



Count us in!

Full Report

Addressing the needs of Wales' forgotten
'community of interest'

A Stonewall Cymru Assessment Report, July 2004
Sponsored by the Lloyds TSB Foundation

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Foreword

A 'community of interest' is defined as a group of people connected by a common interest or characteristic rather than a geographical location. There exists in Wales just such a community, numbering as many as 200,000 and scattered all over Wales for whom properly funded service provision is virtually non-existent in many areas.

That significant minority is made up of Wales' lesbian, gay and bisexual [LGB] people who form up to 7% of the population and suffer daily prejudice, isolation and harassment through no fault of their own¹.

Equality is coming of age in the UK. Within a few years, we will have a single commission on equality and human rights spanning age, disability, gender, race, religion and sexual orientation. The National Assembly for Wales is in the vanguard of modern best practice with its founding duty to have due regard to equality of opportunity for all people in the conduct of its business and the exercising of its functions.

Yet basic services and infrastructures for one equality strand (sexual orientation) lags behind the rest.

We recognise the commitment to equality shown by the Welsh Assembly Government in helping to establish Stonewall Cymru and by funding it as a consultation partner. It is because we are mandated to support the Assembly in developing policies and services that we have produced this document, which sets out clear recommendations on the way forward for building realistic and progressive LGB provision in Wales.

The recommendations arise from a recent audit of existing services and a service needs assessment. This was made possible through a grant from the Lloyds TSB Foundation for England and Wales, to whom we extend our gratitude.

We hope it will be instrumental in highlighting a crucial and neglected part of the equality spectrum in Wales and gain LGB people recognition as a disadvantaged community of interest in order to access the help they need.

Jenny Porter Community Development
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Stonewall Cymru July 2004

¹ Throughout this document the acronym LGB has been used for lesbian, gay and bisexual

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Background

The 'problem' for LGB people has always been, and remains, the homophobic discrimination they face in society. This can range from ignorance, discriminatory laws and ostracism to outright hostility, violence and random assault. Since the 1970s, LGB people have organised themselves in groups across Wales to provide self help, peer support, information, and safe spaces to socialise. These voluntary services have been invaluable. Until recently, this entire sector had gone unnoticed by mainstream society, and unaccounted for as a service in need of resources and strategic planning.

There are currently 34 diverse groups providing services for LGB people in Wales, 20 of them run by LGB volunteers for LGB people, and a further 14 supporting LGB people while working for other specific target groups such as youth, trade unionists and homeless people.

Thirty years since the first support groups began to spring up across Wales, discrimination remains an abiding and life-restricting factor in LGB people's lives. Stonewall Cymru's Wales-wide survey (Counted Out, 2003) revealed that, for example, 35% of respondents reported being the victim of physical violence; 25% reported having been dismissed from a job because of their sexuality and 20% reported concealing their sexual identity at work.

In most parts of Wales, a person 'coming out' still risks rejection from family and friends, discrimination, abuse and even physical violence. Thousands (understandably) still choose to hide their sexual orientation, and are vulnerable to isolation, lack of confidence, under performance and self-harm as a result. This is the background to the continuing need for local LGB support groups.

Anecdotally, it has long been known just how far such groups lag behind other self-help networks in terms of funding, resources and organisational support. Last year, a grant from the Lloyds TSB Foundation for England and Wales meant Stonewall Cymru was finally in a position to accurately assess the status quo by collecting data from both service providers and service users.

At the same time, a detailed needs evaluation was conducted. The recommendations set out below arise directly from the findings of this research.

Key Recommendations

- 1. That** LGB people be recognised as an eligible 'community of interest' in funding schemes and social inclusion programmes such as Communities First. Give specific consideration to mainstreaming LGB equality and look at how funding can support equality and diversity outcomes in order to increase the inclusion of socially marginalised people.
- 2. That** homophobia be challenged in society to make Wales a safer place for LGB people to live free from harassment, discrimination, bullying or hate crime and the fear of these: in education, in the work place, and in their daily lives
- 3. That** regional LGB fora be developed and supported, in line with similar minority networks across the equality and voluntary sector. Such a forum will bring this part of the voluntary sector out of the closet and aid communication for both local community strategy partnerships to access the voice of LGB people, and enable the local LGB community to centralise information and best practice knowledge as well network across the regions.
- 4. That** training and development provision be put in place to boost governance and quality of service in the LGB voluntary sector.
- 5. That** widespread public information be made available on how to contact local LGB groups. It could be estimated that less than 3% of LGB people in Wales are currently accessing the LGB services, this could be from lack of access to information. Fear of being 'outed' locally and social discrimination has all too often prevented the groups themselves from approaching the tradition information points [libraries, CAB etc] to publicise the services, and LGB people from finding the information, for too long this has been a secret service.
- 6. That** an all-Wales, 24/7 LGB peer support helpline be established. Such a helpline should provide peer support for people in difficulties due to their sexual orientation, be easily accessible and run by LGB people.
- 7. That** further groups be established across Wales to address the needs of LGB parents and their children, and people who are younger, older, disabled, in difficulty with addiction, mental health users, Welsh speakers for whom their sexual orientation is the defining factor in their exclusion and disadvantage.
- 8. That** awareness training on recognising and responding to the specific needs of LGB people be made widely available to service providers. Public and private sectors need to be able to recognize and respond to the specific needs of a LGB person in all circumstances and seek to open paths of greater engagement, consultation and representation for LGB people.

Stonewall Cymru

is the only all Wales organisation working individually and in partnership with other agencies, organisations, statutory bodies and individuals to:

- Promote the human rights and equal treatment of LGB people
- Challenge discrimination against LGB people
- Articulate the needs and interests of LGB people and represent these to the National Assembly for Wales and other appropriate bodies
- Consolidate and develop the infrastructure with LGB communities across Wales to enable them to contribute to and have representation in policy developments

The cornerstones of LGB infrastructure

Stonewall Cymru has produced the following list of essentials to address the key recommendations and achieve outcomes of increased quality of life and increased empowerment for LGB people. Stonewall Cymru will work in partnership with the LGB community to develop these cornerstones as capacity and access to funding progresses.

Access to funding for LGB groups: Work with the Wales Assembly Government and funding agencies to align social inclusion programmes to recognise LGB people as a community of interest and funding objectives to encompass equality outcomes. Opening up these funding streams will have a profoundly beneficial effect on every aspect of LGB provision in Wales.

Support networks for LGB people: Work with LGB groups, individuals and existing informal networks to establish at least three regional fora. Each forum will aid communication, thus reducing isolation, increasing support, centralising information and providing the basis for co-ordination within a region, and with other regional fora

Safe, non-discriminatory access to all services for LGB people: Establish paths of consultation and representation for LGB people with local policy-makers. Hold a conference for non- LGB voluntary organisations and policy makers on LGB issues and needs with training workshops. Enable greater engagement with local policy agendas, assessment and strategic planning of LGB service provision across the region.

Robust support services for LGB groups: Facilitate access to tools for governance, fund-raising and best practice and programmes of training and support the development of a code of practice for lesbian, gay and bisexual service provision.

Main findings

Funding: 36% of groups reported no annual income and a further 36% operated on less than £1,000 income. 50% had received 'start up' funding but were not receiving anything towards sustainability. LGB groups are extremely poorly resourced compared to most other areas of the voluntary sector. LGB groups report a reluctance to access local government support for fear of being 'outed' locally or harassed in some way.

There are few funding streams that attract applications from LGB groups. Many funding sources focus on education and employment - inappropriate for groups providing peer support to LGB people, whose problems arise from difficulties related to society's response to their sexual orientation.

Current social inclusion funding has started to recognise that geographically based schemes can miss the communities of people that are held together by a common interest. But in Wales these funding streams have omitted LGB people as a community of interest. People who are unlikely to congregate in one geographical area for fear of discrimination and will travel great distances to call on unfunded or poorly funded peer groups to gain support and guidance. This omission of access to social inclusion funding is detrimental to LGB people.

LGB people are not a homogenous group of course. LGB people exist in other groups that do attract funding, for example the young and black, minority and ethnic people. However the fear of homophobia will often act as a barrier to presenting the specific problems of sexual orientation exclusion. The experiences of social exclusion on the basis of sexual orientation will often remain invisible and unaddressed in funding programmes.²

Consequences of low funding: Lack of funding and poor capacity leads to a concentration on front-line services at the detriment of governance with little accounting for the work done which, in its turn, leads to an inability to make funding applications. 72% of the sample groups were entirely dependent on volunteers and as the function of the group was peer support these volunteers would be expected to be LGB themselves, this can create recruiting and governance problems. Only 36% of groups reported having constitutions and AGMs with a further 36% pending.

Nature of groups: Existing LGB groups essentially offer peer group support: lesbian, gay or bisexual people offering the friendship and help of someone in the same situation and experiencing similar issues. These groups provide access to meetings and social events to address the feelings of isolation and difficulties associated with 'coming out' and dealing with discriminatory social attitudes. The essential principles and functions of these groups are similar to other peer group organisations, such as Gingerbread, the support organisation for lone parent families. 50% of responding groups had been in existence for over 10 years.

² The term 'social exclusion' describes marginalisation from one or more of the following: employment, income, social networks such as family, neighbourhood and community, decision making and from an adequate quality of life.

Isolation of groups: 65% of LGB groups work autonomously and may work away from influences both from the voluntary sector and the LGB community. This isolation can be further increased for specialist groups [e.g.: lesbian only groups] by their need to maintain service boundaries. There are currently no established systems of communication and sharing of information and best practice knowledge between groups by either region or speciality. Often the only contact between different group representatives would be at gay club venues, or events organised by outside agencies.

It is estimated that as few as 3% of people who identify themselves as LGB are currently accessing services. Groups reported a higher number of lesbians than gay men using their services.

Helplines: Although helplines are the most used gateway to information on LGB services there is neither an all-Wales LGB helpline nor a system of co-ordination between the local LGB helplines. Opening hours are limited by the availability of local LGB volunteers to run them.

Assessment methodology

The assessment process involved two parts: a mapping of the services currently provided by LGB groups and community consultation on service provision for LGB people. Stonewall Cymru currently works in partnership with transgender and transsexual people in Wales who also suffer from prejudice and harassment but whose issues are gender reassignment and who may or may not have same sex sexual orientation.

Mapping exercise

We contacted the 34 groups in Wales known to be providing services for LGB people. 20 of these groups provided services specifically by LGB volunteers for LGB people, and a further 14 organisations also supported LGB people while working for other specific target groups such as youth in general, union members and homeless people. A questionnaire was sent to these 34 groups, 14 were returned - a 41% return rate.

Community consultation

With funding from the Lloyds TSB Foundation of England and Wales, Stonewall Cymru undertook four regional (North, Mid, South-West and South-East Wales) mapping workshops, and a further workshop to look at LGB helpline service provision across Wales. The 600 members of Stonewall Cymru, and members of the local LGB groups, were invited to attend a workshop in their region. All participants identified as lesbian, gay or bisexual, except for two members of FFLAG.³

We employed independent facilitators to carry out the consultation sessions to help ensure an objective process. Participants completed questionnaires before the workshop and a feedback form at the end. In total 125 people participated including representatives from 15 of the LGB organisations in Wales.

³ Friends & Family of Lesbian and Gay People

The LGB population in Wales

Wales is a nation with few major cities and many smaller and geographically remote towns and villages where LGB people can feel very isolated and marginalised. Some LGB people migrate to cities - in Wales or England - to find a LGB community. Cardiff and Swansea now have commercial gay venues and some social and support groups.

However, others may opt for a rural community as illustrated in a report by Health Promotion Wales: "It might be hypothesised that whilst gay men migrate to the city in search of anonymity and a less hostile and more supportive environment, women seek anonymity in rural settings." (Sexual Attitudes and Lifestyles in Wales: Implications for Health Promotion - Technical Report 15, October 1995)

Unfortunately, there are no UK population statistics for the number of people who identify as lesbian, gay or bisexual, because the opportunity to self-identify has never been given in any Census, and even if there were such an opportunity evidence from other research indicates that a reluctance to identify for fear of discrimination would be a governing factor in the degree of response.

However, in 2003 the Department of Trade and Industry produced a consultation document on Same-Sex Civil Partnership and used an estimated figure of between 5% - 7% of the adult population identifying as lesbian or gay. Using these estimated percentages a rough guide to the numbers of lesbian and gay people in Wales would be:

5% of the 2001 Census Wales population figure of 2,903,085 is 145,154

7% of the 2001 Census Wales population figure of 2,903,085 is 203,216

Giving us between 145,154 and 203,216 LGB people living in Wales.

1. Audit of Service Provision for LGB people in 2002

The respondents were: AMICUS LGB group, Border Women, FFLAG, Friend South East, Gay Outdoor Club, GYL Project, Lesbian Gay Christian Movement, Mid Wales Women's Group, North Wales Lesbian Line, Older Lesbian Network, Rainbow Project, South Wales Lesbian and Gay Teachers Group, Triangle Wales, Vale of Clwyd Mind lesbian and gay helpline. Of these 14 groups, 8 are self-help groups run by LGB volunteers for LGB people, the remaining 6 are branches/projects of parent organisations for which sexual orientation is not the main focus but all, except FFLAG, have LGB people providing the services.

The geographical spread of the respondent groups was: 2 groups in the North, 1 group in the Mid, 7 groups in the South and 4 groups covering all Wales however there were, and still are, more groups working in the North and Mid regions. The findings have been categorised as: **services, beneficiaries, funding, governance and infrastructure, communication and training.**

Services

Of the respondents, 3 groups were over 15 yrs old; 4 over 10; 2 over 5; and 5 under 5 years old. Access to peer support ranged between the provision of a telephone helpline, newsletter, face to face, website, counselling, union support, campaigning activities, visits to the 'scene', health promotion, faith issues, cultural issues, police liaison, social activities and networking. The groups' aims and services ranged between providing: advice, counsel, information, safety, support, and promoting awareness of LGB/T people's issues and positive images.

The main activities were social interaction with 1 group holding weekly drop-ins and 4 holding monthly drop-ins; 5 groups distributed newsletters monthly with a further 1 distributing quarterly; 3 groups offered daily helpline access and a further 3 offered a once a week helpline. 50% of groups took client referrals from other helplines; 28% from mental health organisations and 20% from health/ social services, police, child helplines and school/youth groups respectively.

72% of LGB groups provided a peer support information service and were entirely dependent on volunteers, who were expected to be LGB themselves. The essential principles and functions of these groups are similar to other peer group organisations, such as Gingerbread, the support organisation for lone parent families. LGB volunteers offer the support of someone experiencing similar issues to help address the difficulties associated with 'coming out' and dealing with discriminatory social attitudes. However, LGB groups do not enjoy the status, recognition and mainstream funding that have been accorded to other peer support groups within the equality or voluntary sectors.

Beneficiaries

The 14 groups reported a total of 2000 people were helped in 2002 and the proportion of service users identifying as: lesbian /gay women – 23%; gay men /men who have sex with men – 16%; bisexual – 5%; heterosexual – 2%; transgender – 6%; transvestite – 1%; parents of LGBT people 2%; LGBT parents 3.6%; teachers 4.3%; students – 5%; older – 6%; youth – 3.6%; disabled – 4%; BME – 3.6%; rural – 3.6%; Welsh speakers – 3%; mental health users – 3%; general public – 3%, Christian – 1%.

Funding

36% of groups reported no annual income and a further 36% operated on less than £1,000 income. 50% had received 'start up' funding but were not receiving anything towards sustainability. The funding sources were: 36% membership contribution and 36% from fundraising events, 21% from local government grants and 7% from local health funds.

Governance and infrastructure

3 groups had charitable status, 9 were autonomously governed and 10 were entirely dependent on volunteers. 5 groups had constitutions, committees and held AGMs and a further 5 were pending.

Access to 7 groups was open to all, 5 groups were free entry, 5 groups were accessible to only specific people (e.g. lesbians), and 2 had club membership. However the boundaries between membership and service-user may have been confused with 6 groups reporting having between 20-99 members, and 3 having between 5-20 members and only 5 reporting membership contributions in their funding sources.

Communications

36% of groups were working with other LGB groups and none of the groups worked with other equality groups but 50% did have members sitting on their local police liaison / community safety panels.

There was no established system of communications between LGB groups by either region or speciality and some of the groups who worked in specialised sectors of the LGB community (eg: lesbian /gay men / youth only groups) could be further isolated by their need to maintain boundaries of service. This isolation can be further aggravated by groups' reluctance to make contact with mainstream bodies, either because of their experience of actual discrimination or anticipation of prejudice.

Training

2 groups had a training budget, 1 group did monthly in-house training and 5 groups did training irregularly but 50% had no regular training sessions. When asked what training they would like to receive the top training requests were for: 1st - funding, 2nd - putting on an event, 3rd – marketing and publicity, and joint 4th place - conflict resolution and the law in relation to LGBT issues.

2. Service Users Assessment: LGB Service Provision Consultation Workshops across Wales

During these regional workshops a wide range of points were made regarding LGB service users needs, the following points received general support as significant and have been categorised as: **difficulties in accessing services; unmet service need from LGB provision; unmet service need from public services and society**. Specific regional difficulties are also identified along with their vision of the ideal world, resource needs and next step plans.

Difficulties in accessing services

Significant difficulties in accessing services for LGB people were reported across the regions. The first difficulty was finding where to access information as there are few public outlets, and searching for leaflets often requires confidence and persistence from the enquirer. There was a need for public access to a directory of LGB support services. The internet requires access to a computer, and public computers often have 'net nannies' that decline access to LGB websites and can alert investigation. LGB helplines are the most used gateway to information on LGB services however this access is limited by the availability of local volunteers to set up and run them

The second difficulty was in the provision of gay friendly safe spaces making it very difficult to meet others for peer support, Visibility issues to cope with discrimination hamper socialisation without having access to LGB social events and gay friendly venues. There are often rural isolation and transportation difficulties because of the great distances between gay friendly safe spaces. Securing safety is another issue, with the last bus/train problem being a particular problem for the younger and older person.

Unmet service need from LGB provision

To address the social isolation (urban as well as rural) service users need regular LGB social events in their regions in a variety of gay friendly safe spaces and non-scene venues. There was a need for greater communication between groups and co-ordination across the regions to support regional community development. There were particular articulated needs for more specific services for younger (including under 18s), older, disabled, Welsh speaking LGB people, LGB parents and LGB people with problems connected to alcohol. Also for internal training, a quality standard for work with LGB people and a broader helpline service as there is no all-Wales helpline nor co-ordination of those local helplines that do operate.

All the regions independently suggested the provision of an accessible, centralised, up to date diary and directory providing information of events across a region, and the establishing of community centres for LGB people as a home for groups, a cafe and health centre.

Unmet service need from public services and society

The prime unmet need from public services and society was for acceptance and safe, respectful treatment, this was experienced to be lacking in education/schools, the job centre, the church/chapel, the legal services and the provision of care/nursing homes. Safety was a basic requirement and requests were made for better access to the police and the placing of self-reporting homophobic hate crime incident forms in schools. There was a need for recognition of sexual orientation issues, a voice for LGB people, and inclusion into general society.

Another prime need was for mainstream recognition of the services provided by LGB groups through the provision of core funding and support to establish regional co-ordination and LGB community centres to accommodate local LGB groups.

The homophobia that LGB people experienced in their dealings with public services across Wales was so prevalent that it was characterised as 'normal' and summarised as 'the provision for LGBs is dependent on the individual provider's attitude'. It was felt that public services needed education and training on LGB needs awareness to tackle homophobia. A particular point was made concerning carers for HIV sufferers and older LGB people who needed a guaranteed confidential service, the right to ask for LGB carers and lesbian and gay only care homes.

Regional Aspects

MID

It was identified that the groups run by LGB volunteers for LGB people were divided by a mountain range as they were based in Newtown to the East and Aberystwyth to the West and there was a need to increase links. There was a shortage of gay friendly venues for regular social events and easily accessible up to date information. There was a need for more services for younger, older and Welsh speaking LGB people.

Their vision of an ideal world had Canal St⁴ in every town, a LGB Centre drop-in, accommodating LGB helplines and groups and acting as an access point for individuals 'coming out' and consultation with policy makers, recognition and respect from local Councils, childcare for L&G parents, computer access for all, a gay friendly media / press and pink buses to gay venues.

The resource needs were for long-term funding to increase communication, a regional co-ordinator and a community centre. The next steps envisaged were to develop links between groups and a directory of LGB services and information on funding sources.

NORTH

It was identified that most of the groups run by LGB volunteers for LGB people are based along the coast with a dearth of support in the rural areas inland with a consequent need for affordable access to safe transport. There was a need for more gay friendly safe spaces, more accessible information on services available, and a quality standard for LGB services and more helpline provision. There are no services for older, LGB parents & Welsh speaking LGB people.

Their vision of an ideal world had zero tolerance of homophobic bullying with media exposure of homophobic hate crime, safe spaces in villages, towns, churches, genuine equality in education of young people, the visibility of gay issues and 'out' support service workers, information on local LGB groups available from Councils and 'net nannies' on public computers challenged to allow access to LGB provision.

The resource needs were for funding, a regional network and community centre and the next steps envisaged were to build a regional focus group and increase communication across the region.

⁴ Manchester's gay village

SOUTH-EAST

It was identified that there was a need for groups run by LGB volunteers for LGB people all over the South-East not just in Cardiff with a particular need for outreach work in the valleys. There was a need for a support group for LGB people coping with alcohol problems, and Welsh speaking LGB people and more youth groups across the South-East.

Their vision of an ideal world had a LGB centre in Cardiff accommodating many groups, a directory / map of LGB services available in the gay clubs, every school having a confidential peer support group for LGB young people, and a government body dedicated to addressing LGB issues and a unified LGB voice.

The resource needs were for funding to support a regional co-ordinator and community centre. The next steps envisaged were to increase the flow of information, hold regional meetings develop youth groups in the valleys and a drop-in centre in Cardiff.

SOUTH-WEST

It was identified that there are no groups run by LGB volunteers for LGB people West of Swansea. Although Swansea had scene venues, there was a need for separate non-scene social events for gay men and lesbians. There was a need for more provision for older and disabled LGB people, LGB youth and faith groups, and support for older LGB people going into sheltered housing / nursing homes.

Their vision of an ideal world had equal access to public services regardless of sexual orientation, gender stereotyping addressed, training in LGB issues as standard across the board, and more 'out' lesbian and gay Members of Parliament and the Welsh Assembly. They envisaged a LGB drop in centre and a Mardi Gras in the South-West, and other Mardi Gras events happening across Wales, and a co-operative housing scheme for older LGB people known as SAGAY [SAGA for gay people] or alternatively named SAGGY!

The resource needs were for funding to support a regional worker and a community centre. The next steps envisaged were to hold more regional meetings, centralise information on LGB services and set up a training model.

Appendix 1: Audit Questionnaire

SECTION A Information about your ORGANISATION / GROUP:

Please give a brief description of the service your organisation / group currently offers:

Organisation / Group Name			
Charity no:		Company no:	
Address			
Postal Code			
Phone:		Fax:	
email		website	
Contact Person			
Position in organisation			
How would you prefer to be contacted? please give details:			
email:		post:	
		phone:	

Please give a brief statement of your organisation / group's objectives for the next three years:

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When was the organisation / group formed, how many years ago?

[please tick as appropriate]

under 5 yrs		over 5 yrs		over 10 yrs		over 15 yrs	
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How is your organisation / group governed? Is it...

[please tick as appropriate]

an autonomous group		an autonomous organisation	
a branch of a Wales wide organisation		a branch of a UK wide organisation	
please specify:			
affiliated to a Wales wide organisation		affiliated to a UK wide organisation	
please specify:			

Status of organisation / group:

[please tick as appropriate]

voluntary		charity		not for profit	
statutory		business		un-funded	

Does your organisation / group have any formal accreditation?

[eg Community Legal Service Quality Mark]

No		Yes		please specify:
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Does your organisation / group have a membership? If so how many?

[please tick as appropriate]

Yes					No					
0<3		3<5		5<10		10<15		15<20		over 20

Has your organisation / group ever had support around the following areas:

[please tick as appropriate]

setting up		organisational development	
recruiting and supporting volunteers		publicising the service	
finding somewhere to meet		other [please specify:]	
funding			

Who did your organisation / group get this support from?

[please tick as appropriate]

local cvs		local authority		other [please specify:]	
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What support does your organisation / group need now / over the next three years?

[please tick as appropriate]

setting up		organisational development	
recruiting and supporting volunteers		publicising the service	
finding somewhere to meet		other [please specify:]	
funding			

Does your organisation / group have ...

[please tick as appropriate]

***Please supply us with a copy of the Constitution & AGM Report.**

*a Constitution?	Yes		No	pending	
Committee Members?	yes		no	pending	
*an AGM?	yes		no	pending	

Does your organisation / group work with other groups / organisations?

[select as many groups/ organisations as apply]

another L/G/B group locally please specify:		another L/G/B group in Wales please specify:	
local transgender group please specify:		transgender group in Wales please specify:	
local gender equality group please specify:		gender group in Wales please specify:	
local disability equality group please specify:		disability equality group in Wales please specify:	
local race equality group please specify:		race equality group in Wales please specify:	

other local group		other group in Wales	
please specify:		please specify:	

What geographical region does your organisation / group cover?

[select as many as apply]

North Wales		Mid Wales		South Wales	
West Wales		Blaenau Gwent		Bridgend	
Caerphilly		Cardiff		Carmarthenshire	
Ceredigion		Conwy		Denbighshire	
Dyfed		Flintshire		Gwynedd	
Llandrindod Wells		Merthyr Tydfil		Monmouthshire	
Neath Port Talbot		Newport		Pembrokeshire	
Rhondda Cynon Taff		Swansea		Torfaen	
Vale of Glamorgan		Wrexham		Ynys Mon	

Do any members of your organisation / group represent the LGB community on any panels?

[please tick as appropriate]

regional LGB / police liaison		regional police authority	
regional CAB committee		regional health alliance	
community safety committee		local strategic partnerships	
other			
please specify			

SECTION B Information about your organisation / group's FUNDING:

What is the average annual turn-over of the organisation / group?

Income up to £1,000		Expenditure less than £1,000	
Income up to £10,000		Expenditure less than £10,000	
Income up to £100,000		Expenditure less than £100,000	

What source of funding does your organisation /group benefit from?

[please tick as appropriate]

membership contribution		lottery / community fund	
fundraising through events		HIV AIDS funds	
local government grant/community chest fund		other	
local health strategy funds		none	

Type of work funded, length of grant allocated & completion date:

[please tick as appropriate]

project work		6 months		year		3 year		date grant due to end	
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please specify project							
please specify funder							
service provision		6 months		year		3 year	date grant due to end
please specify service							
please specify funder							

Is your organisation / group currently applying for funding? [please tick as appropriate]

project work		6 months		year		3 year	start date	
please specify project								
please specify funder								
service provision		6 months		year		3 year	start date	
please specify service								
please specify funder								

SECTION C Information about your organisation / group's SERVICE PROVISION:

Does your organisation / group receive referrals from any of the following voluntary / statutory service providers? [please tick as appropriate]

Health service		Mental Health Service		Social Service	
school / youth group		police / LGBT Liaison group		ChildLine	
Mind		other helpline		other [please specify]	

What type of service does your organisation / group provide? [select as many as apply]

advice (directive guidance)		legal advice		housing advice		sexual health safe-sex advice	
information		legal information		housing information		sexual health safe-sex info	
support (non-directive guidance)		coming out support		networking support		access to police services support	
organises social events		organise drop-in		organise non-scene events			
members club		diners club					
helpline				health promotion			
counselling				face to face befriending / ice-breaker			
organise group visits to 'scene'				Welsh language			
campaigning				police liaison			
website				chat room			

newsletter		faith issues	
union issues		cultural issues	
other		[please specify]	

How does the organisation / group deliver its services to LGBT people? How many hours is this service available? [please specify as appropriate]

drop-in meeting place		daily		weekly		monthly	
meetings		daily		weekly		monthly	
Welsh speaking services		daily		weekly		monthly	
at gay venues		daily		weekly		monthly	
helpline		daily		weekly		monthly	
face to face befriending		daily		weekly		monthly	
chat room		daily		weekly		monthly	
publications		daily		weekly		monthly	

How many people did the organisation / group help in... [please specify]

1999		2000		2001		2002	
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SECTION D Information about your organisation / groups' SERVICE USERS:

Who uses the organisation / group's services? do service users identify as....

[select as many as apply]

women		lesbian		gay women		bisexual	
men		gay		men who have sex with men		bisexual	
heterosexual		transgender pre-op		transgender post-op			
transsexual		transvestite		parents/family of LGBT people			
LGBT parents		teachers		students			
older		youth		disabled			
black & ethnic		rural		Welsh speakers			
mental health user		general public		other [please specify]			

Is access to your organisation / group's service?

[please tick as appropriate]

specialist (eg men only)		[if so please specify]
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open to all		free		club membership	
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SECTION D Information about your organisation / group's SERVICE PROVIDERS:

How many people provide your organisation / group's service?

How many volunteers contribute to the work?	p/time	f/time
p/time		
f/time		
Total service providers		
p/time		
f/time		
How many paid workers contribute to the work ?		

On average, how many hours per month...

do the volunteers contribute to the work?	
do the workers contribute to the work?	

Do the organisation / group's service providers have any formal qualifications?

eg NVQ in Counselling

[please tick as appropriate]

No		Yes		please specify
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How often does the organisation / group provide training?

[please tick as appropriate]

monthly		quarterly		yearly		adhoc	
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Does the organisation / group have a separate budget for training?

[please tick as appropriate]

No		Yes		Applied for	
[please specify]					

Does the organisation / group provide any of its own in-house training?

[please tick as appropriate]

Yes		No		sometimes	
please specify what percent %:					

SECTION E: How useful do you think these courses would be to your organisation / group

please grade using a scale of 1-5 [1= not useful, 5 = very useful]

finance & accounting		health & safety	
community association		resolving conflict	
funding applications		basic IT	
marketing		committee skills	

writing constitutions		putting on events	
charitable status		safer sex	
the law in relation to LGBTs		counselling	
community strategies and partnerships		representing your community on local panels	
designing an event		equality partnerships	
other [please specify]		other [please specify]	

Would your organisation / group be interested in joint training with other LGBT organisation / groups? [please tick as appropriate]

receiving training	yes		No	
providing training	yes		No	

Appendix 2: Consultation Feedback

Regional workshop attended:
1. What was useful about the workshop today?
2. Did you find it useful to map out the LGB services regionally?
3. What do you think are the 3 top priority needs for you to live as a LGB person safely, openly, and freely in your region? 1. 2. 3.
4. What do you think are the resource needs to develop these services? For example this could be training, funding, a regional coordinator /community centre. 1. 2. 3.
5. Are you interested in working with others in your region to develop services?
6. Do you have any comments about how the workshop could have been improved?
7. Would you like to receive a copy of the Report from these workshops when it is produced in 2004?

Appendix 3 – Information on accessing current LGB groups across Wales

AberEvents

AberEvents is a friendly social group for LGBT people in Aberystwyth and surrounding area who may be “out” or not, scene-oriented or not. Their activities include café meetings, pub nights, walks, discos, etc. They have a roughly equal mix of men and women, of all ages. For more information visit their website: www.geocities.com/aberevents/

Border Women

Information and activities for lesbian and gay women in Herefordshire / Shropshire area. PO Box 42, Ludlow, Shropshire SY 8 1WD www.borderwomen.co.uk

Caerphilly LGB Youth Group

The Caerphilly youth group is a fairly new group that has been set up in the Caerphilly area. it is open to anyone between the ages of 14-22. Contact Lynda for info on 07789 371564

Dragons Club

Deaf Lesbian & Gay Group meets monthly. For more info on the Dragons Club contact: The Secretary, DRAGONS, 6 Wentloog Road, Rumney, Cardiff. CF3 3LP

Dyfed Diners

Monthly gay dinning club in Cardigan / Tenby area check out website - www.dyfeddiners.freeuk.com/

Gay Bikers S Wales

Gay Bikers have about 500 members throughout the UK and have a very active South Wales group. They have a regular monthly meet, do local bike runs, weekend events in the UK and trips abroad. email - info@gaybikers.co.uk, www.gaybikers.co.uk

Gay Outdoor Club

Largest gay, lesbian and bisexual outdoor club in Europe for walking, mountaineering, cycling and a host of other outdoor and social activities. email - goc@bi.org w/site -<http://goc.uk.net/>
Contact Peter on (029) 2048 4431 for info on S Wales activities

Gwynedd & Anglesey Youth Group

Drop In @ the Abbey Road Centre,
For Lesbian, Gay, Bisexual & Transgender youth ages 16 to 25yrs old meet monthly
Abbey Road Centre 7-9, Abbey Road, Bangor LL57 2EA For further info visit website: www.mesmac-north-wales.co.uk

The GYL Project

The GYL Project was set up to provide confidential support and information to young gay, lesbian & bisexual people, their families and those unsure about their sexuality. The help line is open Monday - Friday, 4.00-8.00pm. Trained volunteers will offer counselling, support, guidance and information.

PO Box 29, Bridgend. CF35 6XL. Help line number 01656 649990

Friends of Lesbian & Gays Powys [FLAG Powys]

Meetings monthly contact Jeff 01874 711821, Flag, PO Box 7, Newtown, SY16 3WG

FFLAG - South Wales

South Wales Group of national charity to relieve the emotional distress suffered by the Families and Friends of Lesbians, Gay men and bisexuals. Confidential telephone help line, support groups and the provision of information so that families and friends may be helped to understand, accept and support lesbians, gay men and bisexuals with love and pride. Janet 029 2062 6852, Gloria 029 2040 4523 email- g.jenkins3@ntlworld.com

Men understanding men

Offers support and information to gay men in South-East Wales area. Contact Tony on 01633 874006 or 07903 306858 24hr, c/o Co-Star, 6, Blenheim Square, St Dials, Cwmbran NP44 4RS, email - menunderstandingmen@hotmail.com

MESMAC North Wales

Offers support and safer sex information to Lesbian, Gay, Bisexual & Transgender people in North Wales. www.mesmac-north-wales.co.uk/

Contact Keith on 01248 371367 email - keith@mesmac-north-wales.co.uk 2, Bryn Difyr, Bangor LL57 1HY

Mind Out Cymru

Support for LGB mental health users across Wales and L & G Mental Health Users Group Cardiff c/o Mind Cymru, Quebec House, Castlebridge, Cowbridge Rd East Cardiff CF11 8AB.

Newtown and district Lesbian and Gay social group

Meets fortnightly in Newtown (Powys) contact Mark on 01686 610118

North Wales Lesbian Line

Helpline for lesbians and women in difficulties due to their sexuality Helpline 01248 351263 Tues 7pm-9pm, The Greenhouse, 1, Trevelyan Terrace Bangor, Gwynedd LL57 1AX email – mail@lesbian-line-north-wales.org.uk

Lesbian & Gay Christian Movement Wales

Offers a safe and welcoming environment for lesbian and gay Christians and their supporters, building friendship monthly meetings throughout South Wales.

LGCM PO Box 11, Pontypool NP4 5WY

Mid Wales Women's Group

Informal lesbian and gay womens social group in Mid Wales email only - mwwg@onestepbeyond.f9.co.uk. Also access to LGB parenting group email only- qwpqg-subscribe@yahoogroups.com

Older & Bolder Group

Social group for lesbians and gay women over 35, monthly meetings at Friends Meeting House, Charles St, Cardiff

Older Lesbian Network in S Wales

The Older Lesbian Network (Wales) for women 35 and over defining themselves as lesbian is a social group, OLN S Wales PO Box 5085 Cardiff CF5 2XR

Rainbow Centre Project S Wales

The Rainbow Project is an organisation committed to supporting community events and projects for the lesbian gay and bisexual people of South Wales.

c/o VAC, Shand House, 2 Fitzalan Place, Cardiff CF24 OBE, email - t.heywood@ntlworld.com

Skittles Youth Group, Wrexham

LGB young people between 11 and 25 one to one and group support, safe meeting place for LGB young people, advice and guidance on any issues from sexual health to housing. email only - Skittleslgbbyouth@yahoo.com

Swansea Bay LGB Switchboard Switchboard

Information, advice and feedback for the LGB communities, their families and their friends in the Swansea area. **Helpline** - 01792 645325 Mon 7.00pm - 9.00pm, Tues 12 noon - 4.00pm, PO Box 169, Swansea, SA5 9YD email -lgbt_switchboard@yahoo.co.uk

Swansea Lesbian Group

Meets monthly at Swansea Women's Centre 25 Mansell St, Swansea SA1 5SQ

Swansea LGBT Youth Project

LGBT young people between 11 and 25, supportive safe and discrimination-free weekly meetings c/o Terrence Higgins Trust Cymru 17, Page St Swansea SA1 4EZ

Terence Higgins Trust Cymru

Leading HIV & AIDS charity in the UK, Wales access at: Cardiff - Canton House, 435 -451 Cowbridge Rd East, Cardiff email - info@thtcymru.org.uk and Swansea - 17, Page St Swansea SA1 4EZ, email - info@thtwest.org.uk

Triangle Wales

Housing advice & info (voluntary) for lesbians and gay men aged 16-25, in need of secure accommodation. Phone - 029 2045 3030, email - postmaster@gwalia.com 4, Dock Chambers Bute St Cardiff CF10 5AG

Vale of Clwyd LGB Mental Health

c/o Vale of Clwyd Mind Assoc. 34, Elwy St Rhyl Denbighshire LL18 1BT

VIVA, Rhyl LGB Youth group,

Support and activities for 16 - 26 year olds. Contact Lynne 01745 351293 or c/o West Rhyl Young Peoples Youth Group 30 Bedford St, Rhyl, LL18 1SY

Valleys Women

email only - valleyswomen@hotmail.com

Womens Zone Newsletter

c/o Women's Centre, 25 Mansel Street, Swansea SA1 5SQ email:Swanwomens@aol.com