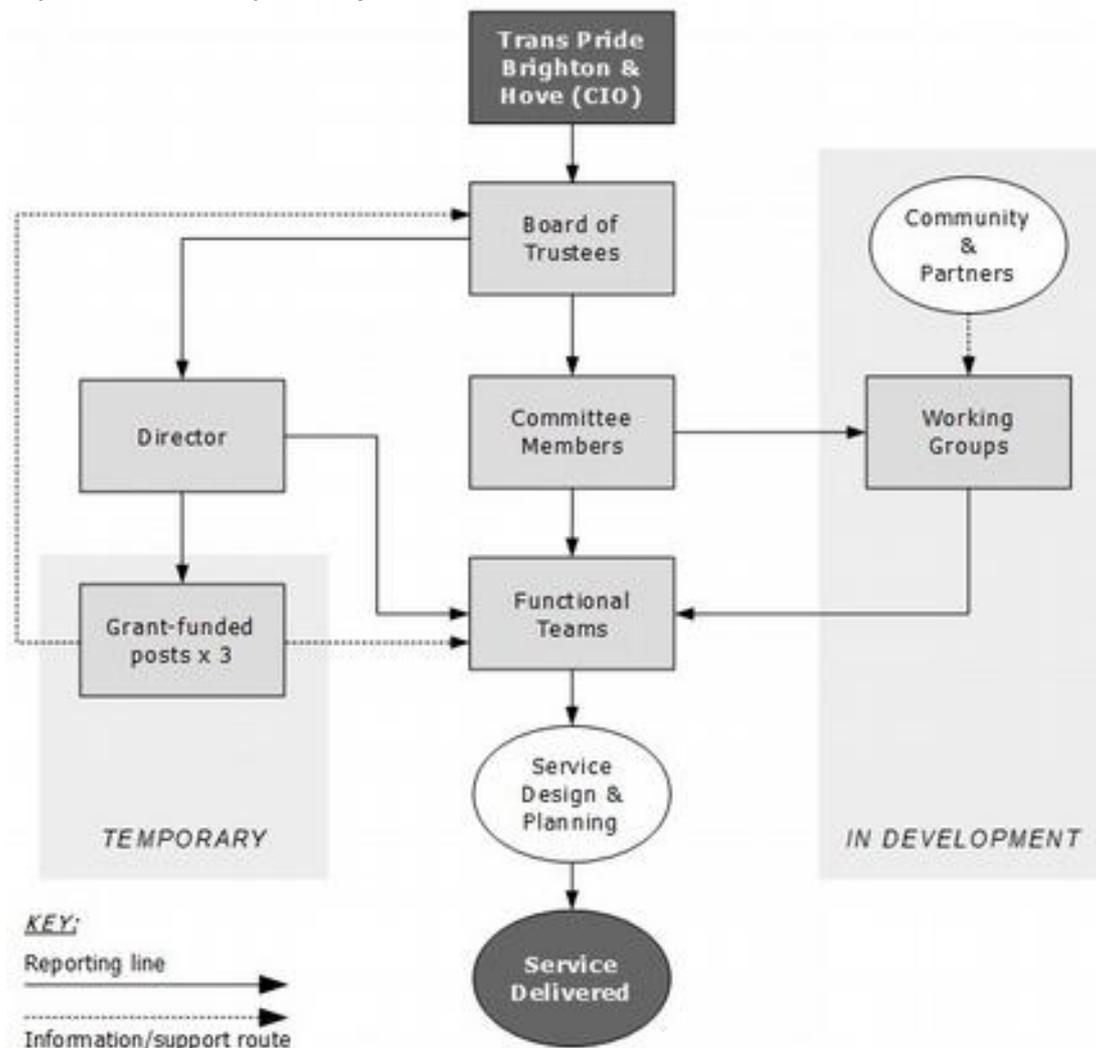
14 Whilst the main park event has always had a "good" level of wheelchair access provided, there have been criticisms that the park is not 100% accessible in a wheelchair, and that many areas remain out of bounds, particularly in wet weather. Whilst we are proud that we have provided access that far exceeds the standard for outdoor park events (and we are recognised for this) we know we still have more to do.

15 Qualitative feedback suggests that there was a significant provision gap for visually impaired and blind people at the main event. The march event raised concerns over a number of issues including issues for neuro-diverse attendees, those with mobility issues, those with visual and hearing impairments.

- 7.3 We are committed to moving away from an assumption of “hard-to-reach” groups to the more involved, more progressive approach; where we are seeing a disproportionate lack of engagement from some sectors of the TNBI community, we will immediately review how we are trying to reach them. In essence, “hard-to-reach” will be replaced with “trying to reach in the wrong way”. We take responsibility for ensuring that our outreach activity and communications are meaningful and built into event and service planning from the very start.
- 7.4 We will set targets for reaching and engaging under-represented groups in our service delivery within our action plans.
- 7.5 We will refer to our partners to advise us on the targets we should be setting, and what the relevant markers for success should be when delivering services for those parts of the TNBI community that are currently under-represented.
- 7.6 We will ensure Equalities Impact Assessments are undertaken (and acted upon) for all Trans Pride Brighton events, associated partner events, and key governance activities for our organisation.
- 7.7 We will work with our people and partners to ensure that there are appropriate levels of skill to undertake Equalities Impact Assessments, and that these become an integral part of delivering any event or service (not as a stand-alone assessment activity that is separate to the responsibility for practical delivery).
- 7.8 Whilst we appreciate the value and ongoing need for dedicated events and services (e.g. partner events, or protected areas with the park event) for some intersections of the TNBI community, we will aim to integrate fully-inclusive, more diversely curated content as our core service offer (e.g. in the main stage content, themes, curatorial direction and messaging)
- 7.9 We will continue (and build upon) our current diversity monitoring processes and quality assessment procedures to ensure we are always informed about how well we are doing, and where we need to improve, and not making assumptions from any positions of privilege.

8 Equality and Diversity in our governance and people

- 8.1 We recognise that placing stress and excessive duty on a small number of key volunteers over long periods can be damaging to the very community we seek to benefit, and we recognise that we must change this approach to ensure a long and successful future for Trans Pride Brighton & Hove. This development is one that may not come quickly and/or easily, but is one that we intend to prioritise our time and focus on during 2021-2022 so that we can build a sustainable organisation with better resilience and continuity. We owe this to all our stakeholders as we reach a critical point in our organisation's future viability.
- 8.2 We know that – mainly due to the organic development of the organisation from its grass roots – our vision and content have been directed and chosen by a small group of trustees and committee members, whom, at times, have not been as diverse as the wider TNBI community. We have struggled to change this somewhat, due to the frequent sense of “fire-fighting” that often comes from a small, core team of unpaid volunteers, but we are committed to engaging and working with a far wider section of Brighton and Hove's TNBI community and their intersectionality. Our action plan explains how we intend to do this.
- 8.3 We currently work to the following outline structure (showing some temporary functions and planned developments)



- 8.4 When the grant funding for our community liaison, project management and charity development roles come to an end, we are committed to building on this groundwork through working with partners in the voluntary sector, from whom we believe we will get invaluable support, continuity, and the potential to access further, longer-term funding for charity support and development.
- 8.5 A more formal, structured relationship with our partners (both voluntary sector and community groups) will enable a more diverse and effective set of inputs, shared best practice and a more sustainable flow of useful information and consultation. We will build diversity, capacity, expertise, continuity and resilience through the formation of dedicated working groups, which will have the time and space to inform our programming and curation.
- 8.6 As an organisation, Trans Pride Brighton & Hove has a need to be fit for purpose: our trustees, committee members and volunteers need to be valued and developed to enable them to adapt continually to the challenges of providing services and events for the TNBI community. We will invest in training for committee members, trustees and key volunteers (where necessary) to add value to their contribution, and ensure we are hearing everything we should be. We know that subtleties relating to equalities and diversity provision can get “lost in translation”, and we are committed to providing an environment where every voice is heard.
- 8.7 Going forward, we aim to improve the diversity and resilience of our governance structure by:
- 8.7.1 Ensuring we attract and retain excellent people by setting (and delivering) better standards in our volunteer support practices.¹⁶
 - 8.7.2 Working with voluntary sector partners to move towards supporting paid staffing provision and vital administrative support.
 - 8.7.3 Building on our community position as the largest Trans Pride event to increase involvement of QTPOC and other under-represented groups through using positive action in recruitment to volunteering and paid roles.¹⁷
- 8.8 From a practical point of view, we will address the mechanisms for delivering these changes and standards in our action plan, but a few key points to highlight here are:
- 8.8.1 The development of several working groups within the organisation, which will allow for a more detailed approach, focussed on looking at specific functions and areas of the Trans Pride service offer. These working groups will also be key to maintaining meaningful and useful relationships with our community partners.
 - 8.8.2 Undertaking an Equalities Impact Assessment on our processes for recruiting to the trustee board and management committee.
 - 8.8.3 Undertaking an Equalities Impact Assessment on all our regular work functions (e.g. meetings, communication methods, etc) to ensure we are using best

16 These new policies will cover the support of not just the high volumes of unpaid work provided by volunteers during the events, but also the “management team” of committee members, trustees and working group members.

17 Under the Equality Act 2010, any voluntary or community organisation can take positive action in providing goods, facilities or services to the public. For more information, see https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85026/vcs-positive-action.pdf

practice and not continuing any damaging habits and traditions that may be discouraging involvement from new or existing minority group members.

- 8.8.4 Considering creating and supporting protected posts within the committee for persons with certain characteristics, for example, POC and disabled people (under allowed positive action)

The strategy for delivering these changes is noted in the Action Plan.

9 How we will use this policy

- 9.1 This policy is a statement of commitment to equality, inclusion and diversity values against which Trans Pride Brighton & Hove can be held accountable by The Charity Commission, grant-funders, Brighton & Hove residents, and – most importantly – members of the TNBI community.
- 9.2 This policy provides guidance for our trustees, committee members, employees/staff officers, partners and service providers, and it underlines our responsibilities and duties.
- 9.3 Whilst the “how” of how we intend to meet our responsibilities and duties is largely contained within our Equalities & Inclusion Action Plan, that document is (and updated versions will continue to be) driven by this policy (the “why”) and is intended to be a living, working document that can adjust and develop as practical lessons are learnt, as outside factors influence the environment in which we operate, and as external partners' expertise and capacity are learnt (or change). The Action Plan, in particular, must be reviewed and kept up-to-date regularly to ensure that we are progressing as intended, and that the measurable targets which we have set ourselves are still relevant and appropriate.
- 9.4 This policy has driven 7 key ambitions which we focus on in our action plan. These are:
- Hold intersectional practice at the core of TPBH governance
 - Increase QTIPOC Participation in TPBH governance and planning
 - Increase QTIPOC Engagement and Participation in TPBH Events
 - Reinforce the “place at the table” for Intersex people
 - Improve accessibility at TPBH events for those with disabilities or additional physical and mental health requirements
 - Improve diversity in TPBH governance through stability, resilience and continuity.
 - Improve diversity of service reach through new participants at TPBH events
- 9.5 This policy is by no means an exhaustive list of all the things we are doing to promote and deliver equality and inclusion within Trans Pride Brighton & Hove, but it sets out some of our priorities and most importantly, our commitment into the future.
- 9.6 We will publish this policy on our website and provide it to our partners and the TNBI community.
- 9.7 Monitoring & Reviewing Progress
- 9.7.1 We have, and will continue to, set clear targets and measures for monitoring and measuring all aspects of our performance against this policy via the Action Plan, and we will report our progress within the organisation at least quarterly.
- 9.7.2 Individual Committee members and/or Working Group leads will be allocated responsibility for each action, to ensure that accountability is owned at a personal, measurable level.
- 9.7.3 We will publish our annual review of our performance against the plan on our website.

Appendix A: What Is Equality?

The Equalities Review final Report, 2007 (see their Annex A, pages 125-132) includes some useful definitions of what equality is, and how it can be identified and measured:

The first step...is to identify the various substantive freedoms, activities and aspects of well-being that our society considers important for everyone. The Review accepts...that assessment of inequality in our society today should be based on the following list of central and valuable freedoms (or 'capabilities'). These are the things members of our society feel it is most important they are enabled to do.

The list of central and valuable capabilities (or “substantive freedoms”) for adults is:

1. The capability to be alive including, for example, being able to:
 - avoid premature mortality through disease, neglect, injury or suicide
 - be protected from arbitrary denial of life
2. The capability to live in physical security including, for example, being able to:
 - be free from violence including sexual, domestic and identity-based violence
 - be free from cruel, inhuman or degrading treatment or punishment
 - be protected from physical or sexual abuse
 - go out, and to use public spaces safely and securely, without fear
3. The capability to be healthy including, for example, being able to:
 - attain the highest possible standard of physical and mental health, including sexual and reproductive health
 - access timely and impartial information about health and healthcare options
 - access healthcare, including non-discrimination in access to healthcare
 - be treated medically, or subject to experiment, only with informed consent
 - maintain a healthy lifestyle including exercise and nutrition
 - live in a healthy and safe environment including clean air, clean water, and freedom from pollution and other hazards
4. The capability to be knowledgeable, to understand and reason, and to have the skills to participate in society including, for example, being able to:
 - attain the highest possible standard of knowledge, understanding and reasoning
 - be creative
 - be fulfilled intellectually
 - develop the skills for participation in productive and valued activities, including parenting
 - learn about a range of cultures and beliefs and acquire the skills to participate in a multicultural society
 - access education, training and lifelong learning that meets individual needs
 - access information and technology necessary to participate in society
5. The capability to enjoy a comfortable standard of living, with independence and security

including, for example, being able to:

- enjoy an adequate and secure standard of living including nutrition, clothing, housing, warmth, social security, social services and utilities
- have personal mobility, and access to transport and public places
- live with independence, dignity and self-respect
- have choice and control over where and how you live
- enjoy your home in peace and security
- access green spaces and the natural world
- share in the benefits of scientific progress including information and technology

6. The capability to engage in productive and valued activities including, for example, being able to:

- undertake paid work
- care for others
- have rest, leisure and respite, including holidays
- choose a balance between paid work, care and leisure on an equal basis with others
- work in just and favourable conditions, including health and safety, fair treatment during pregnancy and maternity, and fair remuneration
- not be forced to work in a particular occupation or without pay
- not be prevented from working in a particular occupation without good reason

7. The capability to enjoy individual, family and social life including, for example, being able to:

- develop as a person
- develop your moral outlook and other beliefs
- formulate and pursue goals and objectives for yourself
- hope for the future
- develop and maintain self-respect, self-esteem and self-confidence
- have a private life, including protection of personal data
- access emotional support
- form intimate relationships, friendships and a family
- celebrate on special occasions
- be confident that your primary relationships will be treated with dignity and respect
- spend time with, and care for, others
- enjoy independence and equality in primary relationships including marriage
- be free in matters of reproduction
- enjoy special support during pregnancy and maternity, and during childhood

8. The capability to participate in decision-making, have a voice and influence including, for example, being able to:

- participate in decision-making
- participate in the formulation of government policy, locally and nationally
- participate in non-governmental organisations concerned with public and political life
- participate in democratic free and fair elections
- assemble peacefully with others
- participate in the local community
- form and join civil organisations and solidarity groups, including trade unions

9. The capability of being and expressing yourself, and having self-respect including, for example, being able to:
 - have freedom of conscience, belief and religion
 - have freedom of cultural identity
 - have freedom of expression (so long as it doesn't cause significant harm to others)
 - communicate, including using ICT, and use your own language
 - engage in cultural practices, in community with other members of your chosen group or groups (so long as it doesn't cause significant harm to others)
 - have self-respect
 - live without fear of humiliation, harassment, or identity-based abuse
 - be confident that you will be treated with dignity and respect
 - access and use public spaces freely

10. The capability of knowing you will be protected and treated fairly by the law including, for example, being able to:
 - know you will be treated with equality and non-discrimination before the law
 - be secure that the law will protect you from intolerant behaviour
 - be free from arbitrary arrest and detention
 - have fair conditions of detention
 - have the right to a fair trial
 - access information and advocacy as necessary
 - have freedom of movement, and be free to choose where you live
 - have the right to name and nationality
 - own property and financial products including insurance, social security, and pensions in your own right
 - know your privacy will be respected and personal data protected

Capabilities do not mean internal skills or capacities. The lack of a capability indicates a failure on the part of society to provide real freedom for people; it does not indicate anything deficient about the individuals themselves

Appendix B: Glossary of Terms, Abbreviations, and Acronyms

A useful guide to terms, abbreviations and acronyms used within this policy document, the action plan, Equalities Impact Assessment Toolkit, and other related documents.

Listed in alphabetical order:

Terminology	Meaning
Accessibility	<p>Commonly misunderstood to just mean whether a physical place is usable by someone in a wheelchair, the term now encompasses whether a space, event, document/publication, online presence (or any other product) is usable by people with any disability or additional physical or mental health needs.</p> <p>We (along with some others) also use it to refer to the accessibility of other intersectional identity characteristics, such as those noted in section 3.1 of this policy. (e.g. financial or cultural accessibility)</p>
Cis (or cisgender)	Describing a person who is not Trans, i.e. someone whose gender identity is the same as that assigned to them at birth.
EHRC	<p>Equalities & Human Rights Commission:</p> <p>Formed in 2007 from the merger of The Commission for Racial Equality, The Disability Rights Commission, and the Equal Opportunities Commission (EOC), the EHRC is Great Britain’s national equality organisation.</p> <p>It is a statutory non-departmental public body established by the Equality Act 2006, operating independently from the government.</p>
EQIA (or EIA)	<p>Equalities Impact Assessment</p> <p>An activity (and tool) used to investigate the policies, processes, events, and products of an organisation in order to identify any elements that can adversely impact certain people from minority groups (e.g. those with protected characteristics, and other relevant identity factors).</p> <p>Once identified, the EQIA process should suggest/design a mitigating or complementary action to offset or remove the barrier or disadvantage to allow for diversity within an organisation's service users.</p>
Equality Act	<p>The Equality Act 2010 primarily consolidated a number of different equality laws, but also added some clarifications and provisions to promote equality and create duties for public services.</p> <p>It defined the nine Protected Characteristics¹⁸ against which additional</p>

¹⁸ See also section 3.1.2

	<p>focus and action can (and should) be taken in order to promote equality.</p> <p>Notably, for TPBH, it specifically allows for the Voluntary Sector and Community Groups to target and/or restrict their services to clients from one or more of the protected characteristics groups.</p>
Ethnicity	<p>Ethnicity is not the same as nationality (although sometimes these have overlapping terms) and it applies as much to White people as it does to People of Colour. Whilst "Ethnicity" is a part of everyone's identity, "Ethnic" on its own is not a descriptor.</p> <p>As there is still widespread misunderstanding of this, when referring to (or asking about) different ethnicities, the accepted standard is to use the census categories and sub-categories prompts. As of 2021, these are:</p> <p>a) White</p> <ul style="list-style-type: none"> • English/Welsh/Scottish/Northern Irish/British • Irish • Gypsy or Irish Traveller • Roma • Any other White background <p>b) Mixed/multiple ethnic group</p> <ul style="list-style-type: none"> • White and Black Caribbean • White and Black African • White and Asian • Any other Mixed/Multiple background <p>c) Asian/Asian British</p> <ul style="list-style-type: none"> • Indian • Pakistani • Bangladeshi • Chinese • Any other Asian background <p>d) Black/African/Caribbean/Black British</p> <ul style="list-style-type: none"> • Caribbean • African • Any other Black/Black British/Caribbean background <p>e) Other ethnic group</p> <ul style="list-style-type: none"> • Arab • Any other ethnic group
Intersex	<p>A health condition (often present at birth) involving anatomical or physiological development that differs from societal expectations of male and female.</p> <p>Whilst people with intersex conditions should not be assumed to be</p>

	transgender, many intersex people were subject to a gender assignment at birth that does not reflect their current gender identity.
JSNA	<p>Joint Strategic Needs Assessment</p> <p>A JSNA is a collaborative, consultative process by which local authorities (e.g. Brighton & Hove City Council) and Clinical Commissioning Groups (e.g. parts of the NHS) assess the current and future health, care and well-being needs of a local community to inform local decision making regarding service provision.</p> <p>The JSNA remit covers:</p> <ul style="list-style-type: none"> • Identifying inequalities • Illustrating trends • Describing local community views • Highlighting the key findings (the requirements and gaps in current service provisions)
Non-Binary	A gender identity that is neither female nor male; and/or Gender identities that are outside of, or beyond the two traditional concepts of male or female (often used as an umbrella term to also include gender-fluid, gender-queer, and non-gender/agender people)
POC	<p>People of Colour</p> <p>Over time, different terms have been used to describe people whom experience discrimination and disadvantage based on their ethnicity.</p> <p>POC is the one we are currently using, but we recognise that no single term will be perfect, and that many people will have some issue with this terminology – after all, whether we use POC, BME or BAME, we are ultimately using short-hand for people from an infinite number of diverse ethnicities, cultures, nationalities and community backgrounds. We absolutely recognise that using the term POC can imply some sort of homogeneous grouping, but we are committed to our policies, strategies and practices recognising the full spectrum of disadvantaged ethnicities.</p>
Positive Action	<p>Positive Action (as defined in the Equality Act, 2010) in relation to recruitment to paid roles, is lawful if it is taken to:</p> <ul style="list-style-type: none"> • enable or encourage people who share a protected characteristic to overcome a disadvantage connected to the characteristic; • meet the needs of people who share a protected characteristic where those needs are different to those of people who do not have the characteristic; or • enable or encourage people who share a protected characteristic to participate in an activity in which their participation is disproportionately low.

	<p>Positive Action (distinct from Positive Discrimination) covers activity such as targeted training, support, advertising, preparation, mentoring, etc, but does not mean the appointment of someone from a protected characteristic in place of the best qualified person for a paid role.</p> <p>Whilst it is illegal to create quotas or protected (ring-fenced to a characteristic) roles or promotions for paid work, the same does not apply to the provision of services and/or volunteering.</p>
Protected Characteristics	<p>There are nine identity factors that are formally protected within law, these are:</p> <ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership • Pregnancy and maternity • Race • Religion or belief • Sex
QTIPOC	<p>Queer, Trans and Intersex People of Colour</p> <p>Sometimes also seen as QTPOC, this term is rooted in the concept of intersectionality, and focuses on the interactions between these different systems of oppression, recognising the distinct and heightened challenges and discrimination that this part of the community experience.</p>
TNA	<p>Trans Needs Assessment</p> <p>As part of Brighton & Hove's JSNA, a TNA was conducted in 2015. To date, this remains the most thorough survey and data analysis of Brighton & Hove's TNBI population. It provided numbers, and identified characteristics, specific needs, vulnerabilities and gaps in provision at that time.</p>
TNBI	<p>Trans, Non-Binary and Intersex</p> <p>The collective TNBI community is the focus of Trans Pride Brighton & Hove, as defined in our constitution.</p> <p>Although Non-Binary people are often included under the umbrella of the term "trans", it is used here to make inclusion explicit.</p> <p>Intersex people may, or may not be trans, and their inclusion within the grouped term here is to ensure their interests and concerns (which</p>

	sometimes overlap quite significantly with those of trans people) are explicitly included in our remit.
TPBH	<p>Trans Pride Brighton & Hove</p> <p>We are a charity registered in England & Wales, with the objectives:</p> <p>“to promote equality and diversity, advance education and eliminate discrimination against trans, intersex, non-binary, gender-variant and gender-queer people for the public benefit by raising awareness of the issues affecting said persons, in particular by organising and staging an annual Pride festival.”</p>
Trans	<p>Originally an abbreviated term, now used as a standard, non-abbreviated term, meaning transgender, i.e. a person whose gender identity is different to the sex assigned to them at birth.</p> <p>It is often used to encompass a wide spectrum of gender identities, from binary Trans Women and binary Trans Men, to non-binary, gender-queer and gender-fluid people.</p>