

# Adult Health and Social Care

Page 199

## Conversion Practice Delivery Plan

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### Ambition:

A position statement will define the issues and implement strategies that will produce a measurable and positive result for the LGBTQ+ community. It will:

- Raise awareness of the Conversion Practice in Sheffield.
- Encourage the LGBTQ+ community to speak out with confidence where they are subjected to this practice.
- Provide strategies within a framework to support the LGBTQ+ community.

### Context:

Conversion Practice is any intervention that seeks to change a person's sexual orientation or gender identity. It works towards one goal and that goal is to cure someone from being LGBTQIA+.

This position statement endorsed by Council members and wider organisations condemns this harmful and unethical practice and supports the rights and autonomy of all people, regardless of sexual identity, and takes a gender affirming perspective.

This position statement supports adults and young people with diverse gender and sexuality expressions enabling them to live, work, learn or worship in the city free of abuse i.e., bullying discrimination, homophobia or transphobia, social isolation, and rejection. It sends out a strong message to the wider community of equality and inclusion.

A multi -agency task and finish group has been implemented which involves representatives from adult and children's social care, health, church, human rights organisation and an individual with experience of conversion therapy. Best practice and benchmarking has been undertaken by this group in order to inform a position statement and a subsequent delivery plan.

**Accountable Officer:** Director Adult Health and Social Care

**Accountable Committee/ Board:** Safeguarding Adults Partnership Board and Adult Health and Social Care Policy Committee

Recommendation	Action	By when	Lead	RAG
<p>1. Awareness raising for <b>staff and the public</b> which should include training to identify the signs of 'so called Conversion Practices' and talk with confidence to those who are experiencing this or challenge the view of those in support.</p>	1a. Develop a Power-point which can be downloaded and used by local organisations to train staff on spotting the signs of "Conversion Practices" and what steps to take if they do.	June 2023	Chief Social Work Officer	
	1b. Record a conversion practice training session and make this available on the SASP website.	June 2023	Chief Social Work Officer	
	1c. Signage posters and pamphlets to be developed, to be available for download and use by local organisations in their organisations and premises in public view.	November 2023	Chief Social Work Officer	
<p>2. Raising awareness of those who carry out conversation practices who work in Positions of Trust</p>	2a. Provide a statement for organisations to use which will include: A definition of who is a PiPoT (person in a position of trust) and how they may abuse this trust if they carry out conversion practice within their employment or in their personal life.	September 2023	Chief Social Work Officer; Assistant Director Access, Mental Health and Wellbeing; Safeguarding Adults Partnership	
<p>3. Developing pathways to allow people and professionals to raise and respond to concerns about</p>	3a. Develop a mapping document, with steps to take: I.e. Does it meet safeguarding criteria i.e., person has needs for care and support, if yes, step to take, if no, what alternatives are available.	September 2023	Chief Social Work Officer Assistant Director Access, Mental Health, and Wellbeing	

conversion' practices.				
	3b. Process maps will be added onto the SASP website.	November 2023	Chief Social Work Officer	
4. Identify support services for those who are experiencing conversion practices	4a. Source services that may provide support i.e. National Support Service Organisation: Galop <a href="https://galop.org.uk/get-help/support-services/">https://galop.org.uk/get-help/support-services/</a>	August 2023	Chief Social Work Officer	
	4b. To be updated as they are identified and added to the SASP website.	Ongoing	Chief Social Work Officer	
<b>Risks</b>		<b>Other issues</b>		
<ul style="list-style-type: none"> <li>Collective action is necessary, and it is a challenge given the number of organisations which will need to commit to the position statement and deliver the scope of change required.</li> </ul>		<ul style="list-style-type: none"> <li>A new law is proposed to ban conversion therapy in the UK, however questions remain about what the bill will cover or the exact timescale which is yet to be agreed. The position statement and this delivery plan will remain under review and revised dependent on legislation.</li> </ul>		