



OUT IN
SOUTH
GLOS

WELCOME

Welcome to our 'Out in South Gloucestershire' publication. We hope that you enjoy reading, you find the stories inspiring, and the resources and information are useful.

We have gathered together testimonies from a range of LGBTQ+ people, and our allies, from across South Gloucestershire.

You will also find information on community groups and organisations, working across the area, including social and support groups, housing, police, hate crime support services and LGBTQ+ youth groups.

The publication has been designed by the South Gloucestershire LGBTQ+ Equality Network; a partnership of local organisations led by the Diversity Trust.

Want to get involved? Get in contact, you will find details on the back of the publication.

The partnership is working to improve access to services for our local LGBTQ+ communities, making employers more LGBTQ+ inclusive and representative, and puts on community-based events throughout the year.

Jargon Busters

LGBT / LGBT+ / LGBTQ - initials which describe Lesbian, Gay, Bisexual, Trans and Questioning. Sometimes the "Q" stands for Queer used as a reclaimed word. The "+" symbol acknowledges the inclusion of a range of gender and sexual minority identities including: asexual, gender-fluid, intersex, non-binary and pansexual.

“

Over the last 20 years it has been my privilege to serve our community in a wide variety of roles including as a School Governor, Parish Councillor, South Gloucestershire Councillor, Parliamentary Candidate and even as our ‘first citizen’ of South Gloucestershire as Chair of Council.



The public, the media, my political colleagues and my opponents alike have always been extremely supportive about me being a gay man in public office. As Chair of Council, my partner and I were always made to feel welcome at every event we attended during an extremely busy term of office representing South Gloucestershire.

I hope all our LGBT+ residents who doubt they can play a full part in our community will be encouraged by my wholly positive experience.”

Councillor Ian Boulton, South Gloucestershire Council

“

Being an ally to the LGBTQ community is a non-negotiable for me. Valuing inclusion, integrity and open-heartedness means nothing if I refuse to be visible. And life, in my experience, has a way of providing us with exactly the right conditions to teach us what we need to learn. As the mother of a gay son and bi daughter, and grandmother to a trans child, my identity as a cisgender heterosexual woman has expanded to embrace the perfect individualities of those I love. Their differences from me, have become gateways to growth and meaning for me. As an ally, this is the transformative narrative I seek to share with anyone, in any set of circumstances.”



Anna Bianchi, Author and Ally

“

I moved to Bristol around a year ago to start working at Southern Brooks Community Partnerships on a project with children and young people in South Gloucestershire schools. I help young people to understand about diversity, we talk about all the Protected Characteristics covered by the Equality Act 2010 and I encourage young people to take the lead in tackling prejudice and discrimination. I love the job and have had so many positive interactions, it's great to work with schools who are dedicated to making sure everyone is welcome in their communities. I am bisexual and moved here to be with my girlfriend. Excitingly we have now bought a house and just got engaged. We plan to make the area our home and will continue to make sure that it is a great place to live for everyone!”



Caroline Browne, Southern Brooks Community Partnerships

“

Coming out as Transgender is hard. There is fear of rejection and ridicule (or even violence). Even now, as a non-transitioning TG person who lives part male, part female, I am selective as to whom I tell.

I run the Bristol Crossroads TG Support Group to provide a safe, private, friendly, social space for TG and gender questioning people of all kinds. It is somewhere you can express yourself, get advice and help and gain confidence. When/if you're ready for the next step, we have links to the more public events.

We also welcome partners and close family members because they too need support.

As for myself, when I am out and about as Lauren, it is so fulfilling to interact with others naturally, as if I was no different and so help to normalise the role of TG people in society.”

Lauren Kirby, Crossroads



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

Non-Binary - A person whose gender isn't wholly male or wholly female all of the time. They can be a combination of male and female, flow between these binaries, or have no gender at all. They may prefer a gender-neutral pronoun such as "they", "their", or simply use their name.



In my role it is really important for me to be out as Lesbian and to create a safe-space to encourage others to be out as well.



Since 2010 NBT has celebrated LGBT History Month with keynote speakers, like Gethin Roberts (Lesbian and Gays Support the Miners) and Peter Tatchell.

We also make sure that LGBT staff and patients are treated with the same respect and dignity as anyone else. This can be through our policies, but more importantly, through our good practice. We have 2 Charters of 10 Standards that support LGB and T staff separately.

The Trust has signed up and become a key player in the Bristol LGBT+ Manifesto, is working with partners from other public bodies and private companies to develop best practice at work, and the Bristol Equality Charter.

All of our LGBT work is supported by our Chief Executive, Andrea Young."

**Lesley Mansell, Equality and Diversity Manager
North Bristol NHS Trust (NBT) - Southmead /
Cossham Hospitals**



“We are so proud that this is now off the ground and will continue to support its work in any way we can”

“Stand Against Racism & Inequality supports victims of any type of hate crime, emotionally and practically. We work throughout the Avon and Somerset area and are funded by South Gloucestershire Council, Merlin and Liverty (formally known as Knightstone Housing Association) to provide a casework service to all victims in the county.



In the past year we have worked hard to raise awareness of hate crime among agencies, community groups and residents – we still have huge under-reporting of hate crime especially by LGBTQ+ communities. The effects of hate crime are very damaging, can be long-lasting and have serious consequences for victim’s mental and physical health.

We’ve also played an instrumental role in developing the South Gloucestershire LGBTQ+ Network, which is designed to champion the cause of the LGBTQ+ communities in South Gloucestershire. We are so proud that this is now off the ground and will continue to support its work in any way we can”.

Alex Raikes, Stand Against Racism and Inequality (SARI)



Did you know Avon and Somerset Police has a team dedicated to supporting the LGBT+ community?



The Avon and Somerset policing area is vibrantly diverse and our policing should reflect the needs of all our individual communities. We have a significant LGBT+ community in our Force area and the area attracts LGBT+ visitors from across the country and abroad.

We're looking at new and innovative ways to engage with the LGBT+ community, including the development of a new microsite on our Force website.

In developing the microsite, we're gauging the views of the community, our partner agencies and licensees of LGBT+ venues from across the area. Our primary aim is to give people direct contact with our team to access general advice and support.

We're deeply passionate about LGBT+ issues within the Avon and Somerset policing area and are continuously working together with the community and other agencies to bring about positive change, build stronger and safer communities and achieve better outcomes for LGBT+ victims of crime and anti-social behavior."



PC Mike Steven, Avon and Somerset Police LGBT+ Team



“Children today don't know how lucky they are, I bet you hear that a lot.

For me as an ex service man of 25 years homosexuality was still illegal until the year 2000, so you see, it's only children leaving school now who have truly lived in an inclusive and tolerant Britain. Coming out as a 39 year old man in the forces was frightening, liberating and empowering, but more importantly it ended my life as a lie.

In 2004 I met my husband and we have been together ever since. I wave my flag and blow my whistle at Pride because I know what it's like to live in fear and with hate. I hope nobody ever has to hide the amazing person they are in this country ever again.

Volunteering with the Avon & Somerset Police LGBT Liaison Team is a way for me to give something back to our community. We have a sympathetic ear and listen in a non judgemental environment, you could say we are 'family'."

Simon Henwood, Avon & Somerset Police



“I've been lucky enough to have a working life that started with an LGBTQ law firm that exposed me to many different views of the world. As my career has progressed I have always found myself in employers like Curo where nothing stands in my way and respect and equal treatment is a way of life, not just a buzz word. I always found it amazing that when I told my colleagues about my partner their response was simply "Oh what does he do?" – no under current, no pressure ... just respect and honest interest. I want that for everyone, everywhere. We all deserve to be 'free to be me.'”

Darren Hackett, Curo

“Respect and equal treatment is a way of life, not just a buzz word”



I'm Bee Bailey from South Gloucestershire and an openly trans Police Officer with 18 years service. I have worked in a variety of roles from front line to Intelligence roles.



I have been passionately involved in local, national and international LGBT/non-binary matters for police and our lovely public for my entire service.

In my own time I am an active member of the National Trans Police Association this is all about our members and I love being there, helping and supporting trans, non binary Colleagues. I'm also The Ambassador for Trans Progression with the European LGBT Police Association, in this flattering role I, on my days off, have the absolute privilege to be able to go all over Europe advising on law, policies, best practices and so on.

I regularly meet with local trans groups this is mostly socially for me but of course now and then I'm supporting trans victims when they need it most, be that simply holding a hand or supporting in a more formal police sense, and the best thing of all I'm always making so many lovely friends along the way."

Bee Bailey, National Trans Police Association



You'd think we should be of a day and age where all are accepted for who they are right? I guess I am one of the lucky ones - Curo offer both services and support to our Colleagues & Customers. Shouldn't everyone celebrate diversity, challenge oppression and promote equality? Together. We make the difference."



Carl McMurtry, Curo



Life at Curo is pretty amazing.

It has a working atmosphere that I have never experienced in my entire working life and at 46 that's a good number of years! Curo's moral ethics and clearly defined policies helped in allowing me to build the courage and transition within the workplace without fear of reprisal or discrimination. Being the first openly trans person in the workplace here meant there was a lot of positive learning from both sides and all parties.



A lot of large companies want to be an all-inclusive company and their policies read to that effect but sadly not in practice and for some it is just a tick box exercise - thankfully this isn't the case here at Curo.

Not only have Curo allowed me a new lease of life but the freedom I have within myself has opened up endless possibilities. These possibilities are free flowing ideas on work streams and projects, ability to work on more complex tasks and an ever growing enthusiasm to repay the debt of finally being able to be me without fear of retribution."

Sara Hayes, Curo



Curo provide 13,000 homes across the west of England - we are very proud to be ranked in the top 50 The Sunday Times Best Not-for-Profit Organisations to work for in the UK.



"Many older people who identify as LGBT have had to live through times when homosexuality was illegal, which in some professions was still the case until relatively recently. This has meant that they have been unable to come out (or chosen not to) and have had to live through great challenges as a result, often through indirect, institutionalised prejudice and discrimination."



Martin Green, Chief Executive Officer, Age UK South Gloucestershire



We are the South Gloucestershire Council LGBTQ+ Staff Network, a group of council employees aiming to expand and include as many of our colleagues as possible! We feel that by doing this we will be better able to raise awareness of LGBTQ+ equality, challenge and support council services and employment practices and ensure that we are an organisation that is fully inclusive for LGBTQ+ people. Additionally it is a great opportunity to make new friends and to offer peer support both formally and informally. Any employee of the council is able to join the group and the council provides time for us to actively take part in the group and its activities.”



Daniel Wood, South Gloucestershire Council LGBTQ+ Staff Network



South Gloucestershire Disability Equality Network (SGDEN) works with local disabled people and organisations to push for equity for disabled people. We also work together with other equalities groups as we feel it important for us all to share expertise and be able to involve and engage with other minority groups, particularly as people may of course have more than one “label”. It is also important for us to be an LGBT+ ally organisation as by working as an ally in this way, we can help to transform society to a more equitable place for all minority groups.”



Sophie Wainwright, Development Manager, SGDEN



CVS South Gloucestershire is a registered charity established in 2003, we are the umbrella body for the voluntary, community and social enterprise sector in the area, a membership organisations our Trustees are elected from our members at our AGM.



Supporting social justice & equality and diversity are core values for CVS and we are delighted to have secured on behalf of the new Equalities Partnership funding from South Gloucestershire Council to support the work of the Diversity Trust; Over 50's Forum, SG Race Equality Network; SG Disability Equality Network; Age UK SG and Southern Brooks Community Partnerships to help people to have a voice and support activities to help people and local communities to understand and value each other in communities across South Gloucestershire."

Helen Black, Chief Officer, CVS South Gloucestershire



Every month LGBTQ+ people in South Gloucestershire can meet, chat and share information over a hot brew and cake at Coniston Community Centre in Patchway. We welcome everyday people who prefer somewhere quiet and friendly for meeting and connecting with other LGBTQ+ people. Since August 2012, LGBT Saturday Brunch has supported new residents, older people and LGBTQ+ people feeling disconnected and isolated. The service played, Cilla Black, for two residents in Bradley Stoke. They feared being alone, however, LGBT Saturday Brunch gave them the opportunity to meet and start a life together."

David Sully, LGBT Saturday Brunch





As head of the Equality, Diversity and Inclusivity Team at UWE Bristol, I am proud of our strong commitment to being an inclusive place to study and to work, a place where diversity is valued and celebrated, and where equality is monitored and protected.



As well as supporting an LGBT Staff Network, we have an LGBT+ Allies' Network and an active LGBT+ student society. UWE Bristol is a Stonewall Diversity Champion and have sponsored Bristol Pride for ten years."

Suzanne Carrie, Head of Equality, Diversity and Inclusivity, UWE Bristol

USEFUL RESOURCES

Alphabets LGBTQ Youth Project

Alphabets LGBTQ youth project runs monthly safe spaces for LGBTQ young people aged 13-19 in Kingswood, Patchway and Yate. The groups have their own webpage and a closed group on Facebook for young people. Please check ahead before your first visit to the group.

Website <https://www.diversitytrust.org.uk/young-peoples-services/>
Facebook <https://www.facebook.com/groups/LGBTQyate/>



Phone 01454 869 441
Email info@yatearmadillo.co.uk

Bristol Crossroads

Bristol Crossroads is a safe, secure, private social event for transgender people of all kinds. It's ideal for shy or first timers and we also encourage partners and / or close family to come along to get support too.

Website www.bristol-crossroads.org.uk
Email laurencd@blueyonder.co.uk

LGBTQ+ Wellbeing Project

Free wellbeing workshops for adult LGBTQ+ people registered with GP's in South Gloucestershire

every Month. This is part of the One You South Gloucestershire service led by Southern Brooks Community Partnerships and South Gloucestershire Council

Email wellbeing@diversitytrust.org.uk

Website <https://www.diversitytrust.org.uk/wellbeing-services/>

Stand Against Racism & Inequality (SARI)



STAND AGAINST RACISM & INEQUALITY

Stand Against Racism & Inequality (SARI) provide free, confidential advice and casework support to victims of hate crime and discrimination. If you have been affected because of your race, ethnicity, religion or belief, disability (including mental health), sexual orientation, gender identity or age, please contact us. Even if you don't want any action, we would encourage you to report the incident to us and / or the police.

Website www.sariweb.org.uk

Phone 0117 942 0060

Email sari@sariweb.org.uk

South Gloucestershire Disability Equality Network (SGDEN)

South Gloucestershire Disability Equality Network (SGDEN) works to make life better for disabled people in the area by providing newsletters, events and consultations and

working with the council and public bodies to get them to develop services which are fully accessible to disabled people.

Website <http://www.sgden.org.uk>

Email sophie@sgden.org.uk

Call 07342 993 166

South Gloucestershire Race Equality Network (SGREN)

SGREN is a network that represents and champions the needs of Black and Minority Ethnic (BME) residents and communities who live, work or are in education in South Gloucestershire. SGREN's mission is to ensure that BME communities have a voice and influence in local decision making that ensures culturally sensitive services with fair access.

Website <https://www.cvs-sg.org.uk/forms/contact-south-gloucestershire-race-equality-network>

South Gloucestershire Over 50's Forum

Campaigning for the over fifties in South Gloucestershire.

Website <http://www.southgloover50sforum.btck.co.uk>

Phone 07967 102141

Email southgloover50s@gmail.com

Age UK South Gloucestershire

Age UK South Gloucestershire seeks to make its range of services available to all and can also provide information on a broad range of issues affecting older LGBT+ people; from benefits to pensions, from housing to health and from caring to coping with bereavement. The “Lesbian, gay, bisexual or transgender – Planning for later life” booklet contains advice from an LGBT+ perspective on all the above and much more, with numerous pointers to other useful sources of information. It can be downloaded from our website or you can get your free copy on request.

Website www.ageuksouthglos.org.uk

Phone 01454 411 707

Email info@ageuksouthglos.org.uk

Southern Brooks Community Partnership

We are passionate about helping people to make a difference in their lives, their families and neighbourhoods.

Website <https://southernbrooks.org.uk>

Phone 01454 868 570

Email office@southernbrooks.org.uk

Curo

Curo is a housing association and house-builder. Curo provides great homes and high quality care and

support services across the West of England.

Website www.curo-group.co.uk

Phone 01225 366 000

Email hello@curo-group.co.uk

CVS South Gloucestershire

CVS South Gloucestershire is a registered charity established in 2003, CVS are the umbrella body for the voluntary, community and social enterprise sector in the area.

Website <https://www.cvs-sg.org.uk>

Phone 01454 865205

Email info@cvs-sg.org.uk

Twitter @helenblackcvs

UWE Bristol

UWE Bristol offers over 600 courses at undergraduate, postgraduate, professional and short course levels. We are also a major employer in the South Gloucestershire area.

Website www.uwe.ac.uk

Phone 0117 965 6261

Email EDI@uwe.ac.uk

South Gloucestershire Council

Website <http://www.southglos.gov.uk>

Phone 01454 868 009

Minicom 01454 868 010

Contact Us

The Diversity Trust
PO Box 5189
Somerset BA6 0BN

Phone: 0844 800 4425
Media Enquiries: 07747 752 454
Website www.diversitytrust.org.uk
Twitter @DiversityTrust

The Diversity Trust is a Community Interest Company (CIC). Registered in England & Wales. Company Number: 8141031.

SPECIAL THANKS

Stand Against Racism and Inequality (SARI), Southern Brooks Community Partnership, Curo, Bristol Crossroads, Avon and Somerset Police, UWE Bristol, South Gloucestershire Public Health and South Gloucestershire Council for supporting this publication.

