

**Motion to:** Council

29 September 2022

**Subject:** Supporting the Transgender Community

**Proposer:** Councillor Catt

**Seconded:** Councillor Haynes

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An amendment from **Councillor Stonard** has been received.

**Councillor Stonard** is amending the motion as follows:

Insert the following **“and include this in the city council’s annual Equality Information Report 2023”** at the end of resolution 6) after the words **“under the 2010 Equality Act”**

Insert the following **“and as part of the forthcoming Equality Diversity and Inclusion strategy around ensuring Norwich City Council is an inclusive place to work.”** At the end of resolution 7)

Inserting the words **“as part of the draft Equality, diversity and inclusion plan which is under development by the city council”** at the end of resolution 10).

Inserting the words **“as part of the draft Equality, diversity and inclusion strategy and action plan which the city council is currently developing”** at the end of resolution 16).

So that revised motion becomes:-

This Council states that:

Trans women are women. Trans men are men. Non-binary people are non-binary. We believe in the dignity of all people, and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution diversity brings to our community. Our aspiration is for Norwich to be a safe, welcoming and inclusive city for everyone.

The Council notes:

- 1) the concerning rise in transphobia in the UK, from individuals, politicians and the media, as well as the increasing severity of the threats faced by the trans community;
- 2) that transgender and non-binary people may require specific support to access services without facing discrimination. All council services must be

Item 9(a)

- equipped to welcome and provide appropriate service and good customer care to suit transgender and non-binary people;
- 3) that there are transgender and non-binary people in Norwich of all ages, and that the need for better understanding and acceptance of what it means to be transgender or non-binary is an intergenerational issue;
  - 4) the vital work done by groups in Norwich to support local trans and non-binary people, as well as the wider LGBTQIA+ community. These groups include Oasis Norfolk, Norfolk LGBT+ Project and Norwich Pride;
  - 5) that despite many positive initiatives there is always more to do to ensure we are a genuinely supportive, inclusive and welcoming city. The council will seek to better support transgender and non-binary people to live happy, healthy and fulfilling lives; that transgender and non-binary people may face intersecting struggles due to factors like their race, religion, socioeconomic background, gender or sexuality.

This Council therefore resolves to:

- 6) state publicly that trans rights are human rights and affirm the legal rights of all protected groups under the 2010 Equality Act, and include this in the city council's annual Equality Information Report 2023;
- 7) work with LGBTQIA+ groups and people to strongly encourage training for councillors and council staff to raise awareness of the difficulties transgender and non-binary people face and of the support councillors could offer to this community. This could be included in the council's existing equalities and inclusion training and as part of the forthcoming Equality Diversity and Inclusion strategy around ensuring Norwich City Council is an inclusive place to work;
- 8) request that the Cabinet agrees, to publicly acknowledge International Trans Day of Visibility (March 31st), in addition to Trans Day of Remembrance (November 20th) and fly the transgender flag on those days;
- 9) to fly the Progress Flag at Pride
- 10) request a review of all forms and documents created by the council with a view to ensuring they are trans and non-binary inclusive where possible as part of the draft Equality, diversity and inclusion plan which is under development by the city council;
- 11) encourage council staff and councillors to make small gestures that make it clear transgender and non-binary people are welcome. This could include adding pronouns to email signatures;
- 12) consider the particular needs of transgender and non-binary people who are at high risk of facing homelessness when implementing the council's existing strategies on homelessness and rough sleeping;
- 13) work with partner organisations to ensure transgender and non-binary people are not discriminated against whilst accessing homelessness services;
- 14) ask NHOSC to consider the barriers which transgender and non-binary people face when accessing medical care and to find ways of reducing them;
- 15) review with a view to improving signposting to support services for transgender and non-binary people within council communications, including a dedicated page on the council's website;
- 16) provide a gender-neutral option such as Mx on all council forms as part of the draft Equality, diversity and inclusion strategy and action plan which the city council is currently developing.