

Supported by



Swindon & Wiltshire pride



LGBTQIA+ Support Guide

Second Edition



WHO WE ARE

As well as staging an annual LGBTQ+ festival, our purpose is to promote equality and diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation or gender identity. Including in particular but not exclusively by raising awareness, engaging with the community, celebrating the diversity of LGBTQ+ communities and advancing education.



64,000

PEOPLE HAVE
ATTENDED PRIDE
SINCE 2008

80K

RAISED OVER THE
YEARS TO HELP
KEEP PRIDE A FREE
EVENT

10,000+

PEOPLE ATTENDED
OUR PRIDE
THROUGHOUT THE
DAY IN 2021

LARGEST

LGBTQ+
EVENT IN
WILTSHIRE

PLEASE VISIT OUR WEBSITE IF YOU WANT TO GET INVOLVED, GET SUPPORT & INFORMATION OR
KNOW WHAT EVENTS WE HAVE COMING UP

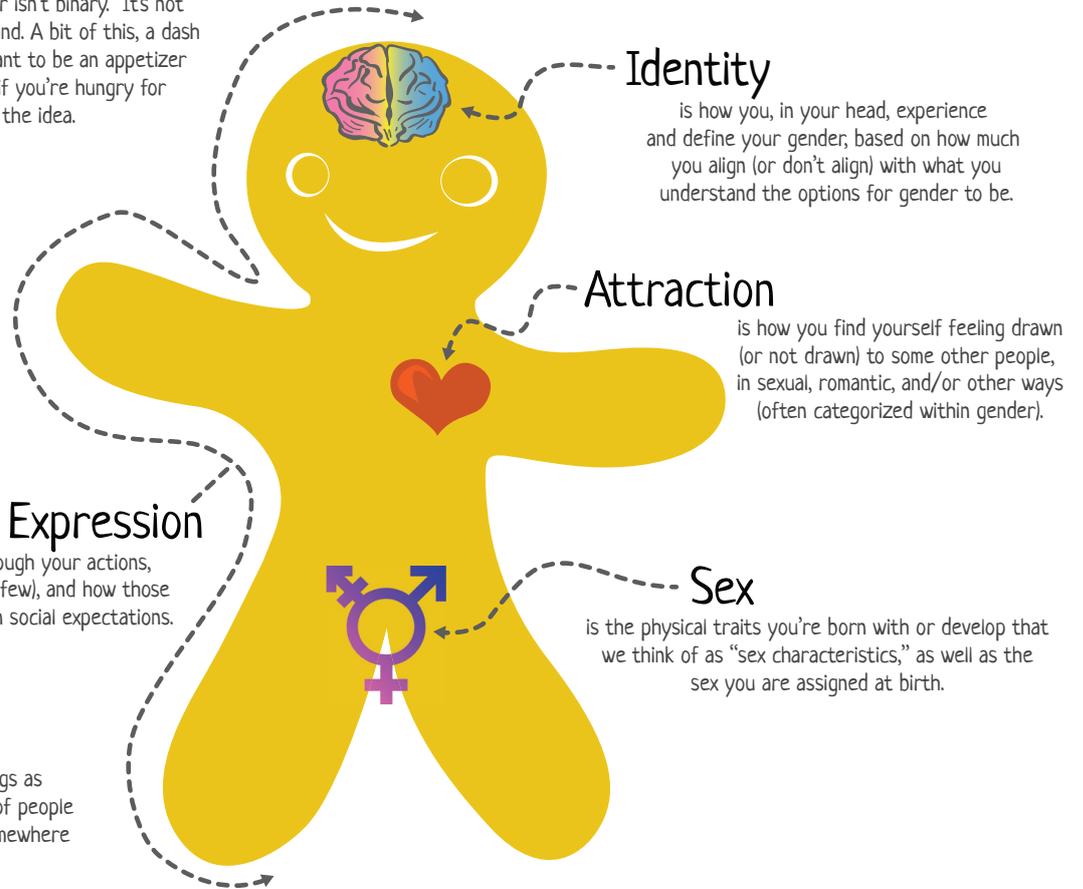
WWW.SWINDONWILTSHIREPRIDE.CO.UK

REGISTERED CHARITY NO: 1182498

The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊘ means a lack of what's on the right side

Gender Identity

- ⊘ → Woman-ness
- ⊘ → Man-ness

personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things

Gender Expression

- ⊘ → Femininity
- ⊘ → Masculinity

style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things

Anatomical Sex

- ⊘ → Female-ness
- ⊘ → Male-ness

body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth

- Female
- Intersex
- Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

Sexually Attracted to... and/or (a/o)

- ⊘ → Women a/o Feminine a/o Female People
- ⊘ → Men a/o Masculine a/o Male People

Romantically Attracted to...

- ⊘ → Women a/o Feminine a/o Female People
- ⊘ → Men a/o Masculine a/o Male People

WHAT IS PRIDE MONTH & THE HISTORY OF PRIDE?

Around the world, Pride celebrations take a variety of forms, from parades to parties to protests and proms. Since the start of the modern LGBTQ+ liberation movement in the 1970s, hundreds of independent Pride events have sprung up in cities worldwide, each distinctly local and generally tied in some way to the foundational Stonewall Riots in June.

After 50 years of Pride celebrations, these events have become so varied that you can usually find a way to celebrate that feels best to you, whether it's the raucous jubilation of the NYC Pride parade, community forums at the LGBT Center in San Francisco, or the massive crowds that attend World Pride in a different city every two years.

But how did the last half-century of Pride become what it is today, and what are the best ways to celebrate? Let's take a deep dive into Pride and explore its history, Pride around the world, and what the future of Pride might be.

What is the History of Pride Month and when were the first Pride Parades? The Stonewall Riots weren't the first time that LGBTQ+ people stood up against police harassment — before Stonewall, there was a riot in Los Angeles at Cooper Do-Nuts, and in San Francisco at Compton's Cafeteria. But Stonewall is definitely the best-known, and led to the creation of what we know as Pride today.

It started with a police raid on a hot summer night in Greenwich Village. Cops stormed the Stonewall Inn, arresting patrons and forcing them into waiting police vehicles.

But a nearby crowd grew restless and angry, and eventually someone — there's debate over who — started whipping onlookers into fighting back. They pelted the police, forcing homophobic

cops to retreat, and aggressive street confrontations continued over the next few nights.

Following the Stonewall Riots, organizers wanted to build on that spirit of resistance. The following year, they organized a march to Central Park, and adopted the theme of "Gay Pride" as a counterpoint to the prevailing attitude of shame. That march down Christopher Street soon expanded to other cities, with many more joining in year over year through the 1970s until Pride became the massive celebration that we know today.

When is Pride in Cities Around the World?

Each city's Pride schedule is different, but most Pride celebrations, parades, and marches take place in June to mark the anniversary of the Stonewall Riots. A handful of cities opt for other months, usually due to inhospitable June weather, such as Palm Springs Pride (November), Auckland Pride (February), and Vancouver Pride (August).

Many of the larger cities coordinate their pride months through the international organization InterPride, which helps manage Pride celebrations around the world. Because there are only a limited number of days in June and hundreds of Pride celebrations, there's bound to be a little overlap!

But major cities that are close to each other tend to avoid scheduling their events at the same time. The International Gay and Lesbian Travel Association maintains a calendar of over a hundred Pride events around the world, updated every year, to help you find the celebration that works best for your schedule.

What is the history of the NYC Pride Parade?

Just a few weeks after the Stonewall Riots, LGBTQ+ gathered for a "gay power" rally in Washington Square Park.

It was clear that there was interest in holding more events like it, and over the following year local activists proposed a





larger annual march, modeled on quieter protests that had been happening for years in Philadelphia.

The new annual protest was to be called "Christopher Street Liberation Day," and were organized by representatives from groups like The Mattachine Society, Gay Activists Alliance, and the Gay Liberation Front. The first parade in New York City occurred on June 28, 1970, and attracted thousands of marchers carrying banners and signs.

What is the history of protest at Pride?

Since its beginning, Pride has been a political event. And although it may feel like a party today, protests have always been embedded in its very reason for existing. Pride has always been a protest against unjust systems, even when it's lighthearted and fun.

Community organizers in New York included Marsha P. Johnson, Sylvia Rivera, and Miss Major Griffin-Gracy, who protested against unjust treatment and advocated for legal reform even before Stonewall. Once Pride events were established in major cities, they became opportunities to register queer people to vote, for groups like ACT UP to

demand action on HIV, and to pressure politicians to express their support for the community by marching.

Several major Supreme Court rulings on LGBTQ+ equality have taken place in June, such as the Obergefell decision that legalized marriage equality; the Lawrence decision that ended sodomy bans; and the Bostock ruling that stopped hospitals from turning away trans patients. When those victories occurred, Pride events celebrated the win and redoubled efforts to advance queer liberation even further.

How is Pride commercialized, and how are activists resisting?

As Pride has grown, so has commercial and corporate influence. That's led to concerns that Pride is moving away from its protest roots and becoming a party, at a time when there's still a lot of work to be done — not just for the LGBTQ+ community, but for communities that overlap.

For years, organizers have raised concerns about the prominence of corporate logos at Pride, and about

the money pouring in from wealthy companies. Of particular concern is the participation of politicians and corporations that don't have LGBTQ+ interests at heart. In San Francisco, for example, organizers were outraged to see that the local Pride event was partially funded by Google, despite the company's refusal to fully address homophobic harassment on its YouTube platform.

In response, activists have established independent Pride events in many cities. They have a variety of names, such as Alternative Pride or Queer Liberation March or Reclaim Pride. Those events take the form of raucous protests, sometimes disrupting the orderly, wealthy, corporate funded events to remind everyone that Pride is about more than just rainbows — it's about radical change.

UNDERSTANDING PRONOUNS

You may be unfamiliar with the word “pronoun,” but you use them all the time! Pronouns are used in place of a proper noun (like someone’s name). We use pronouns most often when referring to someone without using their name.

Example: Have you heard from Tom? He hasn’t texted me back all day. He is the pronoun.

Why does it matter?

In English, our most commonly used pronouns (he/she) specifically refer to a person’s gender. For queer, gender non-conforming, non-binary, and transgender people, these pronouns may not fit, can create discomfort, and can cause stress and anxiety.

A recent study showed that in transgender youth, using correct pronouns and names reduces depression and suicide risks.

Having trouble understanding why this would upset someone? Think about your pronoun (it’s probably “he” or “she”). Now imagine someone calling you the one you don’t think of yourself as. Imagine them doing it over and over and over, even after you’ve corrected them.

Common terms

First, let’s get on the same page with some words that are commonly used when talking about the LGBTQ+ community, as well as gender experience and identity. Please be aware that even though someone may fit the generally used definition of one of these terms, they may not personally identify this way. That’s okay, they don’t have to! It’s always best to ask, and listen, to how a person refers to themselves.

Sex

Sex is a label — male, female or intersex — that you’re assigned by a doctor at birth based on the genitals you’re born

with and the chromosomes you have. It does not necessarily match someone’s gender / gender identity.

Gender

Gender is complex: It’s a social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts. Gender identity is the internal perception of one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be.

Cisgender

Applies to someone whose gender matches their “assigned” sex at birth.

Transgender

Applies to a person whose gender is different from their “assigned” sex at birth. Doctors typically assign gender based on sexual organs, but sex and gender are different.

Pronoun	Sounds Like	Variations
He/Him	You already know this one!	His, Himself
She/Her	You already know this one!	Hers, Herself
They/Them	Yes, it’s okay to use this referring to a singular person!	Theirs, themselves
Ze (or Zie)	Zee (like “see” with a “Z”)	Can also be spelled as xe
Name	Whatever their name is!	Some people don’t want to use pronouns at all and will ask you to refer to them by their name alone.



Non-binary

Non-binary, similar to genderqueer, is a spectrum of gender identities that are not exclusively masculine or exclusively feminine —identities that are outside the gender binary of male and female.

Genderqueer

Similar to “non-binary” – some people regard “queer” as offensive, others embrace it.

Genderfluid

Applies to a person whose gender identity changes over time or changes at different times.

Note that Sexual Orientation is an emotional, romantic or sexual attraction to other people; of the same gender, different gender or multiple genders.

What if I make a mistake?

It happens, we all make mistakes! Apologize, do better, and move on quickly. If you make a mistake in front of a group of people, you may want to apologize to the person in private later on – no need to make scene or draw a lot of attention. No one likes that! The best thing to do is to use the correct pronoun the next time.

LGBT LIFE CENTRE

WWW.LGBTLIFECENTER.ORG

AWARENESS DAYS 2022

February	March	April
<p>LGBT+ History Month (UK)</p> <p>-</p> <p>Aromantic Spectrum Awareness Week</p> <p>21st February</p>	<p>Bisexual Health Awareness Month</p> <p>-</p> <p>Zero Discrimination Day</p> <p>1st March</p> <p>-</p> <p>MARDI GRAS PARADE (Australia)</p> <p>5th March</p> <p>-</p> <p>International Transgender Day Of Visibility</p> <p>31st March</p>	<p>International Asexuality Day</p> <p>6th April</p> <p>-</p> <p>Day of Silence (US)</p> <p>8th April</p> <p>-</p> <p>International Lesbian Visibility Week</p> <p>25th April</p>
May	June	July
<p>Queer History Month (Berlin)</p> <p>-</p> <p>International Day Against Homophobia, Biphobia & Transphobia</p> <p>17th May</p> <p>-</p> <p>Agender Pride Day</p> <p>19th May</p> <p>-</p> <p>Irish Marriage Referendum Day</p> <p>22nd May</p> <p>-</p> <p>Harvey Milk Day</p> <p>22nd May</p> <p>-</p> <p>Pansexual & Panromantic Visibility Day</p> <p>24th May</p>	<p>Pride Month</p> <p>-</p> <p>HIV Long-Term Survivor's Awareness Day</p> <p>5th June</p> <p>-</p> <p>Pulse Remembrance Day</p> <p>12th June</p> <p>-</p> <p>Stonewall Riots Anniversary</p> <p>28th June</p>	<p>Omnisexual Visibility Day</p> <p>6th July</p> <p>-</p> <p>Lesbian Visibility Day (Chile)</p> <p>9th July</p> <p>-</p> <p>Non-Binary Awareness Week</p> <p>11th -17th July</p> <p>-</p> <p>International Non-Binary Day</p> <p>14th July</p> <p>-</p> <p>International Drag Day</p> <p>16th July</p>

August

Gay Uncle Day
14th August
-
Wear It Purple Day (Australia)
26th August

September

Bisexual Awareness Week
16th – 22nd September
-
Bisexual Visibility Day
23rd September

October

LGBT History Month (USA and Canada)
-
International Lesbian Day (Australia & New Zealand)
8th October
-
National Coming Out Day
11th October
-
International Pronoun Day
19th October
-
Spirit Day
21st October
-
Asexual Awareness Week
23th October
-
Intersex Awareness Day
26th October

November

Trans Awareness Month
-
Transgender Parent Day
6th November
-
Intersex Day Of Remembrance
8th November
-
Trans Awareness Week
13th – 19th November
-
Transgender Day Of Remembrance
20th November

December

World AIDS Day
1st December
-
Pansexual Pride Day
8th December
-
Purple Friday (Netherlands)
9th December
-
Human Rights Day
10th December

LGBTQ+ FLAGS & IDENTITIES

These are just a small selection of LGBTQ+ flags and identities. Did you know there are over 300 different flags, While some think this might be too many, it's all part of a drive to be more inclusive of the expansive breadth of identity within the community. We are learning/understanding more about sexual identity and gender all the time.



The LGBTQ+ Pride Flag

This represents all the different groups of the LGBTQ+ community. The Pride flag is a beautiful umbrella symbol for which hopefully the whole community will feel welcome to fall under. It has six distinct colours and is the most widely used symbol for LGBTQ+ pride worldwide.



The Progress Pride Flag

Designer Daniel Quasar has reached his Kickstarter goal to produce a flag that symbolises progress with this chevron design flag. Created in 2018, the colours include the Transgender Pride (explained below) and the Philadelphia colours representing PoC and those lost to AIDS.



The Transgender Pride Flag

This flag represents transwomen (pink), transmen (blue) and those who don't fall into a gender binary known as non-binary people (white). Designed by transwoman Monica Helms in 1999, it can be flown any way up to symbolise 'trying to find correctness in our own lives'. Transgender people are those who identify as a gender different from the one they were assigned at birth.



The Lesbian Pride Flag

This new five-striped lesbian flag was adopted by some individuals on Twitter and Tumblr in 2018, which has led to more widespread use. The orange-pink design is intended as a replacement for the pink-and-red "lipstick" flag for the inclusivity of gender-nonconforming lesbians. From top to bottom, the selected colours represent Gender non-conformity (dark orange) – Community (light orange) – Unique relationships to womanhood (white) – Serenity and peace (pink) – Femininity (dark pink).



The Gay Men's Pride Flag

Now that the tradition Pride Flag is used to encapsulate the whole LGBTQIA+ community, demand has grown for a flag that specifically represents gay men. Inspired by the Lesbian flag, this 7-coloured gay men pride flag was designed in 2019 to represent the "MLM" (Men Loving Men) community.



The Non-Binary Pride Flag

This flag was created in 2014 to represent people whose gender is outside of the binary of male or female. Yellow recognises being outside of a binary, white for all genders, purple for fluidity between male and female, and black for the agender community. Non-Binary is neither male nor female but somewhere in between, fluid, both, or neither



The Pansexual Pride Flag

The pansexual pride flag has three horizontal stripes: pink, yellow, and blue. According to most definitions, pink represents people who are female identified, the blue represents people who are male identified, while the yellow represents nonbinary attraction. The prefix "pan-" means "all." Similarly, pansexuality means that you're attracted to people of all genders. This includes people who don't identify with any gender (agender). Many pansexual people describe themselves as being attracted to people based on personality, not gender.



The Bisexual Pride Flag

The bisexual pride flag was designed by Michael Page in 1998 to give the bisexual community its symbol comparable to the gay pride flag of the larger LGBT community. He aimed to increase the visibility of bisexuals, both among society as a whole and within the LGBT community. The colours chosen above were used as so: Pink is for same-sex/gender attraction, blue is for different sex/gender attraction, and purple is to represent the attraction across the gender spectrum and attraction to Non-binary individuals. Bisexual is an attraction to more than one gender.



The Intersex Pride Flag

This flag created in 2013 has non-gendered colours to represent living outside the binary of gender. Intersex people are those who are born with variations or combinations of sex characteristics such as hormones, chromosomes, genitals and secondary sex organs that normally define a person's sex. Intersex is a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male."



The Polysexual Pride Flag

A polysexual person is someone who is sexually and/or romantically attracted to multiple genders. It is not the same as being bisexual or pansexual, although all of these sexualities involve being attracted to more than one gender. It also is not the same as being polyamorous.



The Genderqueer Pride Flag

The Genderqueer flag, made in 2010, represents those who do not identify with the socially constructed norms of their biologically determined sex. This term is sometimes used interchangeably with the term Non-Binary. The flag represents androgyny with lavender, nonbinary people with green and agender identities with white.



The Aromantic Pride Flag

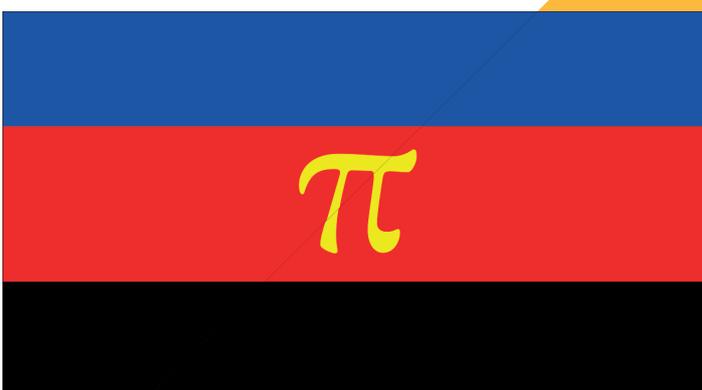
Someone who experiences little or no romantic attraction, or little or no romantic desire, or an otherwise queer disconnect from the applicability of the concept of romance. This is commonly abbreviated to 'aro'.

The green and light green stripes represent the aromantic spectrum, white represents non-romantic forms of attraction, love and relationships, and the grey and black stripes represents the sexuality spectrum. The flag was designed by Tumblr user Cameron in 2014.



The Asexual Pride Flag

Someone who experiences little or no sexual attraction, or little or no sexual desire, or an otherwise queer disconnection from the concept of sexuality. This is commonly abbreviated to 'ace'. The black, grey and white stripes represent the spectrum of asexuality/sexuality. The purple stripe represents community. The flag was chosen in 2010 through a flag design competition on the AVEN forums.



The Polyamory Pride Flag

This flag represents the polyamorous community- those that engage in sexual relationships with multiple partners with consent from all involved. Blue for honesty, red for love, and black for solidarity for those who are not openly poly. The Greek letter pi, the first letter in polyamory, represents the infinite emotional attachment polyamorous people hold with friends, lovers, and those in-between, rather than just sexual relationships.



The Genderfluid Pride Flag

This flag created in 2013 represents those whose gender is not fixed or constant. It has five horizontal stripes: pink for femininity, blue for masculinity, purple for both masculinity and femininity, black for the lack of gender, and white for all genders.



The Demi girl Pride Flag

Demigirl is a gender identity describing someone who partially identifies as a woman or girl.

The white represents the neutrality of the gender. The light pink represents the traditional colour used for femininity, which is associated with womanhood. The shades of grey indicate the partial nature of the gender.



The Demi boy Pride Flag

Demi Boy is gender identity describes someone who partially identifies as a man or boy.

The demi boy flag holds meaning within its colours. The white represents the non-binary part of the gender, light blue represents the partly boy aspect, and both greys represent the spectrum within the other part of being a demi boy.



The Agender Pride Flag

Agender is a term which can be seen either as a non-binary gender identity or as a statement of not having a gender identity. People who identify as agender may describe themselves as one or more of the following:

- Genderless or lacking gender.
- Gender-neutral. This may be meant in the sense of being neither man nor woman yet still having a gender.
- Not knowing or not caring about gender, as an internal identity and/or as an external label.
- Deciding not to label their gender.



The Demigender Pride Flag

Demigender is a gender identity that involves feeling a partial, but not a full, connection to particular gender identity or just to the concept of gender. Demigender people often identify as non-binary.

**TURNING
POINT**
inspired by possibility



IMPACT

Swindon & Wiltshire
Active Recovery Service

Your recovery starts here

IMPACT, Swindon & Wiltshire Recovery service is your local integrated drug and alcohol service.

If you are concerned about your own or someone else's drug or alcohol use, contact us to see how we can support you.

Every day we support people to make changes that will help them to take control of their lives.

There are many paths to a life free from drink and drugs.

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W: [wellbeing.turning-point.co.uk/
swindon-and-wiltshire](http://wellbeing.turning-point.co.uk/swindon-and-wiltshire)

NOT
been



Feeling
like
MYSELF

**CHILDLINE IS HERE,
WHATEVER YOU'RE
GOING THROUGH**

We can help you make sense of your thoughts and feelings with advice on our website. Or you can have a free, confidential chat with one of our counsellors, online, on the phone or through our app. Talk to us in your own way, at your own pace.

childline

ONLINE, ON THE PHONE, ANYTIME
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FFLAG



Families and Friends of Lesbians and Gays



families are all different
and that's OK

National Helpline: 0845 652 0311

email: info@fflag.org.uk

www.fflag.org.uk



Registered Charity No. 1079918



FIRST LIGHT

Swindon and Wiltshire Sexual Assault Referral Centre (SARC)

The Swindon & Wiltshire Sexual Assault Referral Centre is the first point of contact for people who have experienced rape and serious sexual assault.

The SARC is a safe place where we provide confidential practical and emotional support to anyone impacted by rape and serious sexual assault.

We can offer:

- Crisis support
- Risk and needs assessment
- Safety planning
- Emergency contraception
- Pregnancy testing
- Sexual health advice
- A forensic medical examination
- Onward referrals to counselling and therapeutic services
- Space and time for you to decide what happens next

The 2020 Crime Survey for England and Wales estimated that 618,000 women and 155,000 men experienced sexual assault in the last year.

First Light treats everyone fairly and with dignity regardless of sex, gender, disability, ethnicity, religion, sexual orientation, or age.

"Fantastic service. So reassuring and supportive throughout whole process."

"Staff were amazing, lovely, and understanding. A great support system throughout the procedure."

"Very welcoming, honest, and supportive."

You can access the service with or without police involvement.

If you do not wish to report the incident to the police, our telephone lines are open 24/7 to book an appointment without police involvement.



Call us on : 01793 781916
Charity Registration number: 1090457



Swindon transgender support group

Who Are we?

We are a peer-to-peer support group of transgender people and allies. Between the group members there is a wealth of experience including most aspects of the transgender experience. We are all at various stages of transition and have all been at the beginning stages

Why Are We Here

Social attitudes and legislation have changed massively in recent years but there is still a need for a safe meeting place where transgender people can gather socially in a non-judgmental atmosphere of friendship and tolerance.

Email: swindontggroup@gmail.com
Web: <https://swindon-tg-group.yolasite.com/>



Gay Outdoor Club

4 MONTH FREE TRIAL MEMBERSHIP!



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gendered intelligence

The trans-led and trans-involving grassroots charity
working to increase understandings of gender diversity and
improve the lives of trans people

genderedintelligence.co.uk

twitter.com/genderintell

[instagram.com/genderedintelligence](https://www.instagram.com/genderedintelligence)

**Our helpline is open
and we're ready to listen.**

0345 3 30 30 30

LGBT
foundation

Are you an LGBTQI+ Muslim?
Questioning your gender or your
sexuality? Questioning your faith?

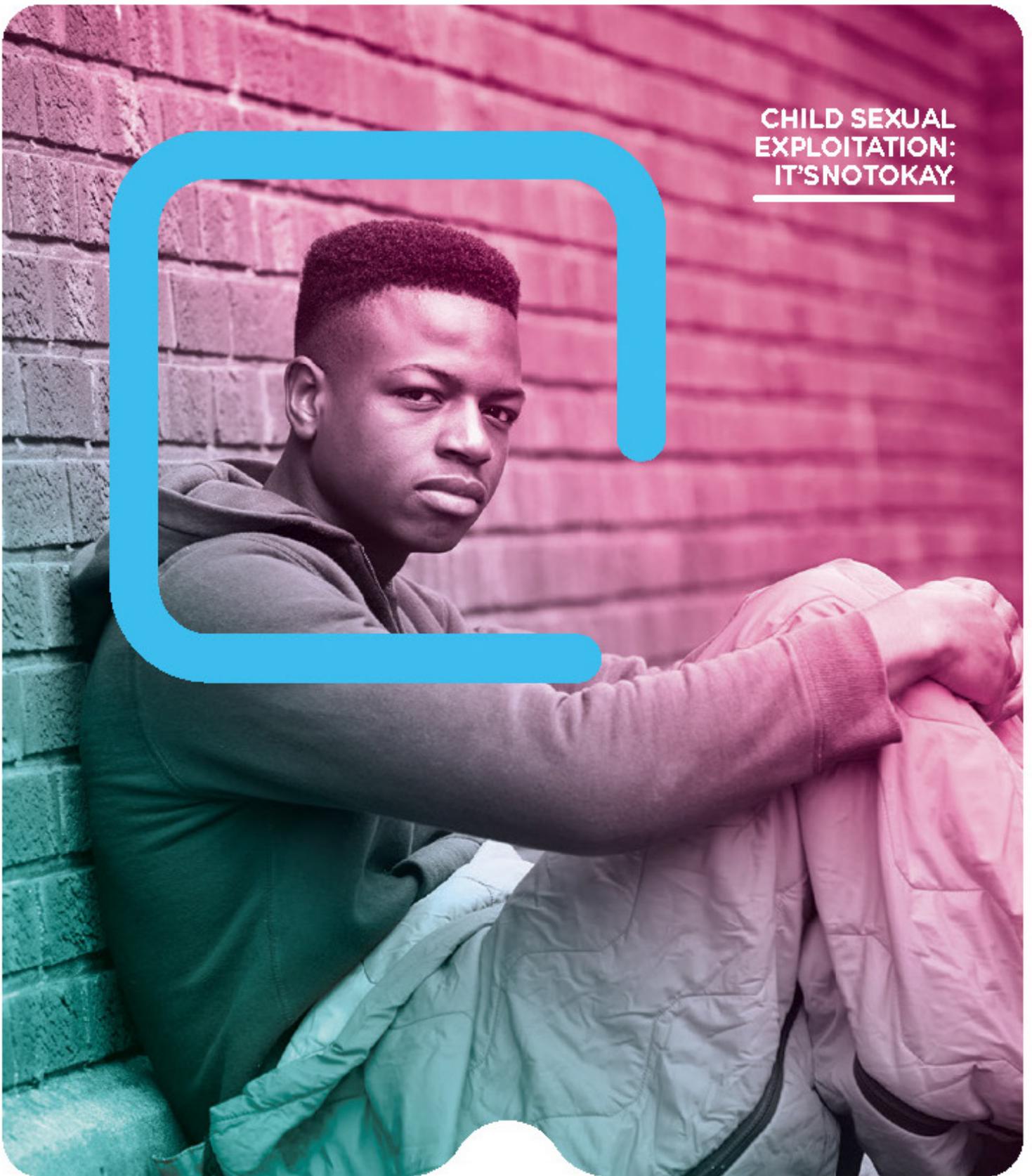
DO YOU NEED SUPPORT?

We can help.



EMAIL US ON
INFO@HIDAYAHLGBT.CO.UK

CHILD SEXUAL
EXPLOITATION:
IT'S NOT OKAY.



He says he'll give me a
place to stay, but I have to
be nice to his friends first...



www.itsnotokay.co.uk



Struggling with your mental health?



Check out youngminds.org.uk/find-help

YOUNGMINDS

Sikh? Gay? Need Support?

Check out the one stop resource for LGBT Sikhs

www.sarbat.net

info@sarbat.net



LGBT Sikhs

www.sarbat.net

info@sarbat.net

SUPPORTING TRANSGENDER EMPLOYEES



Transgender employees are valuable members of staff and are entitled to a safe, inclusive and supportive workplace

10 Top Tips for Employers

- 1. Support your employee:** Think about how you can best support your employee? What are their plans? What support do they want from you?
- 2. Construct a timeline with the employee:** What does the employee want to happen and when? e.g. if they want to change their name and/or pronouns at work, taking time off, etc.
- 3. Consider if you need to inform senior managers:** Remember confidentiality; it is an offence to disclose that someone is transgender without their permission.
- 4. Look up relevant policies:** For example, protection against harassment and discrimination, data protection, taking time off, etc. Do new guidelines and/or policies for supporting transgender people need to be developed?
- 5. Brush up on legislation:** Equality Act 2010, Public Sector Equality Duty and Gender Recognition Act 2004.
- 6. Sharing with the staff team:** Ensure that the employee takes the lead with this. Does the staff team need to be notified? Who is going to do this?
- 7. Find out more:** There are plenty of resources out there to help you to support your employee.
- 8. Reflect:** What preconceptions might you or your staff team have about transgender people, their experiences and their wishes? If any, how could you address these?
- 9. Dealing with harassment, bullying and discrimination:** How can you become aware of and deal with potential issues in the workplace? These can be directed from staff and/or customers.
- 10. Following up:** What is the best way for you to maintain an open dialogue with your employee about their progress and any additional support that they might need?

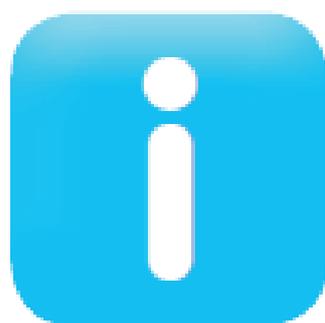
For more information and personal accounts from transgender employees, employers and HR staff, go to the Transgender Workplace Support Guide available at:
www.bit.ly/TransgenderWorkplaceSupportGuide

This Guide is part of the **Transgender Workplace Support Project**, a short-term project carried out by LGBT Health & Wellbeing and NHS Lothian Health Promotion Service



mind
OUT

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SUPPORT



- Run by and for LGBTQ people
- Free instant message service
- Confidential, anonymous, non-judgemental
- Safe space to share how you feel
- Get support and information
- Open most evenings and at weekends

To find out more go to

www.mindout.org.uk



MYUMBRELLA LGBT PLUS

MyUmbrella LGBT+ is a volunteer-led project of Reading Pride to raise awareness of the lesser known identities across the sexuality, gender, romantic and fetish spectrum's collectively known as LGBT+.

Pre-pandemic, our team travelled over 5,000 miles by road and train supporting Pride events across the south of the UK.

We have also facilitated training events with a number of blue-chip and global corporations, presenting to them what they need to know about LGBT+ and how to be more inclusive.

We also have a store where you can buy our "Guide to LGBT+" as well as keyrings, badges, coasters and more with your flag on it, all hand made by our team of volunteers. This helps us do what we do, especially in these more challenging times.



[MyUmbrella.org](https://www.MyUmbrella.org)



[MyUmbrellaUK](https://twitter.com/MyUmbrellaUK)



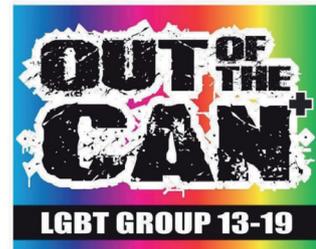
[myumbrellalgbtplus](https://www.instagram.com/myumbrellalgbtplus)



info@myumbrella.org.uk



Out of the Can⁺



Out of the Can⁺ meet weekly in Swindon (Tuesday)



We are a Wiltshire based LGBT+ Youth Group providing a safe and secure environment for young people between 13-19 yrs. We run a weekly session between 5:30 to 7:30pm, for those identifying as lesbian, gay, bi, trans or questioning their gender identity and/or sexual orientation.

It is a friendly and relaxed environment, with activities if you want to join in or simply come along and hang out.



SCAN ME

**JOIN THE TEAM: Are you interested in Volunteering?
can you spare 3 hrs per week, send us a message via our
website.**

Visit our website for further information: www.outofthecan.org



HAVE YOU BEEN AFFECTED BY CRIME?

It doesn't matter when the crime occurred, we can support you.

We are an independent charity offering free, confidential support to people affected by crime and traumatic incidents.



Victim Support

7A Bath Road Business Centre
Bath Road, Devizes, Wiltshire
SN10 1XA

Tel: 01380 738878

or email

wiltshire@victimsupport.org.uk

Monday to Friday, 9am–5pm

Introducing our new Listening and Support Phonenumber for parents and carers of children with additional needs

Who Are We?

We are a parent carer forum run by local parents and carers of children with Special Educational Needs and Disabilities

When will the phonenumber be available?

Every **Monday** morning from **9.30am-1.30pm**
And **Thursday** evening from **7pm-10pm**

What will the phonenumber offer?

- A listening ear
- Understanding
- No judgement
- Support
- Information and signposting
- Care and Empathy



Who is the phonenumber for?

Parents and carers of children with any additional needs whether the child has an official diagnosis or not

Tel: 07486 873405

[facebook.com/SwindonSENDfamiliesvoice](https://www.facebook.com/SwindonSENDfamiliesvoice)



our **VOICES**

are **BETTER**

TOGETHER



**Brighter days
are coming**

Swindon Safe Space

The LGBTQ+
Domestic Abuse
Safe Space for Swindon

Contact us now if you need:

- Somewhere **safe to live**
- Practical and emotional **support**
- **1-2-1** coaching to build your self-esteem, enhance your personal safety and develop your own support network
- Help and advice on housing and finances

For more details or to refer yourself or someone else, please contact us at safespace@stonewater.org

You can also find further advice about hate crime, sexual violence or domestic abuse from **Galop**, an LGBTQ+ anti-violence charity
www.galop.org.uk

Support Groups For LGBTQ PEOPLE OVER 50

Join our friendly, supportive group for 50+ lesbian, gay, bisexual, trans and queer people to share your experiences, learn from each other and give and receive support.

SAFETY **COMPANY**
CONNECTING **OPTIMISM**
AGEING TIME **PEACE** **COPING**
HEARING **FEELING BETTER** **WELLBEING** **SUICIDE**
FAMILY **DEPRESSION** **ANXIETY** **OLDER**
TALKING **LEARNING**
SOCIAL **LISTENING**
ALONE **ABLE** **PREJUDICE** **LONELINESS** **HEALTH**
SUPPORT **ISOLATION**
STIGMA **WORRIED**
SADNESS **RECOVERY**
SHARING
FUTURE
LIFE



LGBTQ mental health service

Registered Charity
No 1140098

- Welcoming and supportive groups for 50+ LGBTQ people to talk about mental health and wellbeing
- MindOut services are confidential, non-judgemental and free
- Provided by and for LGBTQ people

For more information email info@mindout.org.uk
or phone **01273 234 839** or see www.mindout.org.uk

0300 330 0630

CHAT IS AVAILABLE ON OUR WEBSITE OR BY PHONE

LGBTQ+

SAFE SPACE
SAFE SPACE

SWITCHBOARD.LGBT

**Do you need information or support
on dealing with gender diversity?**

i Mermaidsuk.org.uk

t 0808 801 0400

**Come
ASAY
Hello**



Or you can help Mermaids by donating:
Simply scan the QR code to the left
to be taken directly our donations page.



Charity Number: 1160575

We are here to Embrace, Empower & Educate.

Mermaids is a charity supporting gender diverse and transgender children, young people, their families and professionals.



Mermaids_Gender



MermaidsGender



MermaidsGender

WORK IT OUT

Juggling work and your mental health

Many people deal with anxiety, depression and stress at work. Join our friendly, supportive group for Lesbians, Gay, Bisexual and Trans people to talk about your experiences, talk about how you manage and find out what can help.



**mind
OUT**

LGB&T mental health project

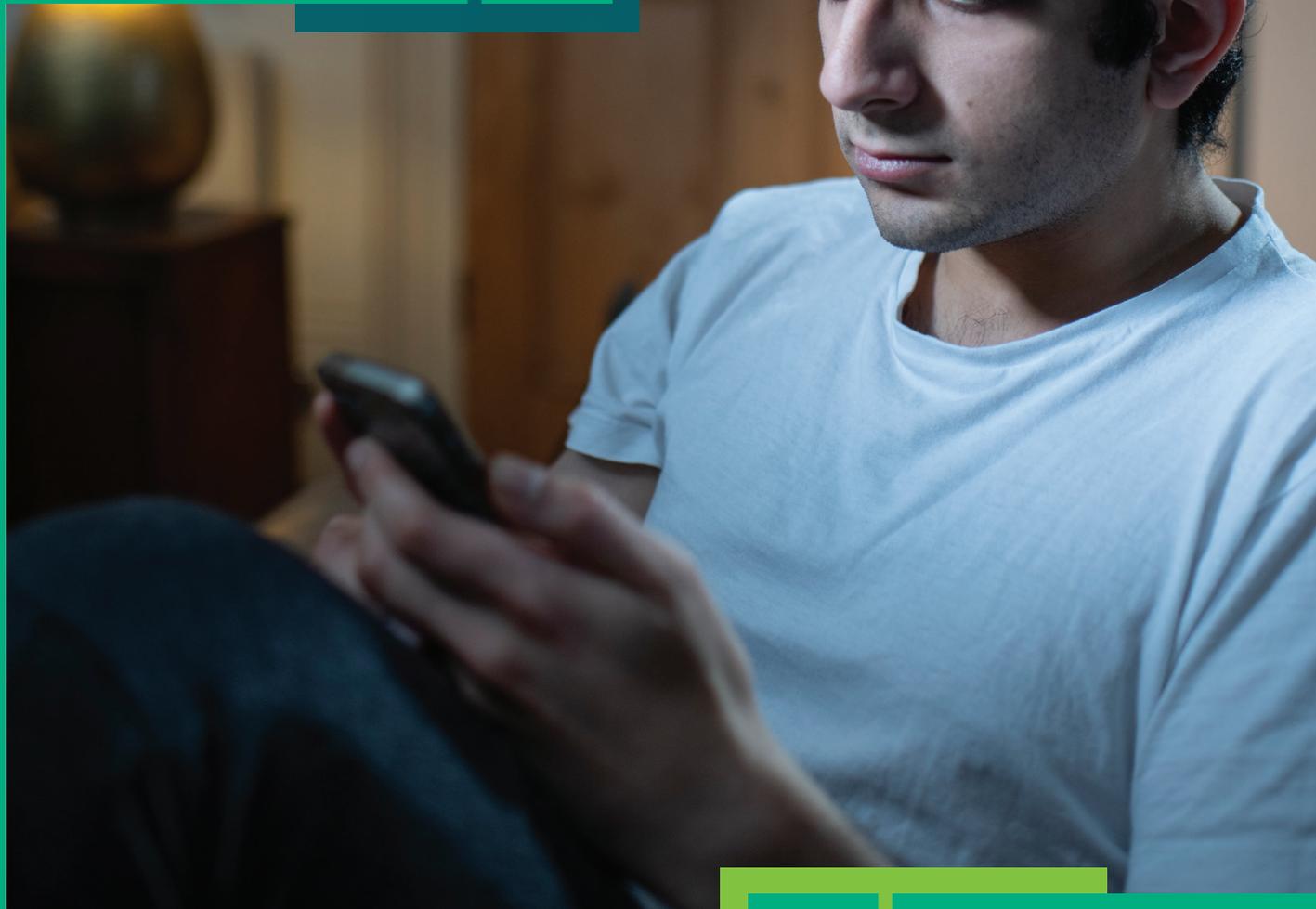
MindOut groups are facilitated by experienced LGB&T group workers, are confidential, non-judgemental and free.

For more information email info@mindout.org.uk
or phone **01273 234 839**

or see www.mindout.org.uk

SAMARITANS

**Day or night
We're here
when life's
difficult**



Chris O'Donovan Photography/Samaritans

If life's hard right now,
we're here to listen so you
don't have to face it alone.

samaritans.org/swindon

A registered charity

Call free day or night on

116 123

Email

jo@samaritans.org

• TIPS TO PROMOTE •

Gender Equality

IN THE CLASSROOM

Use gender-neutral language when referring to children, e.g. instead of saying, 'Choose a boy' say, 'Choose a friend'.

Avoid stereotyping children, e.g. boys are noisy and loud, girls are calm and sweet.

Monitor your own interactions with the children. We tend to comfort girls more and send boys on their way earlier.

Jumble together all the dress-ups, toys, games, blocks, etc. so all genders have an equal opportunity to use the equipment.

Children may come to school with traditional ideas about gender, e.g. if a child says, 'Marnie can't play. This is a boy's game.' Use the 'teachable moment' and unpack the comment.

Provide a wide range of diverse stories about the genders in non-stereotyped roles. If such books are limited, change 'he' to 'she' so girls have a leadership role.

When reading books where the tiger or bear is often a 'him' and the butterfly or bird is a 'she', change the gender around. Alternatively, use the gender-neutral term, 'they'.

Hold a parent night to unpack the school's gender-equality policy.

Ask children to draw a fire-fighter, police officer and nurse. Invite a female fire-fighter and police officer, and a male nurse into the classroom. Have them talk about their jobs and unpack the children's drawings and expectations about the visitors.

Always use non-gender specific terms when referring to occupations, e.g. chairperson, flight attendant.

Devise a school gender-equality policy that promotes gender-neutral language and encourages non-traditional gender roles and activities.

Try not to assign classroom tasks that traditionally relate to a specific gender, e.g. boys moving desks, girls tidying up the home corner.

Be inclusive of a child who identifies as another gender to the one they were assigned at birth. Refer to the child in the gender they prefer. Your modelling of how this child is included and referred to will be paramount to the attitudes of the other children and their families.



mum + dad = 

auntie + uncle = 

foster mum + foster dad = 

mum + mum = 

dad + dad's boyfriend = 

mum + mum's girlfriend = 

mum =  dad = 

dad + dad = 

dad + stepmum = 

mum + mum's boyfriend = 

grandma + grandpa = 

----- + ----- = 

families = 

**CAN'T
PASS
IT ON**

People on effective
HIV treatment **CANNOT**
pass on the virus

FACT

www.tht.org.uk/cantpassiton



Terrence Higgins Trust has been supported by an educational grant from Gilead Sciences Ltd.
Terrence Higgins Trust is a registered charity in England and Wales (reg. no. 288527) and in Scotland (SC039986). Company reg. no. 1778149.

Photograph by Sam Egarr

terrence
HIGGINS
TRUST



**Families
come
in all
different
shapes
and
sizes**



"YOU HAVE
TO BE UNIQUE
AND DIFFERENT
AND SHINE
IN YOUR
OWN WAY"

-Lady Gaga



NATIONAL EQUALITY MARCH



USEFUL LINKS

Transgender Support

Mermaids

Gender-diverse kids, young people and their families

<https://mermaidsuk.org.uk>

Swindon TG Group

The Swindon local Transgender support group

<https://swindon-tg-group.yolasite.com>

Trans Unite

Find a Transgender Support Group Near You

<https://www.transunite.co.uk>

Gendered Intelligence

Understanding gender diversity in creative ways including KA-POW (Knowledge is Power) is a new on-line resource from GI for young Trans and variant people

<http://genderedintelligence.co.uk>

Binding

Using a binder to reduce the apparent size of breasts

<https://genderkit.org.uk/article/binding/>

Young People

Out of the Can Plus LGBTQ+ Youth Group

This is a well established group with lots of young people (aged 13-19).

www.outofthecan.org/

It Gets Better

Project created to inspire hope for young people facing harassment

<https://itgetsbetter.org/>

ChildLine

A free, private and confidential service for anyone under 19 years old, whether its something big or small, our trained counsellors are here to support you

www.childline.org.uk/

The Albert Kennedy Trust S

upports LGBT homeless young people in crisis

www.akt.org.uk/

Swindon Trailblazer

An early help mental health service for children and young people between the ages of 5-19 years within Swindon

www.barnardos.org.uk/what-we-do/services/swindon-trailblazer

USEFUL LINKS

Education

Schools Out

For Schools, Teachers and Students offer training, resources, news and links to make our schools safe and inclusive for everyone.

<http://www.schools-out.org.uk/>

Diversity Trust

Provides equality, diversity and inclusion training and consultancy.

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

Stonewall

Campaigns for equality of Lesbian, Gay, Bisexual and Trans people.

<https://www.stonewall.org.uk/>

MyUmbrella LGBT+

A voluntary-led project of Reading Pride to raise awareness of the lesser-known identities across the sexuality, gender, romantic and fetish spectrum's collectively known as LGBT+.

<https://www.myumbrella.org.uk/>

Pronouns A guide from GLSEN

This guide is created to help anyone learn how to use people's correct pronouns.

<https://www.glsen.org/activity/pronouns-guide-glsen>

An introduction to supporting LGBT children and young people

Getting you started in supporting LGBT children and young people to thrive in education.

<https://www.stonewall.org.uk/resources/introduction-supporting-lgbtq-children-and-young-people> **LGBTQ+ Social Groups**

LGBTQ+ Social Groups

LGBT Social Group

Meet Ups are neighbours getting together to learn something, do something, share something.

<https://www.peoplefirstinfo.org.uk/going-out-staying-in/things-to-do/lgbtplus-activity-and-social-groups/>

Gay outdoor club

Our main focus is the monthly program of walks and a very active Bristol based cycling group.

<https://www.goc.org.uk/>

Swindon TG Group

The Swindon local Transgender support group.

<https://swindon-tg-group.yolasite.com/>

Swindon or Wiltshire LGBTQ+ social groups

Out of the Can Plus LGBTQ+ Youth Group This is a well established group with lots of young people (aged 13-19).

<http://outofthecan.org/>

Gay outdoor club

Monthly program of walks

<https://www.goc.org.uk/groups/wiltshire-gloucestershire-north-somerset/>

Salisbury LGBTQ+ social

People in Salisbury and surrounding areas wanting to meet up and socialise in a coffee shops or pubs etc

https://www.meetup.com/Salisbury-LGBT-Social-Meet-Up-Group/?_cookie-check=d_UvZbYEKZJc9RFK

USEFUL LINKS

BAME

Imaan

The UK's leading LGBTQ Muslim charity
<https://imaanlondon.wordpress.com/>

Stonewall

Community BAME/PoC LGBTQ Role Models programmes

<https://www.stonewall.org.uk/bame-and-poc-lgbtq-communities>

Inclusivity

Supporting BAME Trans People booklet

<https://www.gires.org.uk/inclusivity-supporting-bame-trans-people/>

RCASU

Black-led LGBTQIA organisations to know about
<https://www.rcasu.org.uk/>

Older People

Age UK

Advice and support for older LGBT people

<https://www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/lgbt/>

LGBT Age

Welcoming LGBT people aged 50 and over

<https://www.lgbthealth.org.uk/event/lgbt-age-50-christmas-screening/>

Disabled and LGBTQ

Regard

Regard is a national organisation that supports people who are disabled and lesbians, gay, bisexual, transgender or queer (LGBTQ).

<http://regard.org.uk/>

Sexual health

Terrence Higgins Trust

A British charity that campaigns about and provides services relating to HIV and sexual health.

<https://www.tht.org.uk/>

Swindon Sexual Health Clinic

They offer a drop-in service and also offer free emergency contraception, condoms and Chlamydia self-test kits from selected local pharmacies.

<https://www.swindonsexualhealth.nhs.uk/clinics/>

Sexual health for lesbian & bisexual women

Women who have sex with other women can pass on or get STIs. Know how to protect yourself.

<https://www.nhs.uk/live-well/sexual-health/sexual-health-for-lesbian-and-bisexual-women/>

Living with HIV and Aids

As well as taking HIV treatment, there are many things you can do to improve your general health and reduce your risk of falling ill.

<https://www.nhs.uk/conditions/hiv-and-aids/living-with/>

LGBT health and wellbeing

[Sexual health resources and information](https://www.lgbthealth.org.uk/services-support/lgbt-health-sexual-and-general-health/)

<https://www.lgbthealth.org.uk/services-support/lgbt-health-sexual-and-general-health/>

Sexual health for trans & non-binary people

How you can manage risks and maintain good sexual health, and feel good about your sex life.

<https://www.tht.org.uk/hiv-and-sexual-health/sexual-health/trans-people>

USEFUL LINKS

LGBTQ+ Support

Wiltshire Police

Report a hate crime.

<https://www.wiltshire.police.uk/ro/report/ocr/af/how-to-report-a-crime/>

LGBT Switchboard

A place for calm words when you need them most.

<https://switchboard.lgbt/>

Stonewater

provides quality homes and services for people in housing who need

<https://www.stonewater.org/>

FFLAG

Supporting parents and families and their LGBTQ+ members.

<https://www.fflag.org.uk/>

It's all about your wellbeing

Wellbeing resources for LGBTQ+ people in SW England

<https://www.itsallaboutyouwellbeing.com/>

Queer menopause

A place to find inclusive menopause resources.

<https://www.queermenopause.com/resources>

Swindon Domestic Abuse Support Service

Support for all genders 24/7 365 days of the year with specialist LGBT support.

<https://swadomesticabuse.org/>

Helpline 01793 610610

Queer Parenting Partnership

LGBTQ+ antenatal and postnatal education.

<https://www.parentingqueer.co.uk/>

First Light

The Swindon & Wiltshire Sexual Assault Referral Centre is the first point of contact for people who have experienced rape and serious sexual assault.

<https://www.firstlight.org.uk/swindonwiltshiresarc/>

National LGBTQ+ Domestic Abuse Helpline

0800 999 5428

LGBT+ Hate Crime Helpline

020 7704 2040

Galop

Anti-LGBT+ hate crime is abuse or violence committed against someone because of their orientation or gender identity.

<https://galop.org.uk/types-of-abuse/hate-crime/>

Supported by



Nationwide

Building Society

