

Diversity News

Spring 2017

Connecting Communities

About the Diversity Trust

The Diversity Trust is a non-profit organisation, which delivers equality, diversity and inclusion training and consultancy throughout the UK. Our work also covers Avon, Devon, Somerset, Swindon and Wiltshire to carry out research and

engagement. We are a partner with domestic abuse, hate crime and substance misuse services.

To learn more, subscribe to our newsletter at:

<http://www.diversitytrust.org.uk/>


The Diversity Trust
Influencing Social Change

Contents

Introduction	page 2
News-in-Brief	page 3-4
Diversity Trust Training	page 5
Mental Health Matters	page 6
Media Tips	page 7
Learning Disabilities LGBT+ Group	page 8-9
LGBT Bristol	page 10
LGBT Hate Crime - Meet Johanna	page 11
Community Café - Ground and BURST	page 12
Social Prescriptions	page 13-14
Terrence Higgins Trust update	page 15
Our New Contract with Healthwatch	page 16



Welcome to Diversity News Spring 2017.

In this issue you'll hear how we're working with many services and organisations to bring communities together by supporting their Equality, Diversity and Inclusion. Our news-in-brief shows our Alphabets LGBTQ youth group in South Gloucestershire going from strength to strength. And we're now getting ready to start an LGBT+ Community Forum in the county.

Our last newsletter mentioned an LGBT+ Mental Health workshop. As promised, you'll read an update about what we said in this newsletter, which addresses how we improve access to mental health services for LGBT+ people. This workshop will also feed into the Resilience Strategy for LGBT+ people in the area.

Our newsletter editor, Dave Sully, will give you tips on engaging the media, so you can increase your profile and improve your reach.

This year we supported launching a new social and support group for LGBT+ adults with learning disabilities. We have been working with the Brandon Trust, SARSAS and Bristol Public Health. And the Bristol Public Health Learning Disabilities team identified

a need for the group. We included elements of Karen Pollock's Blog in our article, as Karen brilliantly explores learning difficulties and sexual orientation. Joyce Howarth, our Easy Read expert and trainer, created the content for promoting the group and she shares her Easy Read tips.

We introduce, Johanna, our new Hate Crime officer at LGBT Bristol and the charity's call for more volunteers, members and Trustees. Our Diversity Trust Director, Russell Thomas, opened his very own community café, Ground and BURST. Please read about his FREE lunch time Equality and Diversity public discussions led by expert facilitators.

Following our newsletter theme in Bringing Communities Together, Jack Bailey at Curo, tells us about their Community Connectors project. The project is setting up a social prescription service, which empowers people to become more engaged and active in their communities. However, I was sad to hear about the Aled Richards Centre in Old Market, Bristol, closing after twenty-five-years in serving the communities who needed them. But, Jessica Oak, from Terrence Higgins Trust Bristol, reassured us about how its HIV support services will continue and go forward. I felt the urge to write a blog



about the closure, which you can read on my website: <http://www.berkeleywilde.co.uk/2.html> (published 12 March 2017).

I'm so excited to announce that we're working with the Care Forum again on a new research project. The project explores the health needs of Trans people and their access to local NHS services. But this time we've also teamed up with Local Healthwatch across South Gloucestershire, B&NES, Bristol, North Somerset, Swindon and Wiltshire. We'll keep you updated as this research project progresses.

To book our training visit:
Website: www.diversitytrust.org.uk
Email: info@diversitytrust.org.uk

Sign up to our newsletter, via our website Home Page www.diversitytrust.org.uk

Enjoy the rest of the Spring!

News in Brief:

Send us your news!

We launched our newsletter, Diversity News, in May 2015. It's a roundup of our news and impact in making services accessible for everybody, while creating a culturally competent workforce, which serves the whole community. This means everyone across the UK will get the timely and tailored help and support they need. Our newsletter is read by managers and senior managers working in councils, health and support services, the police and charities, so we believe your news and adverts will reach your intended audiences.

We'll support you in getting

your news out there, especially if it matches the equality, diversity and inclusion themes and key messages in our newsletters. You only need to send 300-500 words along with your exciting images and logos. However, we aim to follow the writing in Plain English guidelines as much as we can. Therefore, we're happy to edit what you send.

Here's what the extra adverts will cost. The first price is text only and the second price is for an advert designed: £5/£25 – quarter page £8/£38 – half-page £14/£54 – full page

Compared to most community newsletters these are bargain prices, perfect for promoting your Annual General Meetings, your events and conferences, recruiting staff and volunteers and so on.

Payment: Please send your Purchase Orders and Cheques to:

The Diversity Trust, PO Box 5189, Somerset BA6 0BN
Telephone: 0844 800 4425
Email: info@diversitytrust.org.uk

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Company Number: 8141031

We're exploring having an LGBT+ Community Forum in South Gloucestershire.

Last year we worked with Stand Against Race and Inequality (SARI) to arrange a public meeting on 3 March 2016 at Kingwood Civic Centre. The meeting explored how we can prevent and tackle LGBT+ hate crime in South Gloucestershire, and encourage more reporting when LGBT+ hate crime happens. We heard that an LGBT+ Forum in the county was needed. It will include the public, local businesses and services to actively meet and campaign for what's needed for LGBT+ people in South Gloucestershire. This includes having LGBT+ friendly services, identifying gaps and opportunities for LGBT+ people and giving local people the

knowledge in recognising and reporting a hate crime. There's more information about our hate crime service on page 11.

We're launching our South Gloucestershire LGBT+ Forum on:

Date: Monday 22 May 2017

Place: Kingswood Civic Centre

Time 6pm

Please contact us if you need more information and / or wish to get involved:

Call: 0844 800 4425

Visit: www.diversitytrust.org.uk

Email: info@diversitytrust.org.uk

News in Brief (continued):

DT Annual Review – call for quotes and case studies

It's time we created our Diversity Trust Annual Review, so you can clearly see the impact of our work. However, we want to hear your stories and how we've made a difference for your organisation and customers. This may create a ripple effect, which means more services and organisations can see how they can implement best Equality, Diversity and Inclusion practice. Please send your quotes and case studies to this email address: berkeley.wilde@diversitytrust.org.uk

Alphabets LGBTQ Youth Project – funding news

We're so proud of our Alphabets youth group, which is a social and support group for LGBTQ young people in Yate. It was made possible from our LGBT+ Health Needs Assessment report for South Gloucestershire in 2015. Since 2015 we've achieved funding from South Gloucestershire Council and Merlin Housing Society. Our young people presented and were actively involved in achieving our funding. See our 'Dates for your Dairy' in our newsletters and website, so together we can keep supporting more LGBTQ young people to become healthy, happy and to achieved their full potential.

We're working with other youth organisations to save youth services in South Gloucestershire.

To save youth services across South Gloucestershire, while council budgets reduce, we're in a partnership with;

- ★ South Gloucestershire Council
- ★ Southern Brooks Community Partnership;
- ★ Wickwar Youth Centre;
- ★ Krunch South West; and
- ★ Creative Youth Network;

To keep youth services going for over 1,700 young people each week across most of South Gloucestershire.

Our youth services can offer young people positive activities ranging from sports, arts and cookery. We can also support their housing, school, family breakdown and mental health issues. And we can be the eyes and ears for any hate crime and anti-social behaviour incidences.

Penny Baker, Manager of Krunch South West said 'The need for high quality youthwork is greater than ever and therefore we are looking forward to working with the partner organisations in order to secure long term funding to continue and expand the support for the young people of South Gloucestershire.'

Diversity Trust Training

Our training will show how we can make your service(s) more equal and inclusive for its' customers and staff while embracing diversity. Our training will show how you can access and benefit every community member with more tailored support. We have courses on creating Easy Read documents, Trans awareness, Gender awareness, Cultural Competence and so on.

Please explore our training menu below, so you can support and help more people.

You can also visit: www.diversitytrust.org.uk for more information. And you can save, print and share our flyers and posters and book your training online at: <http://www.diversitytrust.org.uk/services/training-consultancy/overview/>

Achieving Cultural Competence

Our course covers key equality, diversity and inclusion themes, but we'll apply these themes in your organisation to achieve cultural competence. Therefore, our course will analyse the key themes and what they mean in practice. It will also include an overview of equalities legislation, we will look at the barriers faced by equalities communities, and explore embedding what we learn into practice.

<http://www.diversitytrust.org.uk/system/assets/172/original/diversity4.pdf>

Diversity in Practice

Is your service delivering for Lesbian, Gay, Bisexual and Trans (LGBT+) communities? Our course explores key legislation, our local research, barriers to access, best practice, monitoring and supporting gender identity and sexual orientation.

http://www.diversitytrust.org.uk/system/assets/146/original/EDI_jan16_1_.pdf

Equality, Diversity & Inclusion

Our course brings us together to learn about direct and indirect discrimination, harassment and victimisation, putting equalities into practice, cultural competence and unconscious bias. We'll have a safe learning environment to explore our own and others' attitudes, beliefs and values.

http://www.diversitytrust.org.uk/system/assets/146/original/EDI_jan16_1_.pdf

Gender Awareness

What is meant by sex and gender? Why is gender bias a problem? Who's gender bias against? We'll explore unconscious bias and its impact on recruitment, employment, management, staff retention and when serving customers.

<http://www.diversitytrust.org.uk/system/assets/141/original/GenderAwareness.pdf>

Our training costs from £350 to £700. Visit: www.diversitytrust.org.uk to see our rates and to book your training. You can also call us on: 0844 800 4425

Quotes

"Thank you so much. Presented beautifully. Thought provoking and so informative. Captured my attention – which usually wanes a lot! Thanks."

"Very informative session that has extended my knowledge."

"Enjoyable day which went very quickly – made you think of your own service and ways to improve or redesign."

Update - LGBT Mental Health Matters Event

We mentioned the LGBT Mental Health Matters event at the Triodos Bank, Bristol, on Friday 9 December 2016 – in our last newsletter. The event also informed the LGBT Resilience Strategy for the West of England.

The event enabled each partner of the LGBT Mental Health Working Group to give an update on their work, and how the working group is progressing. We also heard updates on the LGBT Manifesto, now called the LGBT Resilience Strategy for the West of England.

Our mental health working group includes;

- ★ Bristol Clinical Commissioning Group (Bristol CCG),
- ★ Bristol Mental Health,
- ★ Bristol Independent Mental Health Network (BIMHN),
- ★ Community Access Support (CASS),
- ★ Diversity Trust,
- ★ LGBT Bristol, and
- ★ St Mungos.

The event added to a previous event at the Trinity Centre for developing the LGBT Manifesto on Tuesday 23 February 2016. The event in December 2016 attracted about forty-people from a range of backgrounds including mental health services, commissioners, service users, LGBT+ community members and activists.

During the workshop we heard how many older LGBT+ people and Black, Asian and Minority Ethnic LGBT+ groups can feel excluded from mainstream services. Therefore, we explored having specialist services and / or the training that's needed for all health services, so each person's needs are met. For example, we can create a service where anyone's gender identity or sexual orientation isn't assumed while promoting non-binary language, beyond 'she' or 'he', regardless of your age or



culture. We discussed not all students are involved in student life, so our services may not reach them. Men who have sex with men (known as MSM) who often don't identify as Gay, Bisexual, Trans + are using online methods to hook up with others.

Our workshop thoroughly explored hard-to-reach groups, who may become more vulnerable if our services aren't reaching them.

We covered so much more, which we recorded on flip chart paper. The information we gathered will feed into the LGBT+ Resilience Strategy for the West of England. In times of political, economic and social change, the Resilience Strategy will steer the ship in how we create LGBT+ friendly services.

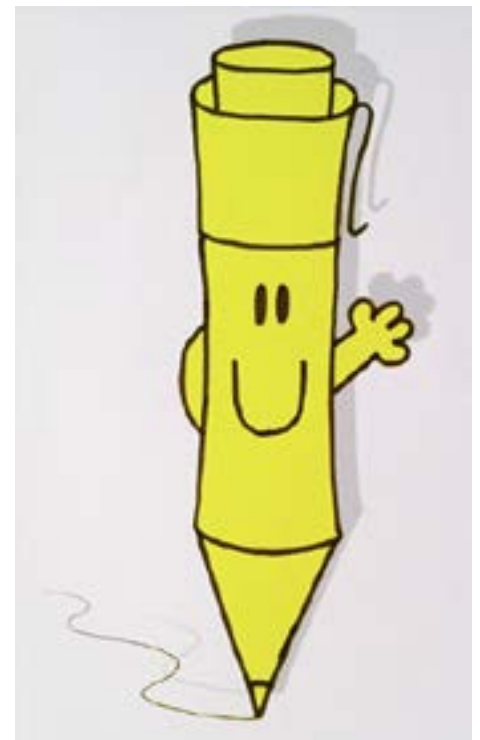
Your stories, views and questions will still help shape our mental health services for LGBT+ people, so please contact us and have your say. Our contact details are at the end of this newsletter.

Media tips from David Sully tips on engaging the media with what you do.

Are you struggling to interest your local journalist with your amazing work? You're not alone and here's some tips to give your news a chance in getting published:

- ★ Make your article easy to understand. Cover the who, what, when, where, why and how. Especially the Who you're speaking to, What is your news and Why is it compelling?
- ★ Have a 'stop people in their tracks' effect. For example, "John was told he would never walk again, he defied all odds and is now running his first Bristol 10K race."
- ★ Use the active Verb 80-90% of the time, apart from in the first sentence to stress the news rather than the news maker (you). Explain any jargon or acronyms or an equivalent everyday word may work just as well.
- ★ Write only around 450 words – long articles will get ignored.
- ★ Have quotes and human stories and examples.
- ★ Provide contact information for more information and / or to arrange a photo-shoot.
- ★ Send your article three weeks in advance and remind your local journalist by calling them, in case they forget to include it.
- ★ If possible, supply your own photographs and take a thirty-second video, which the journalist can use in their social media. This will increase the newspaper's web hits from its social media, which is good news for them and for us.

You'll read more great tips in our Summer Newsletter. And you can arrange our 'Making Information Accessible' training, which is now included in your Care Quality Commission assessments since July 2016. Happy writing!



Social-Support Group in Bristol for LGBT+ People with Learning Disabilities

We often hear that gender identity and / or sexual orientation is ignored in adults with learning disabilities. Or they're never considered anything other than cisgender and heterosexual.

We've set up a new LGBT+ social and support group for adults with learning disabilities. We meet at St Stephen's Church, Bristol, BS1 1EQ. The church already supports the Brandon Trust charity, by offering work experience in its café. The LGBT+ social and support group meets on the third Thursday every month from 3.30pm to 5.30pm. Group members can meet old and new friends for fun, friendship, support and for further information in accessible formats.

Our local services coming together made this group possible. These services include;

- ★ Brandon Trust;
- ★ Somerset & Avon Rape & Sexual Abuse Support (SARSAS); and
- ★ Bristol City Council Public Health Team working with us at the Diversity Trust.

Joyce, our Easy Read trainer at the Diversity Trust, has a background in working with people with learning disabilities. Her career inspired Joyce to translate documents into Easy Read and to offer easy read training for other organisations. We're so lucky we have Joyce on board at the Diversity Trust, as Joyce created our Easy Read publicity to support launching the group.

Here's a sample of Joyce's easy read writing;



“Lesbian – a woman who fancies and loves other women”

“Gay man – a man who fancies and loves other men”

“Bisexual – a person who fancies and loves both men and women”

“Trans – a person born as one sex and wants to live as the other sex. Such as a person who looks like a man may feel inside like a woman. People also say transgender”

Joyce can help you with your Easy Read writing, as part of our 'Making Your Information Accessible' service, as the Care Quality Commission (CQC) will assess you on this. Please get in touch so we can tailor our support and training to you and your organisation.

Here's a fantastic blog by Karen Pollock, posted on 27 January 2017. It's a few pages long, but we urge you to read it, so you have a thorough understanding, and can give all your customers / clients the best possible service.

<https://thequeerness.com/2017/01/27/lgbtq-people-with-learning-difficulties-a-fight-for-visibility/>



Karen's blog mentions Tracy Smith, from Bristol Public Health Learning Disabilities team, explaining how the group came about:

"This new group came about when a service user who has a learning disability and identifies as trans wanted to join a group where she would fit in. There didn't seem to be any LGBT+ groups accessible to people with a learning disability in Bristol. So, I worked with Brandon Trust, the Diversity Trust and SARSAS (Somerset and Avon Rape and Sexual Abuse Support) to set up a meeting to see how we could make this happen and the first LGBT LD Group was born"

Karen also quoted us in her blog, "We know from our own research and research with others that isolation, thinking there is no one else "like me", is a significant barrier and impact on the lives of many LGBT+ people and especially impacts on adults with learning disabilities."

The Brandon Trust highlighted how the formation of the new group was led by LGBT+ people with learning difficulties. "We heard from people that there is very little support for people who identify as LGBT+, and started a conversation with other organisations to find out what their experience is and what support is available to people. We decided to work together to provide a supported opportunity for people to connect and socialise."

Jill Corbyn, Head of Involvement at Brandon Trust, said, "We know that additional barriers

to socialising and connecting with others leave many people with a learning disability feeling isolated within their communities. People have told us that they don't always feel welcome in LGBT+ groups, they find it hard to connect with other people – particularly people who identify as LGBT+. People have also told us that it is difficult to find information they want and need in an accessible form."

Somerset & Avon Rape & Sexual Abuse Support (SARSAS) were also instrumental in setting up the group. They had already identified the difficulties faced by people with learning difficulties who have experienced rape and sexual abuse. SARSAS are currently running a three-year project to make the service more accessible for people with a learning disability. This includes developing resources, hosting an advisory group for people with learning disabilities who have experienced sexual violence and offering one-to-one support or counselling for survivors.

Our LGBT+ Social and Support Group is next meeting on Thursday 18 May at St Stephen's Church, BS1 1EQ from 3.30pm to 5.30pm.

Contact Tracy on 07876 814 592 / or you can find out more on the Brandon Trust website at <https://www.brandontrust.org/news/2017/january/brandon-helps-launch-bristol-lgbt-group/>

You can also follow Karen on Twitter (@CounsellingKaz)

LGBT Bristol

A call for Volunteers and Trustees



As a campaigner for LGBT+ rights, equality and inclusion I Chair the LGBT Bristol Forum. We interviewed Gee our LGBT Bristol Administrator, about her work in the forum and why we should become forum Members, Trustees and Volunteers. We asked:

What do you do at LGBT Bristol?

I make sure our website's updated with our news, listings, events and with links to other services for LGBT+ people. I support the team, our trustees and volunteers. I take calls, support processing our finances and the daily running and administration of our office.

What is LGBT Bristol?

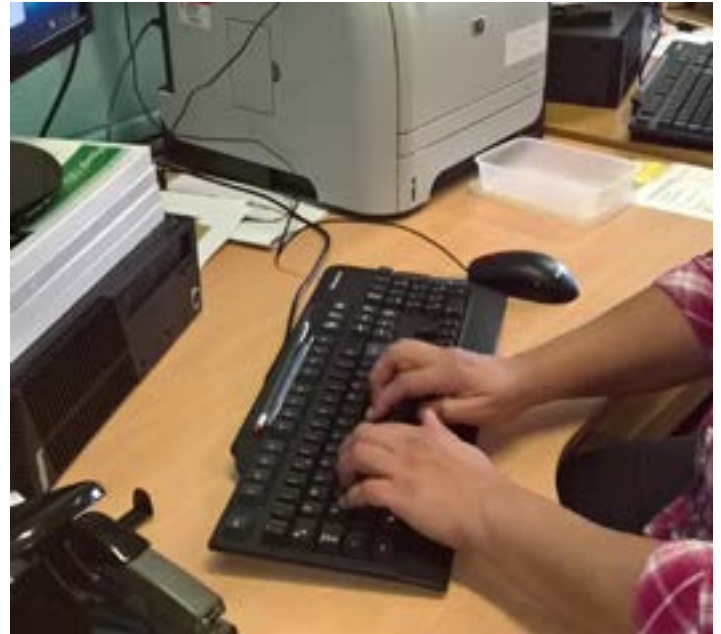
LGBT Bristol is a Bristol wide forum for individuals and groups that are and support LGBT+ people. We support people and groups in the surrounding areas, although we don't receive funding from other areas. For example, we actively support Weston Super Mare Pride and the LGBT Saturday Brunch in South Gloucestershire. We make sure local services and the decisions made for Bristol are fair and equal for LGBT+ people. We also prevent and tackled any hate crime, loneliness and isolation, which LGBT+ people may experience. No job is too small or too big. Therefore, we stay connected with other services, so we can refer people to the support they need.

Why did you choose a career in the Voluntary and Community sector?

I'm not someone who fits into a business environment. And it's important my work doesn't just pay the bills and my mortgage, but adds social value to the community around me.

Why Volunteer at LGBT Bristol?

We're a small team, so our volunteers and



Trustees link us with a range of communities, people and other services. A lot of our work wouldn't happen without them. Their skills and experience help us work against a potential rolling backwards of our rights and the respect and equality we've achieved so far. Our volunteers are crucial for giving others a leg up. For example, a volunteer in our LGBT walking group, Walk Out Bristol, may peer support a group member to feel less isolated. They may help them access more activities outside the walking group. As soon as they feel more connected, happy and confident they may give the next person a leg up, creating a chain reaction of peer support.

So you can see how everyone at LGBT Bristol - staff, Trustees, volunteers, and Forum Members can directly influence and affect our LGBT+ life in and around Bristol.

You're only a click or call away from becoming a member. It's FREE and there's nothing to lose.

Web address: <http://lgbtbristol.org.uk/>

Email: lgbtadmin@lgbtbristol.org.uk

Call: 07596 582 598

Meet Johanna, our new LGBT+ Hate Crime Officer

The Hate Crime service at LGBT Bristol is for victims of Hate Crime. This is any crime committed against a protected characteristic or a perceived protected characteristic including disability, ethnicity, faith, gender identity or sexual orientation. Locally we also monitor cases on age and gender. LGBT Bristol supports clients who are targeted for their gender identity and / or their sexual orientation.

LGBT Bristol works with SARI, Brandon Trust and Bristol Mind as a partnership service, where we bring the LGBT+ specialism.

Meet our new Hate Crime Officer Johanna. Jo's interested in supporting anyone who's in a vulnerable situation. She also works as a Life Coach.

Jo encourages self-awareness and empowers people to overcome the issues holding them back.

Our Diversity Trust newsletter writer and editor, Dave Sully, experienced Jo's life coaching skills first-hand while sitting in our LGBT Bristol office. David drafted website content for a new client last October, and before continuing David wanted to check he was on the right track. His client was unfriendly, as they didn't like what was written. David then invested his time and effort into his regular clients. And he lost all motivation to continue working for his website client until he received an email cancelling the job. Feeling relieved, but stressed, he said "I hate letting people down, but I can't understand why I couldn't work for them". Jo gave David a Basic Needs list to carry in his wallet. The list covered:

- ★ Freedom
- ★ Love / belonging (friendship)
- ★ Fun
- ★ Power
- ★ Survival

Everyone's different, so the list can adapt.

Jo uses these methods to help people to self-assess their strengths and then take control of their situations.

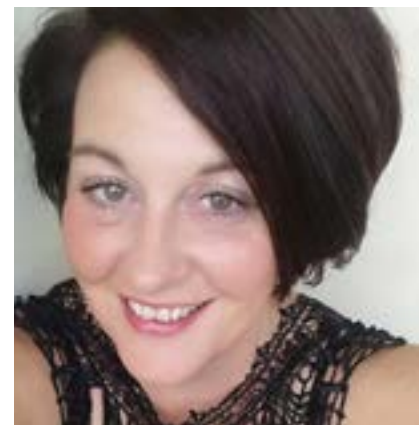
Jo says "It doesn't matter about race, disability, sexual orientation and so on, we're all human, everything should be fair, and nobody disadvantaged. I've had many abusive situations in my past, so I have immense empathy and compassion with those victimised."

Jo's typical day involves giving the client's emotional support by calling them. Jo checks if anything's happened. A big bulk of Jo's work is liaising with the police, Bristol City Council and Housing Associations. Jo speaks to mental health services to make sure the client's needs are being met.

The hate crime clients are referred from the Police Lighthouse Witness and Victim Care Support, Housing Associations and they can self-refer, especially if they visit Bristol Hate Crime Service at: <http://www.bristolhatecrimeservices.org>

Jo aims to empower people to report hate crime and directly to LGBT Bristol if they prefer an LGBT+ charity to help them. However, referrals always go through SARI – Stand Against Racism and Inequality. Here's their 24-hour number: 0800 171 2272

The Diversity Trust will supervise Jo's work, so Jo knows all her cases are covered with our Equalities, Diversity and Inclusion specialism and input.



Ground and BURST

Our Diversity Trust Director, Russell Thomas, opened his very own Community Café opposite Junction 3 Library near Easton, Bristol called, Ground and BURST. While serving nutritious smoothies, food and hot drinks his café is a space for bringing communities together so they can discuss and share information. The café's open Monday to Saturday from 9.30am until mid / late afternoon. However, you can arrange extra opening times for your meetings, groups and events.

As you can see from the photographs Russell's created a beehive of activities in his café, from live music, children's activities to lunch time discussions.

If you work in the communities / voluntary sector the lunch time discussions cover Gender Identity, Mindfulness, Super Diverse Communities and Multiculturalism. The discussions are led by experienced equality, diversity and inclusion experts, who also lead our Cultural Competences and Gender Awareness training. Therefore, you can sample our courses at Ground and BURST while only paying for a smoothie, your lunch and / or a coffee. You may then decide to choose and book one of our Equality, Diversity and Inclusion training courses for you and your staff. We know some organisations struggle reaching Black, Asian and Minority Ethnic (BAME) communities. The lunch time discussion explore the issues facing BAME communities. We can then tailor our training for your organisation, so you have a tool kit for reaching and meeting everyone's needs with your service(s).

The agenda during the lunch time discussions is generally fifteen minutes presentation, follow by fifteen minutes discussion / questions and answers. The discussions cover diversity within communities, gender identity in non-western cultures, human rights and so on.



You can also hire the café and / or the extra community room in the café for your own use. Simply contact Russell for more information.

But it's not all work and no play. There's book sells and free smoothie making and tasting workshops. And you can use the café for your own activities. So, 'like' Ground and BURST on Facebook, while Russell arranges more fun events and workshops.

<https://www.facebook.com/Ground-BURST-606520076183687/>

Please join the mission for promoting social engagement and inclusion for the whole community in Bristol. Ground and BURST won't stop until we have happy, healthy and thriving communities where nobody's disadvantaged.

Drop into: Ground and BURST, 138 Lower Ashley Road, Bristol, BS5 0YL
Call Russell Thomas on: 0117 939 2990
Email Russell at: groundandburst@outlook.com

Social Prescriptions

For many reasons, people can become socially inactive, lonely and isolated. This can lead to poor mental health, suicidal thoughts, physical ill health and in extreme cases early death. Curo's Community Connectors service is working in communities to develop the idea of 'Social Prescriptions.' They have a team of Wellbeing Workers in South Gloucestershire. They work with individuals to identify the triggers that cause their isolation and loneliness and then help them find ways to re-engage with the things they're interested in. This may involve helping them join a local community group or activity, help with accessing volunteering or the relevant health support. The Wellbeing Workers work with GP surgeries in their area. This means you can get a GP referral, and you can also refer yourself to your GPs nearest Wellbeing Worker. The Community Connectors service implements the 'Five Ways to Wellbeing' by supporting people to:

- ★ Connect - join a group
- ★ Be active - take up an activity
- ★ Take notice - get involved in local issues, or notice the things around you
- ★ Keep on learning - take up a new hobby
- ★ Give - volunteer your time

Each person is different. The Five Ways to Wellbeing are used for creating an individual plan, which moves away from a medical prescription. Instead, it empowers a person to re-engage with their skills and interests through a 'social prescription.'

The Curo Group is leading the project, with funding from South Gloucestershire Council, and it's part of the Better Care South Gloucestershire programme. The programme is for improving and enhancing health and care services in South Gloucestershire. It's run by the NHS and the local authority, but it involves the whole community.



You can imagine some people and communities are difficult to reach, so The Diversity Trust is supporting the Community Connectors project with our Equality, Diversity and Inclusion guidance. For example, by not assuming someone's gender or that their partner is of a different sex, using appropriate images, so people feel represented in the information they see and so on.

The case study below shows how the social prescription service works.

Case Study

Clare experienced health problems for thirty-years, after childbirth and a stomach related condition. When physical health symptoms re-occurred after a long period of good health it needed medical investigations. No problems / causes were found, but the whole experience caused Clare intense anxiety and depression with her perceived fears of a having a serious medical condition.

Clare sought emotional support from her husband. When he returned to work after Christmas she lost her support. Without an active network of extended family or local friends she became isolated and lonely. This exacerbated her anxiety and depression.

After being referred to a Wellbeing Worker Clare explored the 'Five-Ways of Wellbeing' to focus on the positive aspects of life while it introduced self-care.

Through a tailored support plan Clare made the following commitments:

- ★ (Keep Learning) Learn sign language to help communicate with a disabled friend (Connect & Give)
- ★ (Give & Be Active) Help our Wellbeing project as a Volunteer
- ★ (Take Notice) Make an effort to contact one person a day who Clare hasn't contacted for a while
- ★ (Be Active) Join a local slimming club

The plan was owned by Clare and it supported Clare to gain more confidence, increase her emotional wellbeing and re-engage with her community and friends.

After three weeks the following outcomes were recorded:

- ★ Clare lost 5.5 lbs through her slimming club, felt healthier and made new friends
- ★ Re-connected with Family and Friends on Facebook
- ★ Attended a local fitness class to be more active and to meet new people
- ★ Contact made with Community Connectors Volunteer Co-ordinator to explore opportunities for local volunteering/befriending
- ★ Clare cancelled GP appointment as a result of their Social Prescription

Clare said 'I feel on top of the world, back to my normal self!'

'The 5 Ways to Wellbeing has helped me to understand my feelings and to help me to concentrate on myself before others. I feel so much better in myself now. Life is worth living!'

'I feel like I no longer need to see the GP.'

The service is free for you and for service users in South Gloucestershire. It's also recruiting volunteers. And you may wish to list your group / service, so the Wellbeing Worker knows you exist.

To find out more and to get involved call: 0300 123 2464

We fight against HIV and improve the nation's sexual health at the Terrence Higgins Trust. We operated from our iconic West Street building since 1992, firstly as the Aled Richards Trust and then becoming the Terrence Higgins Trust from 2000. THT Bristol supports people living with HIV through community support, in-house support groups and using different therapies. We health promote to different groups to improve their sexual health and to dispel myths about HIV. We offer testing for HIV and other Sexual Transmitted Infections at the Fastest Clinic. Dedicated staff and volunteers provide all these services.

THT Bristol is an organisation going through big changes. The Fastest Clinic every Monday closed for good on 27 February 2017. Please read the following statement from Sarah Fuhrmann, Regional Manager for Terrence Higgins Trust in the West of England:

“HIV services in Bristol are changing for people affected by HIV in the community. We hope the new arrangements will mean we can work positively in partnership with other local organisations and can be more joined up with the NHS and social care services, giving a better experience to people living with and at risk of HIV.

“Because of these changes, sadly this means we can no longer stay in the building in Bristol. Commissioners are asking for different delivery and more partnership working – including sharing premises with partners.

“HIV services have been run from our Bristol building, previously as the Aled Richards Trust, for well over 20 years. It is close to many people's hearts in the community and we will be arranging a fitting tribute with staff, supporters and service users to



mark the significance of the building and its legacy next year”

To mark the closure of the building and to recognise our achievements here for over 25-years we held a legacy event on Saturday 11 March from 12.30 till 6 pm.

For future STI screening please contact Bristol Sexual Health Clinic on: 0117 342 6900

Diversity Trust's Berkeley Wilde says, “I worked at Aled Richards Trust in Bristol from 1995 to 2002. Aled Richard Trust merged with Terrence Higgins Trust in 2000 to become THT West. I'm proud, and privileged, to have been a part of this queer social history.”

Our new contract with HealthWatch

Many Trans people are increasingly self-medicating and turning to the internet to access information and treatment. For five years, the Diversity Trust has researched the health needs of LGBT+ people and found evidence to support the national findings on Trans peoples' experiences. We're now extending our research by working with Local Healthwatch across Bath & North East Somerset, Bristol, North Somerset, Swindon and Wiltshire to pin-point the specific needs for Trans people in these areas.

Throughout the project we'll gather local stories and patient experiences. This means local services including the NHS, commissioners and Healthwatch will know how Trans people experience their services through our project.

"I'm delighted to announce we're working with our Local Healthwatch, so we can continue investigating the health inequalities experienced by local LGBT communities."

Cheryl Morgan, Director of the Diversity Trust, and Trans lead said:

"As a trans woman I know just how badly this work is needed. I'm very grateful to Healthwatch for their support, and delighted that this project will involve trans people at every stage of its design and delivery."

Emma Cooper, Chief Executive of Healthwatch Wiltshire, said:

"We are delighted to be working with The Diversity Trust, who are a recognised specialist in this field. We are interested in the health experiences of everyone in the county, including groups of people such as the transgender community, who we can find harder to reach. We will be very interested in the report's findings and will be feeding the results back to the groups and

organisations who plan and shape our health care services in the county."

Eileen Jaques, Chief Officer of Healthwatch North Somerset said:

"This is an important piece of work which seeks to identify the health inequalities experienced by the local transgender community. Healthwatch North Somerset is very pleased to support the project."

Morgan Daly, Director of Communities at the Care Forum said:

"The Care Forum is committed to reaching out to as wide a range of local people as possible. We are delighted to be able to work with the Diversity Trust again, in order to better understand the health needs of trans people. We believe that everyone in society deserves NHS services that are responsive to them and that are tailored to their individual needs. We look forward to reading the research findings, and working with local decision-makers to ensure that any learning is embedded into how services work in future."

If you wish to stay updated, get involved, book our trans awareness training or know about the national research already done, please get in touch.

Trans Mental Health Statistics

Many Trans people experience high levels of mental health: anxiety and depression, suicidal ideation and suicidal attempts. The Trans Mental Health Study published in 2012 (McNeil et al, 2012) found:

- ★ 53% had self-harmed, almost half of those daily at some point
- ★ 84% had suicidal ideation at some point, 48% had attempted suicide, 33% more than once.

Research: Ageing and Appearance



I'm Naomi, a researcher at the University of the West of England in Bristol. I'm doing research on ageing and appearance. Interviewing a diverse group of people is very important to me and for my project. So, I'm looking to interview Black, Asian and Minority Ethnic

(BAME) British men and women. The focus of my research is people from the first wave of the Baby Boomers, so, people born between 1945-1955. The interview will take approximately an hour and is in-person only. I have interviewed a number of men and women in the UK for the project and they tell me that the interview was a very interesting process.

If you want to know a bit more about my work, you could either look on my UWE university website <http://people.uwe.ac.uk/Pages/person.aspx?accountname=CAMPUS%5Cn-woodspring> or, probably, more helpful, look-up my last book on Amazon, 'Baby Boomers, Time, and Ageing Bodies'.

Of course, if you have any questions, please contact me:

Email: when.im_sixtyfour@yahoo.co.uk

Call: 07545468303.

Dates for your diary

Event: LGBTQ Youth Cafe

Date: Every last Sunday of the month.

Venue: Yate. For the exact location please contact us.

Time: 7pm till 9pm

Why you should go? If you're age 13 to 19 and LGBTQ we have an LGBTQ youth café for you. We meet for peer support, information and socialising.

To contact us: write: info@yatearmadillo.co.uk call: **01454 869 441** and or join our closed Facebook group <https://www.facebook.com/groups/LGBTQyate/>

Event: New Social and Support Group in Bristol for LGBT People with Learning Disabilities

Date: Thursday 18 May

Where: Community of Saint Stephen's, 21 St Stephens St, Bristol

Time: 3.30 – 5.30pm afternoon

Why you should go? The group is an opportunity to meet old and new friends in the LGBTQ community for information, support and friendship. It's for people with learning disabilities who live, work or go to college in Bristol.

Telephone: 0844 800 4425 Text: 07747 752 454

Eventbrite <https://www.eventbrite.co.uk/e/social-support-group-in-bristol-for-lgbt-people-with-learning-disabilities-tickets-28836425525>

Twitter

February 26

We love the young people at our #LGBTQ group. They baked a rainbow cake. The group ate cake, watched the film Beautiful Thing tonight. Proud

February 23

We run courses on #transgender awareness. Read more http://www.diversitytrust.org.uk/system/assets/144/original/Healthwatch_Jan16_1_.pdf ... #protecttranskids

January 5

Please share @BrandonTrust @BristolCouncil @SARSAS_uk our new group for #LGBT adults with learning disabilities

January 3

We are kick-starting the new year today with @Activate_Learn at their colleges in Banbury and Oxford giving talks on #LGBT



Donations to the Diversity Trust

Your donation will help us in our work to:

- ★ stop hate crime
- ★ end discrimination
- ★ tackle inequality
- ★ improve the lives of vulnerable adults and young people

To donate visit: <http://www.diversitytrust.org.uk/donations/>

Credits

Our newsletter was:



Written and edited by David Sully at Mr Pen – Content Specialist

Web: Coming very soon

Email: mrpencontent@outlook.com

Facebook: Search Mr Pen – Content Specialist

Twitter: Search Mr_Pen_Content

Design and layout by Frank Duffy – designer and illustrator.



Web: www.frankduffy.co.uk

Email: hello@frankduffy.co.uk

Facebook: www.facebook.com/frankduffy.co.uk

Twitter: [@MxFrankDuffy](https://twitter.com/MxFrankDuffy)

Jargon Busters

Equality – Creating a fairer society, where everyone can participate and has the opportunity to fulfill their potential.

Diversity – It literally means difference. Recognising individual as well as group differences. Treating people as individuals, and placing positive value on diversity in the community and in the workforce.

Inclusion – Giving everyone equal access and opportunities and getting rid of barriers, discrimination and intolerance.

BAME – Black, Asian and Minority Ethnic

LGB and Trans – Lesbian, Gay, Bisexual and Trans

LGBTQ – Lesbian, Gay, Bisexual, Trans and Questioning

LGBT+ – Lesbian, Gay, Bisexual, Trans, Asexual, Intersex and so on

SARI – Stand Against Racism and Inequality

Trans – Trans is an umbrella term for people whose gender identity and/or gender expression diverges in some way from the gender they were assigned at birth.

Cisgendered/Cis – someone whose gender identity is the same as that which they were assigned at birth.

SARSAS – Somerset & Avon Rape & Sexual Abuse Support

STI – Sexually Transmitted Infection

Our Services

Training and Consultancy: We can help you serve the community where those who need you can access you. We cover cultural competence, research, policy writing, audits and reviews and so on.

Research and Development: We tailor our 'equality, diversity and inclusion' research so you have better access and inclusion in your organisation.

Filming: We can project manage or facilitate promoting your 'equality and diversity inclusion' on film. You can choose a web ready format or a full DVD package.

For more Information:

Call: 0844 800 4425

Visit: www.diversitytrust.org.uk

Email: info@diversitytrust.org.uk

Twitter: <http://twitter.com/DiversityTrust>

Facebook: <http://www.facebook.com/DiversityTrust>

