

Item No.	Classification: Open	Date: 28/01/03	Executive Committee.
Report title:		Equality Diversity and Community Cohesion: Update on policy and proposed challenge function.	
Ward(s) or groups affected:			
From:		Nathalie Hadjifotiou, Head of Social Inclusion.	

## RECOMMENDATION

1. That the Executive Committee notes the national guidelines and likely performance indicators in respect of the equality, diversity and community cohesion agenda.
2. That the Executive notes the arrangements in place to revise and develop the Council's existing policy in respect of equality and diversity.
3. That the Executive notes that a draft Equality, Diversity and Community Cohesion Policy and Corporate Action Plan will be available for consultation in March /April 2003.
4. That the Executive provides any initial comment and issues they would wish addressed as part of the revised Policy and Action Plan.

## BACKGROUND INFORMATION

5. In 1999, the Council adopted its current Equality and Diversity Policy. In the last year, a number of new developments have occurred that require the Council to revise and develop its policy. These are:
  - Implementation of recent legislation;
  - The new Equalities Standard;
  - The national guidance on Community Cohesion.
6. The main legislation impacting on equalities is:
  - Sex Discrimination Act 1975 (The Sex Discrimination (Gender Reassignment) Regulations 1999 have been added as a statutory instrument to the SDA)
  - Human Rights Act 1998
  - Disability Discrimination Act 1995, and
  - Race Relations Act 1976, as amended by the Race Relations Amendment Act 2000.

There are other major pieces of European equalities legislation that will come in force over the next few years. These are:

- European Directive 2000/43 on Race. To be implemented July 2003
- European Directive 2000/78 on Employment. To be implemented December 2003 (race, sexuality and religion/belief), October 2004 (disability), and December 2006 (age).

7. **Sex Discrimination Act 1975**

- Outlaws direct and indirect sex discrimination, and applies equally to women and men. Applies in advertising, recruitment, employment, training, education and the provision of goods and services.
- Defines victimisation as discrimination. Case law makes clear that sexual harassment falls within the scope of the Act. Furthermore, makes it unlawful to victimise a worker because s/he has made a complaint of discrimination or done any other protected act under the Sex Discrimination Act.
- Interpretation of the Act allows exceptions in equal treatment, e.g. special treatment for women during pregnancy or childbirth.
- Allows an exception to a claim of sex discrimination when a person's sex is a genuine occupational qualification (GOQ) of the post. The burden of proof is on the employer.

**The Sex Discrimination (Gender Reassignment) Regulations 1999.**

With effect from 1<sup>st</sup> May 1999, this Statutory Instrument brought those intending to undergo or those undergoing or those who have undergone gender reassignment treatment within the remit of the Sex Discrimination Act.

8. **Race Relations Act 1976**

- The Act outlaws discrimination on the grounds of goods, facilities, services and premises. The Act breaks discrimination down into two elements: direct and indirect.
- Direct discrimination is treating unfavourably another on racial grounds and/or the application of requirements or conditions that cannot be justified in terms of race, colour, nationality, ethnicity or national origins. Racial groups are defined within the Act.
- Indirect discrimination is the application of a term or condition that on the face of it applies irrespective of race, but which in practice forms a greater obstacle to one racial group than another, and which can not be justified irrespective of the race, colour, nationality, ethnic origins or national origins of the person to whom it applies.
- Discrimination by way of victimisation is unlawful. The Act defines discrimination by employers in terms of benefits, services, promotion and training.
- The Act allows for exceptions where race is a GOQ of the post.
- The Act outlaws discrimination on the grounds of goods, facilities, services and premises.

9. The Act has now been reinforced by the **Race Relations Amendment Act 2000** (RRAA). The RRAA was introduced in the light of the Stephen Lawrence inquiry and findings of institutional racism. It gives public authorities a new statutory general duty to promote race equality. This means we must have regard to the need to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity;

- Promote good relations between people of different racial groups.
10. The Act also imposes specific duties on those public authorities that are responsible for delivering important public services. Local authorities fall within this category. These duties are:
- To publish a Race Equality Scheme (RES) by May 2002, setting out the functions and policies that are relevant to meeting the general duty and the arrangements that will help meet the duty in the areas of policy and service delivery.
  - To monitor their employment procedures and practice;
  - Schools must prepare and maintain a written race equality policy.
  - The Commission for Racial Equality (CRE) has a new power under the Act to enforce the specific duties to promote race equality.

11. **The Disability Discrimination Act 1995**

The Disability Discrimination Act (DDA) was passed in 1995 to introduce new measures aimed at ending the discrimination which many disabled people face. It protects disabled people in the areas of:

- employment;
- access to goods, facilities and services and;
- the management, buying or renting of land or property.

12. Some of these measures became law for employers in December 1996. Others will be introduced over time. What it means for service providers (e.g. businesses and organisations) is that:

- since December 1996 it has been unlawful to treat disabled people less favourably than other people for a reason related to their disability;
- since October 1999 service providers have had to make reasonable adjustments for disabled people, such as providing extra help or making changes to the way they provide their services;
- from 2004 service providers may have to make reasonable adjustments to the physical features of their premises to overcome physical barriers to access. This includes not only wheelchair access but also in respect of those with sensory or other impairments.

13. **The Human Rights Act 1998 (HRA)**

- The HRA 1998 is a complex piece of legislation with wide implications for the rights of individuals. It makes the rights conferred by the 1950 European Convention on Human Rights enforceable in our own courts. The Act makes it unlawful for a public authority to act in a way that is incompatible with a Convention right.
- The Act has the potential to impact on a wide range of equality related matters. It is particularly relevant in respect of people who may be vulnerable because of physical or mental impairment, those who have difficulties in securing food, shelter, education and other public services (e.g. refugees, the homeless) and those who experience forms of discrimination not covered by UK law.

- In a recent example, sponsored by Stonewall, the Human Rights Act was used to overturn a House of Lords ruling that gay partners are not entitled to the same rights as heterosexual partners living together as husband or wife. The case concerned the limitation of the right under the Rent Act, to pass on a tenancy to a heterosexual partner only. This was ruled to be unlawful: in cases involving discrimination against a minority group the courts had to be satisfied that there was a rational justification for the legislation; they were not satisfied in this case and ruled it discriminatory to differentiate between heterosexual couples living as husband and wife, and gay couples.

#### 14. **European Directives**

Under EU legislation, there are two Employment and Race Directives which require member states to introduce legislation to outlaw unfair discrimination on the grounds of race, sexual orientation, religion, and age in the fields of employment and training.

15. The Race Directive 2000/43/EC lays down “the principle of equal treatment between persons irrespective of racial or ethnic origin” It covers employment, training, housing, social benefits, student grants. This has to be implemented by 19 July 2003. The Directive is limited in its scope, in that it does not automatically cover the grounds of colour and nationality. Any resultant inconsistencies that may occur in the Race Relations Amendment Act will be amended by the Government when the opportunity arises.
16. The Employment Directive 2000/78/EC states the similar principle of “equal treatment” in the context of sexual orientation, religion or belief, disability and age. This has to be implemented by 2 December 2003 in relation to sexual orientation and religion or belief, by October 2004 in relation to disability, and by 2 December 2006 in relation to age.
17. The regulations required to implement the Directives in respect of sexual orientation, religion, race and disability will be laid before Parliament in Spring 2003. Consultation on the principle of age regulations will only begin in Spring 2003 and will continue throughout 2004, with regulations not being laid before Parliament until late 2004.

#### 18. **The Local Authority Equality Standard (BVPI)**

19. The Local Authority Equality Standard was drawn up by the CRE, The Equal Opportunities Commission (EOC) the Disability Rights Commission (DRC) and the Employers’ Organisation for local government, with assistance from the Audit Commission.
20. The Standard has been developed as a tool to enable local authorities to mainstream gender, race and disability into council policy and practice at all levels. It provides a generic framework through which the local authority can address its legal obligations under anti-discrimination law and in addition will help local authorities to conform to the duty as amended by the Race Relations (Amendment ) Act to promote racial equality.
21. The Standard uses 5 levels to set out a comprehensive and systematic approach to dealing with equalities in relation to service delivery, policy making and employment.

22. Once the local authority has reached level 5, the Equality Standard provides a continuous framework for reviewing policies and services and tackling the barriers that cause disadvantage. The Standard builds upon the principles of leadership, quality and community involvement. The engagement of Members, managers, staff, trade unions and the community/voluntary sector is essential.
23. The Equality Standard should:
- Provide a systematic framework for the mainstreaming of equality,
  - Help local authorities to meet their obligations under the law,
  - Integrate equality policies and objectives with Best Value,
  - Encourage the development of anti-discrimination practice appropriate to local circumstances,
  - Provide a basis for tackling all forms of institutionalised discrimination,
  - Over time, provide a framework for improving performance.
24. The Council's performance in respect of the Equalities Standard will be assessed through established mechanisms:
- Best Value (BV) Performance Plans
  - BVPIs, especially those on equalities
  - BV reviews
  - Scrutiny by the local community
  - Community planning.
25. The Equalities Standard emphasises the establishment of key processes within the local authority, and it is these that are set out as 5 levels of achievement:
- Level 1: Involves a commitment to review and change local authority practice. The authority should establish a commitment to a policy planning process that will begin with the creation of a Corporate Equality Plan (CEP) which will set out how the Standard will be implemented across the local authority, with time-scale and resource implications. A set of equality objectives will be developed from the policy planning process. The Plan should incorporate equal access to services, consultation with staff, Members and the community, scrutiny, self-assessment and audit and equality in employment and pay.
  - Level 2: Involves carrying out an impact and needs assessment, via systematic consultation with the community, staff and stakeholder groups. Following the assessment the authority should develop the consultation and scrutiny element of the CEP.
  - Level 3: Specific targets will be developed from the broad equality objectives (at level 1). Each service area should develop equal access service objectives and set out its targets and related performance indicators. Performance indicators will have to be adopted for each target.
  - Level 4: Target setting and action planning should have monitoring built in. There should be a community and employee profile or audit, which will establish a baseline for future monitoring. If during the monitoring process it becomes apparent that targets are unrealistic or unachievable, the process will have to return to level 3.

- Level 5: At level 3, criteria will have been set that make it clear what changes in the performance indicators would mean that a target had been met. The review stage will assess the outcomes achieved by reviewing all elements of the process, and will involve all key stakeholders. The review may result in changes to basic equality objectives.

26. Under the CRE Standard, Southwark was assessed at level 3. However, the Equalities Standard applies equally to race, gender and disabilities, and operates through a different framework. The Current Best Value Performance Plan sets out that Southwark is committed to meeting BVPI Level 2 of the Equalities Standard by March 2003. This is an ambitious and challenging target.

To meet it we will need to:

- have reviewed our Equality and Diversity Policy (Level 1)
- produce a draft Corporate Equality Plan by March 2003. (Level 1)
- have engaged in an impact and needs/requirements assessment (Level 2)
- have published the CEP and commenced consultation with key stakeholders (Level 2)
- be developing the scrutiny, self assessment and audit (for race gender and disability) across service areas, departments and employment. (Level 2.)

27. The level must be met across the whole Council. This means that at all levels there must be evidence of corporate, departmental and service-level policy documents and practice that can support the evidence the level achieved. The Chief Officer Team, detailed later, is taking this forward.

28. **Community Cohesion Guidance.**

- The Home Office, the Office of the Deputy Prime Minister, the Commission for Racial Equality and the Interfaith Network issued joint guidance on 11 December 2002, on community cohesion. The guidance arises as a result of increasing concerns about intolerance and alienation between people of different cultural ethnic and religious backgrounds.
- The guidance seeks to promote better community relations in local areas ranging from individual streets and estates, at neighbourhood, borough and national level. It recognizes that people living in a diverse multicultural country need to develop a shared set of values based on basic human rights, tolerance, and shared respect. While the guidance does not have statutory force, the Council's role in actively promoting cohesion is included in the Comprehensive Performance Assessment and is likely to impact on future special programme funding.
- The guidance proposes that the Council needs to exercise its community leadership working with the Local Strategic Partnership to generate dialogue around a shared set of values. It states that there should be clear unequivocal sign-up to the vision by all principal agencies, including the mainstream political parties, based on an acceptance of the value of diversity and to ensure there is a common

“zero tolerance” of racism and all forms of discrimination. The guidance further makes clear that leadership needs to extend across the entire democratic spectrum, and stresses the importance of ward councillors’ roles in both bringing together community interests and in addressing conflict or misunderstanding between different groups.

- On communication, the guidance stresses the need to get the message out, getting buy in across the board, and also engaging local press to work with, rather than against, the agenda.

29. A Community Cohesion Pathfinder Programme is due to be launched in the New Year, so that early lessons can be fed into future policy. Southwark is applying to the Office of the Deputy Prime Minister for inclusion under this programme. Further details are below at Paragraph 42.

## **KEY ISSUES FOR CONSIDERATION**

### **Executive Priorities**

30. The administration has adopted Equalities as one of its five performance indicators for the Council. Equalities also impacts on a number of policy priorities, including

- anti-poverty,
- better education for all,
- community safety,
- health and well-being.

### **Organisation and Management.**

31. To respond to this challenging agenda for revising policy and mainstreaming action, the Chief Executive is leading a major programme of work. The organizational changes include:

- Establishing the new Social Inclusion Division in April 2002 to encompass work on the full range of social policy issues that impact on equality, diversity and community cohesion, including working with key partners through the LSP and the Safer Southwark Partnership.
- Setting up a Chief Officer sub-Group, chaired by the Chief Executive, comprising senior representatives from all departments and key corporate functions. This sub-Group is working on identifying proposals regarding revisions to policy and drafting a Corporate Equalities Action Plan.
- Proposals to set up an External Challenge Panel comprising key community leaders and experts, Their role will be to advise on the content of policy and practice, on ways of consulting communities and to challenge the rigour of impact assessments and outcome monitoring. It is proposed that this Panel replaces the Southwark Strategic Advisory Group set up following the Stephen Lawrence enquiry, whose focus

was race specific. It is proposed that the first fully constituted Panel meeting will take place in February. Draft terms of reference are attached at Annex B.

### **Equality, Diversity and Community Cohesion Policy and Action Plan.**

32. The Chief Officer Equalities sub-Group has identified that with such a significant and complex raft of legislation and guidance, there is a need to create a single coherent framework within which to address issues. The focus should be on the outcomes that will make a difference to peoples' lives, with policy and practice being changed where it will make the most impact on those outcomes. The proposed framework is set out in the chart at Annex A.

The type of outcomes that may be appropriate for the revised policy are:

- Improved quality of life. By closing gaps in, for example, educational achievement, employment, health, income, victimization, with particular reference to gender, race, disability, age, and sexuality,
  - Improved social cohesion. By a reduction in racial tension, the development of positive relationships between people, and a common vision and sense of belonging, within a community where diversity is valued,
  - Citizenship and Compliance: ensuring that the Council complies with all regulatory and legislative requirements and that our citizens receive what they are entitled to.
33. At this stage, further work is needed to identify the sort of baseline data that is needed against which success could be measured. Using the framework, the sub-Group is reviewing the Council's Equalities and Diversity Policy and drawing up a Corporate Equalities Action Plan. Both of these tasks need to be completed in draft by the end of March 2003.
34. A key component of this work will be the embedding of review and evaluation of our performance on equalities into the Council's core processes: the Community Strategy, policy review, Best Value review, business planning and performance management.
35. The approach taken by the Equalities Sub-Group, is consistent with Council policy, in that it clearly supports a number of the Council's priorities, for example, raising standards in schools and cutting crime and fear of crime. In addition, the Council has adopted Equalities as one of its main performance issues. While we have a reasonable track record in addressing inequalities issues, there is still significant progress that needs to be made:
- We know for example that some black and minority ethnic (BME) communities still experience educational underachievement and lower rates of employment, and are more likely to be in the criminal justice and mental health systems and have higher rates of mental ill health; we have some of the highest rates of racist incidents in London; while the Council employs BME communities proportionately to the local population they are under- represented in higher graded posts.
  - As identified in the Best Value review of disabilities, there is a significant



shortfall in our ability to offer access to services to people with physical disabilities, sensory impairment and learning difficulties; and as a Council we employ one of the lowest rates in inner London of people with disabilities.

- In terms of gender, while the overall position in terms of services and employment appears more equitable, there are specific issues, for example, in relation to under-achievement of boys, high levels of domestic violence, continued demand for childcare.
- Under the Human Rights Act and Article 13(EU) there is a general requirement not to discriminate, which has implications in respect of age, sexuality, mental health, religion and individual's rights in respect of safety, care and well-being.

### 36. **Equality Impact Assessments**

37. The Equality Standard requires that the Council adopt a systematic approach to impact assessment for race, disability and gender in the first instance. This should then be extended to age, sexuality and religious belief in the near future. The aim of an Impact Assessment is to identify whether a council policy or practice differentially impacts on a particular group, and if so whether that differential impact is justified. Where policy or practice discriminate in a way that cannot be justified, then action to change policy and practice is required. Impact assessments relate to a concept of proportionality. Greater analysis and if necessary change to policy and practice should occur for those policies and services that have the greatest impact. As far as possible Impact Assessments should become integrated in other core processes, such as policy review, Best Value review and annual service planning.
38. Impact assessments under the Race Equality Scheme are being piloted in 6 Council services and will inform roll-out of the scheme over the coming year. The pilots are already identifying some interesting issues. For example, on consultation we have acknowledged the need to think "outside the box" in attempting to reach less accessible communities or individuals. We are currently working up proposals to develop 'community consultors' from a diverse range of Southwark residents, to enhance our existing consultation arrangements and to develop the skills base of some of our residents. They would then be available to participate in any Council consultation.
39. The educational attainment pilot is confirming the previous evidence of the poor educational attainment of English, Scottish and Welsh boys, Caribbean pupils and the poor achievement levels of traveller children. The pilot should help identify strategies for dealing with this.
40. Work has already started to extend the learning from the RES to other equalities areas. Linked to the Best Value Review of Disabilities, "Disability Matters", an external organisation, has been commissioned to assist in the drafting of a Disability Equality Scheme. This will identify those services and policies that impact most on people with disabilities. At the same time, work has started on a pilot impact assessment related to the critical issue of Customer Access. The aim will be to identify the changes needed in the Council's customer access points and communications with the public, to make them more inclusive.

41. A Gender Equality Scheme will follow, to ensure compliance with the Equalities Standard.
42. **Community Cohesion Pathfinder Programme.**
43. The Office of the Deputy Prime Minister has recently announced a Community Cohesion Pathfinder Programme. Local authorities and their partners to apply had until 8 January to respond to an invitation to submit proposals for funding. Southwark is awaiting notification of whether the bid submitted has been successful. The purpose of the Programme is to develop some early lessons around community cohesion that can be learnt and fed into future policy.
44. Southwark's proposal, submitted in partnership with the LSP and the Community Empowerment Network, builds on work already being carried out in the borough within the Bermondsey and Rotherhithe area. This work was started in summer 2002, supported in part with funding from the Government Office for London.
45. The specific work on community cohesion has focused on a combination of activities. This includes targeted policing, enhanced work with young people through a partnership of voluntary and statutory agencies, and the beginnings of a wider community development approach on a number of housing estates, involving both the Council's housing department and Registered Social Landlords. This work has demonstrated some innovative practice around cross-cultural youth work, youth leadership, and multi-agency engagement. The Executive Member for Housing is involved in this initiative.
46. Our Pathfinder proposals seek to build on the practical experience of the work in Bermondsey and Rotherhithe and have four strands:
  - To consolidate the multi-agency work taking place locally with young people and further strengthen the inter-generational and cross cultural aspects of the work, including an exploration and celebration of English cultural identity
  - To explore the lessons learnt in order to better inform the strategies and plans that drive mainstream services and activities
  - To widen the understanding within communities, statutory, voluntary and faith communities about community cohesion and secure broader agreement about what locally we are seeking to achieve and how
  - To encourage work on the ground in other areas and neighbourhoods that is sensitive to and reflects local circumstances
47. We are aiming to achieve a number of objectives from the programme. These are as follows:
  - To develop a shared understanding across communities and agencies about what we are seeking to achieve and how to move forward
  - To bridge the gap between the existing focused work in one part of the borough and the stated aspirations to mainstream that is set out in key

strategies and plans, including identifying real success criteria that are meaningful to local people.

- To extend the existing programme of work both within Bermondsey and Rotherhithe, and into other areas of the borough

### **RESOURCE IMPLICATIONS**

48. The resources for the main work of the Chief Officers sub-Group is part of the Council's core budget.
49. The Community Cohesion Pathfinder Proposals will provide an external resource of £150,000 for the period February 2003 to September 2004. This has to be matched by the Council and can be "in kind". If the bid is successful, £90,000 is also available for the Community Empowerment Network, plus non-specified resources for the police.

### **CONSULTATION**

50. The RES itself was subject to consultation with the statutory, community and voluntary sectors through the Stephen Lawrence Advisory Group, the trade unions were consulted and the scheme was scrutinized by an independent consultant who is an authority on diversity issues. Due to time constraints it has not been possible to consult widely with affected communities on this report.
51. By the establishment of an External Challenge Panel we are seeking to build on the mechanisms already established for consultation, and in effect extend them further by including more hard to reach groups. The establishment of the External Equality and Diversity Panel, (as the first meeting of the proposed group wishes it to be referred to) will be subject to consultation with the communities concerned, over the coming months.

### **LEGAL IMPLICATIONS**

52. Legal Services are represented on the Inter-Departmental Chief Officers Equalities Sub-Group. Their comments have been incorporated into this report.

### **FINANCIAL IMPLICATIONS**

53. None arising specifically from this report other than those addressed under Resource Implications, which are not necessarily of a financial nature.

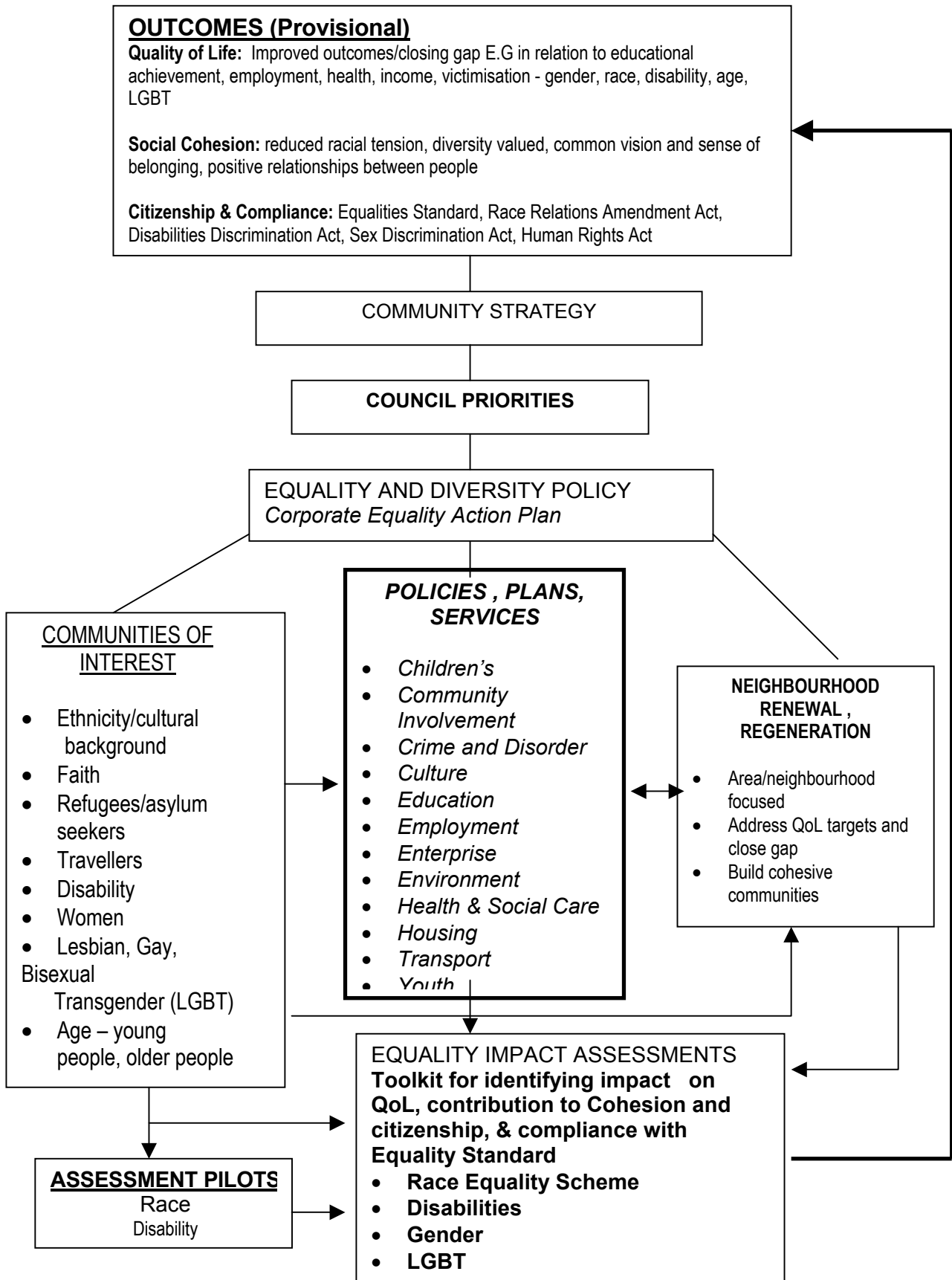
### **BACKGROUND DOCUMENTS**

Background Papers	Held At	Contact
None.		

Lead Officer	Nathalie Hadjifotiou
Report Author	Jules O'Mahoney

Version	Final.	
Dated	19.01.03	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER		
Officer Title	Comments Sought	Comments included
Borough Solicitor & Secretary	Yes.	Yes.
Chief Finance Officer	Yes.	No
List other Officers here	All members of the Chief Officers Equalities sub-Group.	
Executive Member	Yes	No
Date final report sent to Constitutional Support Services	19.01.03.	

# EQUALITY, DIVERSITY AND COMMUNITY COHESION: A HOLISTIC APPROACH



## **ANNEX B**

### **EXTERNAL REFERENCE PANEL: DRAFT TERMS OF REFERENCE AND MEMBERSHIP.**

The Strategic Advisory Group, set up after the publication of the Stephen Lawrence inquiry report, is identified in the Race Equality Scheme (RES) as the principal mechanism for consultation on policy.

It was intended that the Group would be involved in shaping the terms of reference of race equality impact assessments as well as providing feedback on assessments and proposals for implementation.

In practice, the Group as originally constituted (see Annex A) no longer operates and there is a strong argument for reviewing the mechanisms we have for consultation, contribution to policy making and for carrying out the challenge role required to make impact assessments rigorous and relevant to all those who are likely to be affected by them. We now need to be looking beyond race and broadening the agenda to encompass gender, disability, belief/religion and sexuality and age equalities.

The new approach: ensuring that equality, diversity and social cohesion are dealt with in a holistic manner, gives us the opportunity to look afresh at the role, remit and constitution of any such Group and make proposals for improvement.

Given this, it is proposed that the Strategic Advisory Group is disbanded and an alternative model is developed, along the lines of an External Reference Panel.

#### **Purpose of the External Reference Panel**

Primarily to be a mechanism for advice and challenge on consultation, performance and other key duties within this framework, between the Council and key stakeholders with an interest in the emerging equality, diversity and social cohesion agenda. The Panel may meet as a whole Panel or in small groups with a common interest or in certain circumstances, an individual Panel member may be asked to/ask to contribute. The roles that it is envisaged the Panel will carry out include:

- An “expert witness” function on discrete areas of equalities policy development;
- A challenge role in the development of equalities impact assessments;
- A sounding board/steer on emerging equalities policy;
- An overview role in the development of the equalities/diversity /social cohesion agenda;
- Contributing to the critical equality performance indicators related to quality of life, social cohesion and citizenship/compliance.

#### **Membership.**

The requirement to reach BVPI Level 2 of the Equalities Standard by March 2003 has heightened the imperative to ensure that the Panel is representative of as wide as possible a range of communities of interest. However, ideally the Panel should probably not constitute more than 20 people/organisations:

We will therefore invite representation on the Panel from amongst:  
Southwark Pensioners Forum,  
Southwark Disabilities Forum, and other disability representatives,  
Youth Parliament/Council  
Southwark Travellers Action Group,

SEA,  
SREC,  
SAVO,  
SCEN,  
Southwark Refugee Project,  
Lesbian, Gay, Bi-sexual, Transgender community, represented by the anti-  
homophobic forum,  
Inter-faith group representation,  
Women, represented via the Domestic Violence Forum.  
The Commission for Racial Equality.