

<b>CITY OF WOLVERHAMPTON COUNCIL</b>	<b>Cabinet</b> <b>23 February 2022</b>
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<b>Report title</b>	Rainbow City	
<b>Decision designation</b>	AMBER	
<b>Cabinet member with lead responsibility</b>	Councillor Paula Brookfield Governance and Equalities	
<b>Key decision</b>	No	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	All Wards	
<b>Accountable Director</b>	David Pattison, Chief Operating Officer	
<b>Originating service</b>	Equality Diversity and Inclusion	
<b>Accountable employee</b>	Jin Takhar	Head of Equality Diversity and Inclusion
	Email	Jin.Takhar@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Strategic Executive Board	5 October 2021
	Scrutiny Board	7 December 2021
	Cabinet Member Briefing	10 February 2022
	Governance Leadership Team	11 February 2022

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**Recommendations for decision:**

The Cabinet is recommended to:

1. Approve the Council's Rainbow City Commitment Document as attached in Appendix 1
2. Approve the Council's Rainbow City Action Plan as attached in Appendix 2.

## **1.0 Purpose**

- 1.1 To invite Cabinet to approve the Rainbow City Commitment Document and Rainbow City Action Plan which outlines the background, themes, and objective of the Rainbow City Approach. This follows a series of engagements both internally and externally.

## **2.0 Background**

- 2.1 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.
- 2.2 The initial idea came from our own internal Rainbow Staff Equality Forum in a meeting that was attended by the Chief Executive and Former Director of Adult Services in July 2020. The idea was to create a Rainbow Quarter as a home for the LGBT+ communities. After some discussion out of an initial working group the wider point about inclusivity across the whole city rather than an area and thus the Rainbow City idea came to fruition.
- 2.3 The Rainbow City has five key themes:
  - A. 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.
  - B. Culture and Creative - 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.
  - C. Health and Wellbeing - 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.
  - D. 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.
  - E. Education - A city that actively promotes awareness of the challenges faced by its LGBT+ communities, providing accessible information for all residents who wish to find out more, and where professionals working with the LGBT+ community have access to appropriate training and development opportunities.
- 2.4 Each theme has detailed actions and an assigned Council Lead and Deputy Lead who will coordinate the actions within that theme.

### **3.0 Progress to date**

- 3.1 Following the initial discussion in the Council's Internal Rainbow Staff Equality Group; a Rainbow City Working Group was coordinated. This group looked at the art of the possible for Rainbow City working closely with EDI and Policy & Strategy to look at further research for what has been for LGBT+ inclusivity.
- 3.2 In May 2021 as part of International Day Against Homophobia Biphobia and Transphobia (IDAHOBIT), the Council released the Rainbow City Consultation. This asked a number of questions around Wolverhampton, being LGBT in Wolverhampton, respondents views on the initial objectives and vision for Rainbow City with some detailed questions around health and wellbeing. This was held over two months. 168 citizens responded to the consultation.
- 3.3 The consultation results showed that 82% of respondents agreed with the initial principles, vision and objectives of the Rainbow City. Other key findings were:
  - A. 67% thought Wellbeing Services were the top priority for Health and Support Services.
  - B. 60% get their information about Health and Wellbeing Services from Google (whereas 8% get their information from the Wolverhampton Information Network).
  - C. The benefits of a Rainbow City include equality for all, safer environment and feeling included.
  - D. Respondents wanted to see an increase of visible hate crime reporting centres, active policing against hate crime, better lighting and an increase in statues, banners, flags showing clear support and more colours across the city.
- 3.4 Following the results of the consultation the Rainbow City Project Group was formed. This is chaired by the Deputy Director of Assets (Lead Ally for City Assets). The Rainbow City Project Group came together to develop the ideas further basing this on the consultation results and research done by the Policy and Strategy Team.
- 3.5 This was presented to the internal Rainbow Staff Equality Forum and Strategic Executive Board in October 2021. This was also presented to Scrutiny Board in December 2021.
- 3.6 The Rainbow City Project has now developed two key documents:
  - A. Rainbow City Commitment which outlines the commitment Wolverhampton has to the LGBT Community, setting out the vision of Rainbow City and the commitment that we make (This can be seen in Appendix 1).
  - B. Rainbow City Action Plan which sets out the key actions that will be taking place, with time frames, measures and who the Leads and Deputy Leads are.

#### **4.0 Evaluation of alternative options**

- 4.1 Option one would be to not to proceed with the Rainbow City. This would result in no change within the City for Lesbian, Gay, Bi and Trans+ community and would leave the city in the same situation that is it currently in.
- 4.2 Option Two would be to proceed with the Rainbow City. The Rainbow City Commitment Document evidences the Council's commitment for equality, diversity and inclusion and in particular the Lesbian, Gay, Bi and Trans+ community.

#### **5.0 Reasons for decision**

- 5.1 Option Two is the preferred option. The reason for the decision to approve and endorse this approach is to celebrate the city commitment to the values of equality, diversity and inclusion which aims through a number of steps to ensure that we treat all of our citizens with fairness, dignity and respect.

#### **6.0 Financial implications**

- 6.1 There are no direct financial implications to the commitment document itself although there are financial implications arising from the actions outlined in the document and the action plan. It is anticipated that the costs associated with the majority of these actions will be met from existing budgets, held across services. However, where additional funding is required, approval will be subject to future reports.
- 6.2 The 2022-2023 Final Budget and Medium Term Financial Strategy 2022-2023 to 2025-2026 report on this same agenda incorporates a Corporate Contingency budget to support Council Priorities. Any budgets allocations made from this budget will be incorporated into the Performance and Budget Monitoring updates to Cabinet.  
[AS/11022022/M]

#### **7.0 Legal implications**

- 7.1 There are no direct legal implications contained in the report. The Rainbow City Commitment document sets out the Council's commitment to being a fair, diverse, and inclusive city. The Council believes in equal rights and equal treatment for everyone in its community and demonstrates their commitment to eliminating all forms of discrimination and prejudice throughout the area.  
[TC/14022022/A]

#### **8.0 Equalities implications**

- 8.1 The aim of the Rainbow City is to ensure that the city 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.
- 8.2 This is a clear demonstration of our commitment to the Equality Act 2010 under the Public Service Equality Duty.

## **9.0 All other implications**

9.1 None

## **10.0 Schedule of background papers**

10.1 Rainbow City has previously been presented to [Scrutiny Board](#) on 7 December 2021.

## **11.0 Appendices**

11.1 Appendix 1: Rainbow City Commitment Document

11.2 Appendix 2: Rainbow City Action Plan