

CITY OF
WOLVERHAMPTON
COUNCIL

A stylized rainbow graphic composed of overlapping, brush-stroke-like shapes in red, orange, yellow, green, and blue, positioned behind the main title text.

RAINBOW CITY

wolverhampton.gov.uk/rainbowcity

What is Rainbow City?

- 🌈 Rainbow City is a project that aims to celebrate and support Wolverhampton's commitment to being a fair, diverse and inclusive city; where everyone feels safe and free to be themselves.
- 🌈 The initial idea came from our internal Rainbow Staff Equality Forum in a meeting in July 2020 that was attended by Tim Johnson (Chief Executive Officer) and David Watts (Former Director of Adult Services). The idea was to create a Rainbow Quarter as a home for the LGBT+ communities. After some discussion this was then extended to the whole city thus Rainbow City was born.
- 🌈 The ambition is simple – we want to be a Rainbow City where people can truly be themselves. Whoever you are; you are welcome within the City of Wolverhampton and we want to ensure that this can become a reality.
- 🌈 The project will deliver numerous initiatives across the city that highlights this commitment, with a particular focus on improving health and wellbeing outcomes for our growing LGBT+ community.
- 🌈 This overview will provide a summary of the evidence base behind Rainbow City, the proposed action plan and proposed governance structure that will manage the Rainbow City.





Evidence base for the Rainbow City project

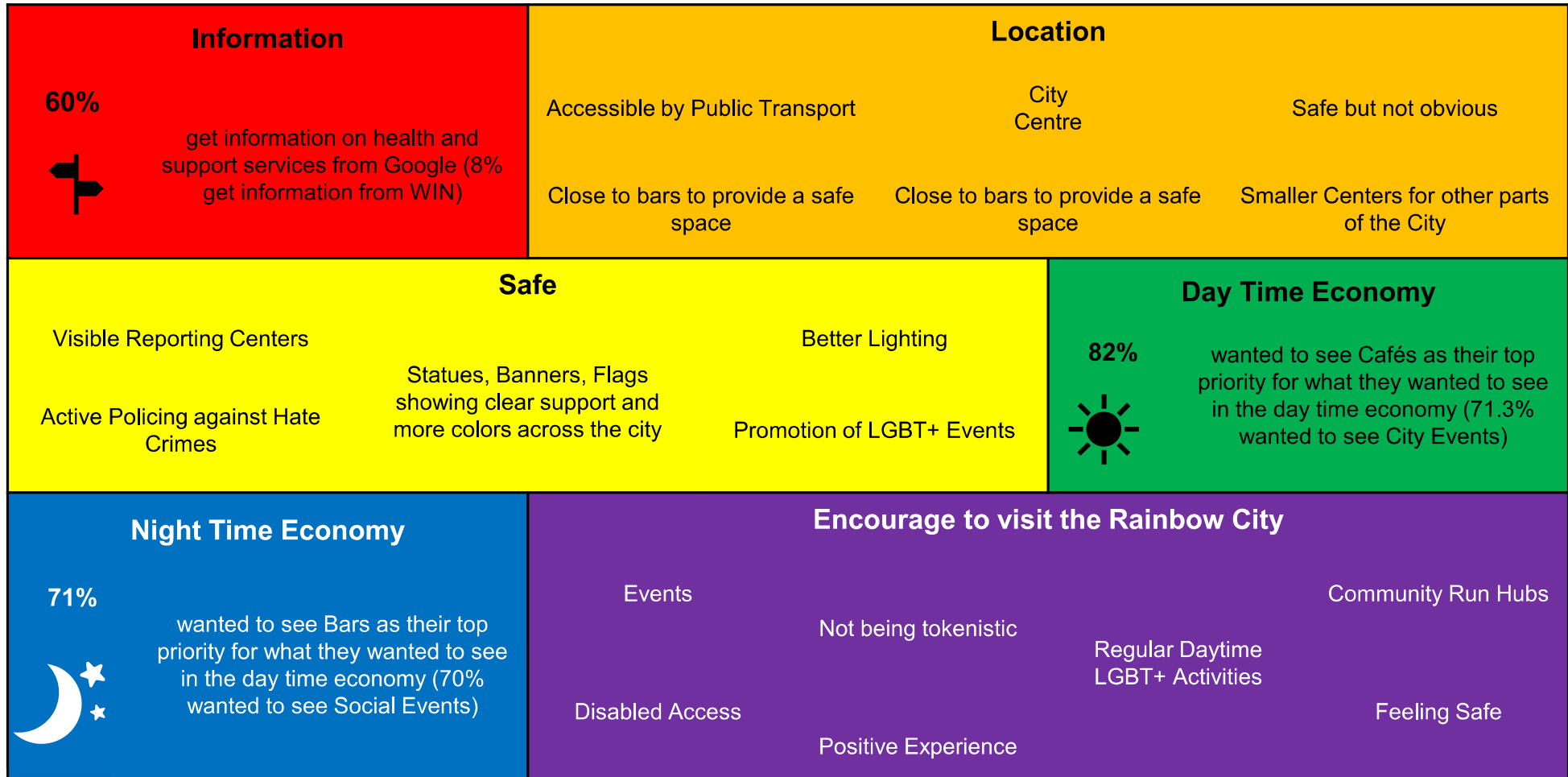
- 🌈 Three qualitative sources of feedback have been driving the Rainbow City project so far.
 - 🌈 The '[Improving the Health and wellbeing of LGBTQ+ Communities in Wolverhampton](#)' conference, held at the Civic Centre in November 2019 with approx. 70 attendees.
 - 🌈 The Rainbow Staff Equality Forum, an internal City of Wolverhampton Council staff forum who meet monthly
 - 🌈 Rainbow City Consultation
- 🌈 **There is limited quantitative data available.** The Office of National Statistics releases annual [sexual orientation statistics](#) (based on results from the Annual Population Survey) which can provide estimates based on region but not locality.
- 🌈 The most recent available data (2019) estimates that 2.6% of the adult population identify as LGB or 'other' across the West Midlands. Applied to the population of Wolverhampton, this is around **5,200 adults**. Data on Gender Reassignment is not available.
- 🌈 **The release of data from the 2021 census may offer further insight into our LGBT+ communities.** Optional questions relating to sexual orientation and gender identity were included for the first time. Findings from the census are expected to be released from [March 2022](#).



Consultation findings (168 Responses)

<p>82%</p> <p></p> <p>agree with the initial principles, vision and objectives of the Rainbow City</p>	<p>Benefits of a Rainbow City</p> <table border="0"> <tr> <td>Safer Environment</td> <td>Inclusive City</td> </tr> <tr> <td>Equality for All</td> <td>Engagement with communities</td> </tr> <tr> <td>Acceptance</td> <td>Visibility</td> </tr> <tr> <td>More diversity</td> <td>Feeling Included</td> </tr> </table>	Safer Environment	Inclusive City	Equality for All	Engagement with communities	Acceptance	Visibility	More diversity	Feeling Included	<p>Achieve in a Rainbow City</p> <table border="0"> <tr> <td>Rainbow Centre</td> <td>Greater Awareness</td> </tr> <tr> <td>Welcoming City</td> <td>Accessible Venues</td> </tr> <tr> <td>Lower Hate Crime Rates</td> <td>Be a City where LGBT+ people can thrive</td> </tr> </table>	Rainbow Centre	Greater Awareness	Welcoming City	Accessible Venues	Lower Hate Crime Rates	Be a City where LGBT+ people can thrive
Safer Environment	Inclusive City															
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Rainbow Centre	Greater Awareness															
Welcoming City	Accessible Venues															
Lower Hate Crime Rates	Be a City where LGBT+ people can thrive															
<p>See in a Rainbow City</p> <table border="0"> <tr> <td>Visibility</td> <td>Pride Crossing</td> </tr> <tr> <td>Rainbows</td> <td>Rainbow Map</td> </tr> <tr> <td>Pride Murials</td> <td>Positive Messaging</td> </tr> <tr> <td>Increased LGBT+ Venues</td> <td>Support Service for the LGBT+</td> </tr> </table>	Visibility	Pride Crossing	Rainbows	Rainbow Map	Pride Murials	Positive Messaging	Increased LGBT+ Venues	Support Service for the LGBT+	<p>67%</p> <p></p> <p>thought Wellbeing Services were the top priority for Health and Support Services (with 52% being Sexual Health)</p>	<p>There was a close relationship between all services that were on the consultation which demonstrates the importance of strengthening working relationships between health service providers and the public and voluntary sector services - this to demonstrate the importance and significance of the Rainbow Centre.</p>						
Visibility	Pride Crossing															
Rainbows	Rainbow Map															
Pride Murials	Positive Messaging															
Increased LGBT+ Venues	Support Service for the LGBT+															

Consultation findings (168 Responses)



Further evidence

- 🌈 **Further insight is available on the national scale** through the [UK wide “LGBT survey”](#), conducted by the Government Equalities Office in 2017. This survey had 108,100 respondents from across the UK. The headline statistics highlight similar challenges to those raised by local LGBT+ communities.
- 🌈 **Some authorities have commissioned a needs analysis of their LGBT+ communities.** These are typically delivered by voluntary and community sector organisations who have strong links with local LGBT+ communities. Examples include:
 - 🌈 [Encompass Network’s LGBTQ Needs Assessment](#), published in 2014 on behalf of Cambridge City Council and South Cambridgeshire Council.
 - 🌈 Stonewall Cymru engaged with over 500 LGBT+ individuals in Wales to inform the [Welsh Government’s LGBTQ+ action plan](#), which is currently open for public consultation.

The national picture

Government's ["LGBT Action Plan"](#):

- 🌈 released in 2018, responding to the findings of the national "LGBT survey" conducted the year before.
- 🌈 75 actions, committed for delivery by 2022, across themes including health, education, safety and workplaces.

The [latest progress update](#) (released July 2019) highlighted the following actions:



The appointment of the UK's first "LGBT Health Advisor" (Apr 2019).



The appointment of an "LGBT Advisory Panel". The Panel's term ended in Mar 21 and has yet to be reconvened.



Funding for training and development of LGBT+ community groups and a small grants scheme, delivered by Consortium (the [LGBT+ Futures Fund](#), Jan 19 to Mar 20).



A new curriculum for Relationships Education (primary schools) and Relationships and Sexual Education (secondary schools) that includes non-heteronormative portrayals of relationships. Schools are required to have implemented the changes by Sept 2021.



Consultation on Banning Conversion therapy (launched on the 29th October 2021)



The scheduling of an international LGBT+ conference in Jun 2022, entitled 'Safe to be Me'.

Drivers for change

LGBT+ people show lower satisfaction with their lives than the general population.

In the national “LGBT survey”, LGB people gave an average rating of 6.5 out of 10, while trans respondents gave an average rating of 5.4. For the general population, the average rating is 7.7.

A high proportion of LGBT+ people suffer from mental health issues.

24% of respondents to the national “LGBT survey” had accessed mental health services in the 12 months prior to responding. These are likely to have been exacerbated by the Covid-19 pandemic, as indicated in [survey results published by the LGBT Foundation](#).

Many LGBT+ individuals experience hate crime, and this is often unreported.

The national “LGBT survey” showed that over 40% of respondents had been victims of abuse as they were LGBT, and indicated that over 90% of these incidents went unreported.

While some LGBT+ support is available in our city, there is no unified offer.

Feedback from LGBT+ individuals in the city indicates that this can lead to a perception of Wolverhampton not being LGBT+ friendly.



Rainbow City Themes

These themes emerged from best practice research. High level objectives have been drafted for each.



1: Digital

A dedicated digital offer for Wolverhampton's LGBT+ communities, serving as a single access point for information relating to LGBT+ themed city events, communications, and signposting to sources of support.

Theme Lead – Tim Clark / **Deputy Lead** – Christopher Nicholls



2: Culture and creative

A city whose institutions celebrate diversity, working alongside a thriving LGBT+ voluntary and community sector that has access to meeting space and funding opportunities to host their own inclusive events.

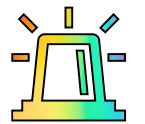
Theme Lead – Joanna Grocott / **Deputy Lead** – Sam Axtell



3: Health and wellbeing

A city where LGBT+ residents have equal access to services supporting their mental and physical health needs. Access is free of judgement or discrimination, and effective signposting is in place for any services that are not available locally.

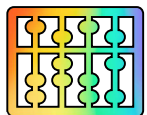
Theme Lead – Parmdip Dhillon / **Deputy Lead** – To be appointed



4: Community safety

A city where everyone feels confident to be who they are without fear of judgement and abuse, where any discriminatory behaviour is challenged and actioned against.

Theme Lead – Hannah Pawley / **Deputy Lead** – Deborah Smith

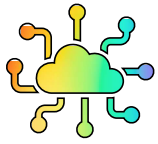


5: Education

A city that actively promotes awareness of the challenges faced by our LGBT+ communities, and provides accessible information for all residents who wish to find out more.

Theme Lead – Helen Bakewell / **Deputy Lead** – Phil Leviders





Theme 1: Digital

Proposed aim:

A dedicated digital offer for Wolverhampton's LGBT+ communities, serving as a single access point for information relating to LGBT+ themed city events, communications campaigns, and signposting to sources of support.

What is already being done in Wolverhampton?

Websites for Voluntary and Community Sector organisations, including [Wolverhampton LGBT+](#), [x2y](#), and [TNB Connect](#).

Possible action(s):

A dedicated Rainbow City website, app, or both collecting dedicated information for the city's LGBT+ communities.


Links to consultation responses:


60% of respondents said they found health and support services through **Google searches**.

Points to consider:

Ongoing staff resource required to keep a website/app up to date.

Intervention examples:

 [Find the Rainbow](#), North Melbourne, Australia. An interactive map of LGBT+ groups and networks across the locality.

 [LGBTQ in Hertfordshire](#). While primarily designed for physical media, this guide signposts users to a wide range of services from the local authority, local community groups, and national charities. Topics include sexual health, housing, personal safety, and parenting.



Theme 1: Digital

Theme Lead – Tim Clark
Deputy Lead – Christopher Nicholls

Proposed aim/outcome	Link to evidence	Proposed action
A dedicated digital offer for Wolverhampton's LGBT+ communities, serving as a single access point for information relating to LGBT+ themed city events, communications, and signposting to sources of support.	Rainbow City consultation: 60% of respondents said they found health and support services through Google searches.	Create a dedicated Rainbow City website, app, or both collecting dedicated information for the city's LGBT+ communities.



Theme 2: Culture and Creative

Proposed aim:

A city whose public institutions celebrate diversity, working alongside a thriving LGBT+ voluntary and community sector that has access to meeting space and funding opportunities to host their own inclusive events.

What is already being done in Wolverhampton?

- 🌈 Communications campaigns promoting LGBT+ awareness days, such as International Day Against Homophobia, Biphobia, and Transphobia; International Non-Binary Day.
- 🌈 Event offers from the city's Voluntary and Community Sector organisations.

Possible action(s):

- 🌈 A dedicated space for LGBT+ community groups to meet.
- 🌈 Funding for one-off events.
- 🌈 A training and development offer for new and existing community groups to support them to develop sustainable operating models.
- 🌈 Establish a visible statement that publicly exhibits the city's commitment to inclusivity, for example a 'Rainbow Route' from the transport interchange to city centre thoroughfares.



Theme 2: Culture and Creative

Intervention examples:

- 🌈 [Proud Trust LGBT+ centre](#), Manchester. Part funded through grants from the Greater Manchester Authority and Manchester City Council.
- 🌈 [Rainbow road crossing](#), Wimbledon, London. Delivered by Love Wimbledon BID and Merton Council.

Links to consultation responses:

- 🌈 71% of respondents listed '**events**' as a priority for any Rainbow City day time economy offer.
- 🌈 When asked what they would like to see in Rainbow City, '**Pride crossing**', '**pride murals**', and '**visibility**' were terms used by respondents.
- 🌈 Statues, banners, and flags were highlighted as ways to publicly show support.
- 🌈 A city centre location was preferred for any Rainbow Centre.

Points to consider:

- 🌈 Is there the budget for a small grants offer? Or should the Rainbow City offer focus on supporting community groups to apply for existing funding?
- 🌈 What services/organisations should be co-located in any Rainbow Centre?



Theme 2: Culture and Creative

Theme Lead – Joanna Grocott
Deputy Lead – Sam Axtell

Proposed aim/outcome	Link to evidence	Proposed actions
<p>A city whose public institutions celebrate diversity, working alongside a thriving LGBT+ voluntary and community sector that has access to meeting space and funding opportunities to host their own inclusive events.</p>	<p>Rainbow City Consultation:</p> <ul style="list-style-type: none"> • 71% of respondents listed ‘events’ as a priority for any Rainbow City day time economy offer. • When asked what they would like to see in Rainbow City, ‘Pride crossing’, ‘pride murals’, and ‘visibility’ were terms used by respondents. • Statues, banners, and flags were highlighted as ways to publicly show support. • A city centre location was preferred for any Rainbow Centre. 	<p>Source a dedicated safe space where LGBT+ community groups can meet.</p>
		<p>Secure funding to support a series of events.</p>
		<p>Produce a training and development offer for new and existing community groups to support them to develop sustainable operating models.</p>
		<p>Launch a training and development offer for businesses on how they can support our LGBT+ communities.</p>
		<p>Embedded Rainbow City Charter into our Procurement Processes to demonstrate Council’s and providers commitment.</p>
		<p>Draft proposal for a visual statement that publicly exhibits the city’s commitment to inclusivity. For example, a ‘Rainbow Route’ from the transport interchange to city centre thoroughfares.</p>









Theme 3: Health and Wellbeing




Proposed aim:

A city where LGBT+ residents have equal access to services to support their mental and physical health needs. Residents can access these services free of any judgement or discrimination, and effective signposting is in place for any specific health services that are not available locally.

What is already being done in Wolverhampton?




-  Counselling offer from Wolverhampton LGBT+.
-  Weekly X2Y youth group meetings in the city centre.
-  Wolverhampton Children and Adolescent Mental Health Services (CAHMS), who offer support with sexuality and gender.
-  The Health Inequalities Board, recently formed to address health inequalities across the city.

Possible action(s):


-  A needs assessment to build up a clearer picture of the health and wellbeing needs of Wolverhampton's LGBT+ communities.
-  Dedicated time for trans and/or inter-sex people to access leisure facilities.
-  Expansion of LGBT+ youth groups with a focus on mental health.

Theme 3: Health and Wellbeing



Intervention examples:

-  [LGBTQ Needs Assessment](#), commissioned by Cambridge City Council and South Cambridgeshire Council.
-  [New Beginnings LGBT Youth Group](#), Sefton Council. Open to LGBT+ young people aged 11-19.
-  [All Bodies Swim](#), Hanover, Germany. Trans and intersex swimming sessions.

Links to consultation responses:

-  67% of respondents listed **Wellbeing Services** as the top priority for Health and Support services.

Points to consider:

-  NHS England has [committed to enacting the Health actions](#) listed in the “LGBT Action Plan”. This includes building an evidence base on sexual orientation and gender identity, and filling in gaps in training of health and social care professionals.
-  There are upcoming structural changes in the NHS, which should bring a stronger emphasis on partnership working. This should put local authorities in a stronger position to champion inclusive healthcare for LGBT+ communities.



Theme 3: Health and Wellbeing

Theme Lead – Pamdip Dhillon
Deputy Lead – *To Be Appointed*

Proposed aim/outcomes	Link to evidence	Proposed actions
Develop a wider proposal for LGBT+ Inclusive Services within Wolverhampton	Rainbow City Consultation: 67% of respondents listed Wellbeing Services as the top priority for Health and Support services.	Perform a needs based analysis within Wolverhampton to investigate what is going on (This will then determine the next actions for Health and Wellbeing Services)
		Develop a yearly strategy for Health and Wellbeing campaigns.
Reduce the isolation experienced by trans in the community.	Improving the Health and wellbeing of LGBTQ+ Communities in Wolverhampton (2019 conference): Safe places to go, talk and meet other members of the LGBT community was highlighted as a need.	Develop a dedicated offer for trans+ community.








Theme 4: Community Safety




Proposed aim:

A city where everyone feels confident to be who they are without fear of judgement and abuse, where any discriminatory behaviour is challenged and actioned against.

What is already being done in Wolverhampton?

-  [Stop Hate WLW](#), a city wide campaign to raise awareness of what hate crime is and how to report it.
-  Hate Crime reporting centres located around the city, including Base 25, Midland Mencap, W'ton Refugee and Migrant Centre, W'ton University Student Union.
-  'Ask for Angela' codeword campaign.

Possible action(s):

-  A training offer for local businesses and organisations, including practical steps that can be taken to make services inclusive and to challenge discriminatory behaviour.
-  A Rainbow City accreditation scheme for local businesses and organisations who have undertaken inclusion training and continue to demonstrate their commitment to making their premises a safe space.
-  Expansion of existing campaigns, which could include expanding the number of hate crime reporting centres across the city, or introducing a hate crime reporting mobile app.



Theme 4: Community Safety

Intervention examples:

- 🌈 [LGBTQ Inclusion Award](#), Sussex. A three tier award for businesses in Brighton and Hove who meet LGBT+ inclusion criteria. Awarded by Switchboard (a regional LGBT+ charity).
- 🌈 [Lancashire LGBT Quality Mark](#). Funded by Lancashire County Council, this accreditation scheme is largely aimed at public services. Awarded by Lancashire LGBT, a regional charity.
- 🌈 [Stop Hate UK](#) hate crime reporting app, currently available in West Yorkshire, Surrey, Stockport and Merseyside.

Links to consultation responses:

- 🌈 **Lower hate crime rates** listed as something respondents wanted Rainbow City to achieve.
- 🌈 Suggested steps towards this:
 - 🌈 Active policing against Hate Crimes
 - 🌈 Visible reporting centres
 - 🌈 Better lighting
 - 🌈 Statues, banners, flags, showing clear support.

Points to consider:

- 🌈 Wolverhampton has the highest outcome rate for hate crime reports across the whole West Midlands police area, yet hate crime is under-reported.
- 🌈 Any further needs analysis work could explore the perceived barriers to reporting hate crime.

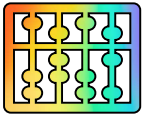


Theme 4: Community Safety

Theme Lead – Hannah Pawley
Deputy Lead – Deborah Smith

Proposed aim/outcomes	Link to evidence	Proposed actions
<p>A city where everyone feels confident to be who they are without fear of judgement and abuse, where any discriminatory behaviour is challenged and actioned against.</p>	<p>Rainbow City Consultation:</p> <ul style="list-style-type: none"> • ‘Lower hate crime rates’ listed as something respondents wanted Rainbow City to achieve. • Suggested steps towards this: <ul style="list-style-type: none"> – Active policing against hate crimes – Visible reporting centres – Better lighting – Statues, banners, flags, showing clear support. 	<p>Review of current sanctuaries to assess whether expansion is required</p>
		<p>Review and refresh third party reporting centres to ensure that training and practices are up to date and expand where necessary. Relaunch Third Party Reporting Centres following review.</p>
		<p>Develop a training offer for local businesses and organisations to raise awareness of hate crime and include practical steps around how to challenge and report hate crime to promote community tolerance and cohesion</p>
		<p>Launch a Rainbow City accreditation scheme for local businesses and organisations. Criteria to include undertaking inclusion training and continued demonstration of their commitment to making their premises a safe space.</p>
		<p>Review existing campaigns for hate crime reporting and consider expanding them (e.g. expanding the number of hate crime reporting centres across the city, or introducing a hate crime reporting mobile app).</p>
		<p>Support and Develop Ask Angela/Ask Marc</p>
		<p>Review of culture of Nighttime Economy for LGBT+ Community</p>





Theme 5: Education

Proposed aim:

A city that actively promotes awareness of the challenges faced by its LGBT+ communities, and provides accessible information for all residents who wish to find out more.

What is already being done in Wolverhampton?

- 🌈 A dedicated full time PSHE advisory teacher with strong links to LGBT+ communities in the city, supporting schools to embed positive portrayals of LGBT+ relationships in the Relationships and Sex Education curriculum.
- 🌈 Ongoing anti-bullying support to schools, including Headstart Wolverhampton's anti-bullying charter.

Possible action(s):

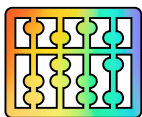
- 🌈 Continue supporting schools to embed the new curriculum for Relationships and Sexual Education.
- 🌈 Introduce an LGBT+ Ally training offer, accessible by anyone in the city who wishes to know more about the challenges faced by LGBT+ people in Wolverhampton and beyond.

Links to consultation responses:

'Positive messaging' and 'greater awareness' listed as something respondents wanted to see in Rainbow City.

Intervention example:

[How to be an LGBTQ+ ally](#), online resource from Imperial College London.



Theme 5: Education

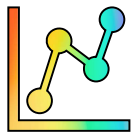
Theme Lead – Helen Bakewell
Deputy Lead – Phil Leivers

Proposed Aim/ Outcomes	Link to Evidence	Proposed actions
<p>A city that actively promotes awareness of the challenges faced by it's LGBT+ communities, and provides accessible information for all residents who wish to find out more.</p>	<p>Rainbow City Consultation: 'Positive messaging' and 'greater awareness' listed as something respondents wanted to see in Rainbow City.</p>	<p>Offer support to schools to embed the new curriculum for Relationships and Sexual Education.</p> <p>Launch an LGBT+ Ally training offer, accessible by anyone in the city who wishes to know more about the challenges faced by LGBT+ communities.</p>
<p>Increased awareness and access to training for professionals working with LGBT community (including specialist support)</p>	<p>Improving the Health and wellbeing of LGBTQ+ Communities in Wolverhampton (2019 conference): A need was highlighted for professionals to improve their understanding of the impacts faced by children/adolescents when changing their gender.</p>	<p>Draft a training package with specialists that will reach all professionals in the public sector (scope needs to encompass varied/specialist support needs of LBGT community).</p> <p>Investigate current curriculum requirements of RSE and delivery to date → Work with city partners, specialists and professionals and the community to develop resources for educational institution (for pupils and staff)</p> <p>Develop a new training model to equip teachers with the necessary tools to meet the needs of trans children in primary and secondary schools</p>



Summary of key priorities

(from the Rainbow City Project Group)



A **needs analysis** of the city's LGBT+ communities, to provide a robust evidence base for medium to long term interventions.



A **digital offer** that provides a 'one-stop shop' showcasing the city's LGBT+ offer.



A **visible statement** of our inclusive commitment, such as a 'Rainbow Route' in the city centre






A **training offer** for businesses/organisations to make their services, premises, and behaviours inclusive; and methods that can be used to safely challenge discriminatory behaviour.



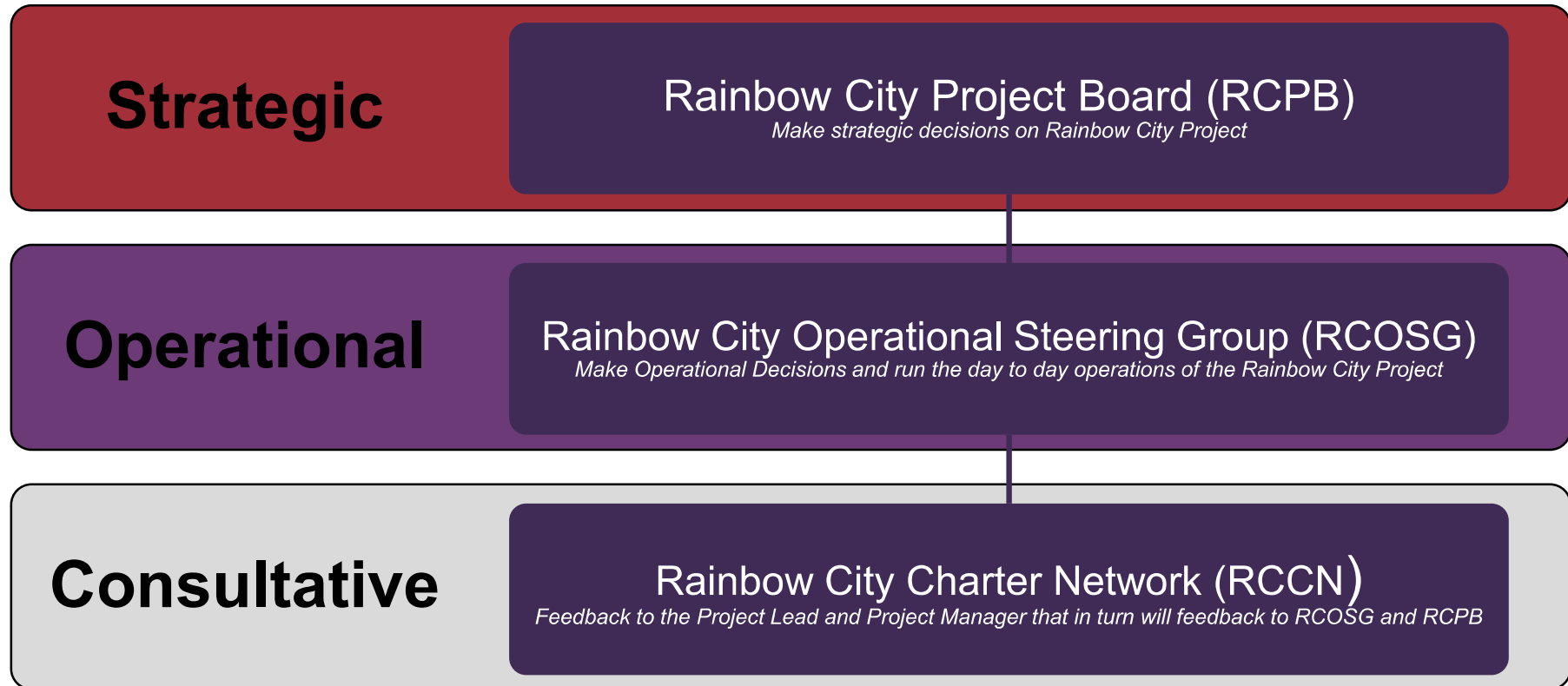
Establishment of a **Rainbow Centre**, to serve as a collective home for LGBT+ community groups in the city.

Supported by:

-  A **Rainbow City Action Plan** with projected timelines and transparent commitments on what will be delivered, by when, and by whom.
-  A **Rainbow City Commitment** document highlighting the challenges faced by our LGBT+ communities, our objectives, how these fit into our wider strategic aims, and how progress will be monitored and shared.
-  A **Rainbow City Charter** highlighting the partnership working behind the commitment and action plan. This will be coproduced and signed by all partners to articulate their commitment towards making Wolverhampton safe, diverse, and inclusive for all.



Governance of the Rainbow City



Rainbow City Project Board (RCPB)

Role:

Rainbow City Project Group will operate as a decision making for the Rainbow City Project Board.

Members		
Name	Title	Workstream Role / Partner Organisation
Julia Nock	Head of Assets (Chair)	Chair of Project Group (Chair)
Jin Takhar	Head of Equality, Diversity and Inclusion	Project Executive (Vice Chair)
Kieran Simpson	Equality Diversity and Inclusion Advisor	Project Lead
Harvir Khaira	Project Manager	Project Manager
Ian Fegan	Director of Communications and External Relations	Strategic Executive Board Sponsor
Attendees		
Name	Title	Workstream Role / Partner Organisation
Alison Shannon	Chief Accountant	Subject Matter Expert: Finance
Callum Campbell	Senior Policy and Strategy Officer	Subject Matter Expert: Strategy
Tim Clark	Communications Manager	Subject Matter Expert: Communications
Cherry Shine	Director	Wolverhampton Business Improvement District
Kelly Walker-Reed	Chair	Wolverhampton LGBT



Rainbow City Operational Steering Group (RCOSG)

Role:

Rainbow City Operational Steering Group is where theme leads will feedback on thematic works to inform decisions made in the Project Group. The Project Lead and Project Manager will act as liaison between the Operational Steering Group and Project Group.

Members		
Name	Title	Workstream Role / Partner Organisation
Kieran Simpson	Equality Diversity and Inclusion Advisor	Project Lead (Chair)
Harvir Khaira	Project Manager	Project Manager (Vice Chair)
Amanda Sherrard	Corporate Analytics Manager	Insight and Performance Lead
Raeesa Mohammed	Analyst	Insight and Performance Deputy
Tim Clark	Communications Manager	Theme 1 Lead – Digital Lead
Chris Nicholls	Digital Experience Officer	Theme 2 Deputy - Digital
Joanna Grocott	Placed Based Manager	Theme 2 Lead – Culture and Creative Lead
Sam Axtell	Consultation and Community Involvement Officer	Theme 2 Deputy – Culture and Creative
Parmdip Dhillon	Principal Public Health Specialist	Theme 3 Health and Wellbeing
TO BE APPOINTED	TO BE APPOINTED	Theme 3 Deputy – Health and Wellbeing
Hannah Pawley	Community Safety Manager	Theme 4 Lead – Community Safety
Deborah Smith	Prevent & Cohesion Co-Ordinator	Theme 4 Deputy – Community Safety
Helen Bakewell	Head of Inclusion & Empowerment	Theme 5 Lead – Education
Phil Leivers	Head of Educational Excellence	Theme 5 Deputy – Education



Rainbow City Charter Network (RCCN)

Role:

Rainbow City Charter Network will provide feedback on the Rainbow City at a grassroots and partnership level. This feedback will be feedback to the Project Group to inform decisions on the Rainbow City. This will be set up with the launch of the Rainbow City.

Members		
Name	Title	Workstream Role / Partner Organisation
Julia Nock	Head of Assets	Chair of Project Group
Kieran Simpson	Equality Diversity and Inclusion Advisor	Project Lead
Harvir Khaira	Project Manager	Project Manager
<i>Other members to be agreed as the aim to be as representative as possible i.e...</i>		
<i>Wolverhampton Homes, Royal Wolverhampton Trust, City of Wolverhampton College, University of Wolverhampton, West Midlands Ambulance Service, West Midlands Police, West Midlands Fire Service, LGBT+ Organisations etc.</i>		



Engagement Plan

Date	Action	Purpose
13/09/2021	Rainbow City Project Board	Project Board Approval
17/09/2021	Rainbow Staff Equality Forum	Update
24/09/2021	Meeting with Cllr Anwen Muston	Advice
05/10/2021	Strategic SEB	Advice / Initial Approval
06/10/2021	Cabinet Member Briefing for Governance	Information
15/10/2021	Rainbow Staff Equality Forum	Engagement
18/10/2021	Project Assurance Group	Update
07/12/2021	Equality Advisory Group	Engagement
07/12/2021	Scrutiny Board	Scrutiny
09/12/2021	City Allies Network	Feedback
13/12/2021	Sent out to all Councillors for Feedback	Feedback
13/12/2021	Sent out to Community Partners for Feedback	Feedback
24/01/2022	Strategic SEB	Approval
09/02/2022	Cabinet Member for Governance and Ethics Briefings	Approval
14/02/2022	Leaders Meeting	Approval
23/02/2022	Cabinet	Approval
28/02/2022	Launch (subject to approval at Cabinet)	Launch



Next Steps

Alison Shannon (Chief Accountant) is meeting with all Theme Leads to ascertain total costings for the Rainbow City based on current budgets.

Engage with Councillors and Communities to seek their views on the current action plan for Rainbow City

Create the final draft of Rainbow City Action Plan, Rainbow City Commitment Document and Rainbow City Charter

Launch in February 2021 (subject to relevant approvals)

