

EQUITYPARTNERSHIP

Report of the Support Needs Audit Of LGB (Lesbian, Gay and Bisexual) Groups and Organisations in the Yorkshire and Humber Region

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March 2007

Report funded by:



www.lgbyorksandhumber.net

Equity Partnership is the trade name of Bradford LGB Strategic Partnership. Company limited by Guarantee No. 5545105. Registered in England and Wales. Registered office: Equity Centre, 1 Longlands Street, Bradford, West Yorkshire, BD1 2TP Tel: 01274 727759. Registered Charity No. 1115525

1. Introduction and background

Equity Partnership is the trade name of Bradford LGB Strategic Partnership a voluntary organisation managed by lesbian, gay and bisexual (LGB) people on behalf of the LGB communities in Bradford.

The aims of Equity Partnership are to:

- play a key role in the development of LGB communities
- challenge homophobia and heterosexism
- ensure that the long term needs of LGB communities are provided for
- act as a network for advancing lesbian, gay and bisexual issues
- manage the Equity Centre (Bradford's LGB community centre).

The Partnership is an Infrastructure Support Organisation (ISO), which means that it provides advice, support and services to other LGB voluntary and community organisations.

The Equity Partnership has 1.5 full time equivalent staff working directly with the LGB communities as well as a part-time (4 hours) worker, responsible for finances within the organisation. The Partnership has a strong Management Board made up of 12 active trustees. A bi-monthly LGB Groups Forum has been running successfully throughout the last financial year and is open to all LGB groups and provides the opportunity to socialise, network and share information.

The Partnership works in close collaboration with other relevant agencies to bring the widest range of support into LGB groups, which affects the LGB communities of Bradford.

Through the Regional Forum, a grant was secured with Capacity Builders funding through the Consortia Projects Fund Network Capacity Building Scheme² 2006 – 2007 as part of "Change Up". The Network Capacity Building Scheme² aimed to support new or developing networks so that they can engage better with the regional agenda, develop advocates or representatives to participate in regional and other structures and develop structures to enable the Voluntary and Community Sector to respond to emerging issues and promote sustainability.

The funding was given to audit the support needs for LGB groups and organisations in the Yorkshire and Humber region. This is the first time that an audit specifically for LGB communities has been undertaken. The

funding output was for 30 LGB groups to be identified and 30 questionnaires to be completed.

2. How the audit was done

The aim of the audit was to:

- gain information from LGB groups and organisations in the Yorkshire and Humber area about their support needs
- identify areas of training
- highlight any barriers faced by LGB groups and organisations
- gain feedback on the idea of developing a regional LGB network.

In order to meet this aim the Equity Partnership designed a questionnaire for organisations to complete, which was then piloted with Bradford LGB groups and organisations. (See Appendix 1 for the questionnaire). The questionnaire was then e-mailed and postal mailed out to LGB groups and organisations. An independent consultant received the responses and contacted groups and organisations asking them to return the questionnaire and in some instances completing questionnaires over the phone. The questionnaires were then collated and analysed by the consultant.

3. The response

It is difficult to say exactly how many LGB groups and organisations there are in the Yorkshire and Humber region because there hasn't been an extensive mapping exercise. However, from the work the Partnership has carried out a total of **103** groups and organisations were sent the questionnaire. From this number **13** either do not exist any more or the questionnaire was returned because they were no longer at that address. **3** groups decided not to participate due to insufficient capacity within the group at the time of the audit. This left **87** groups and organisations with the questionnaire to complete and out of this **39**, or **45%** took part and completed and returned the questionnaires.

Workers in the groups

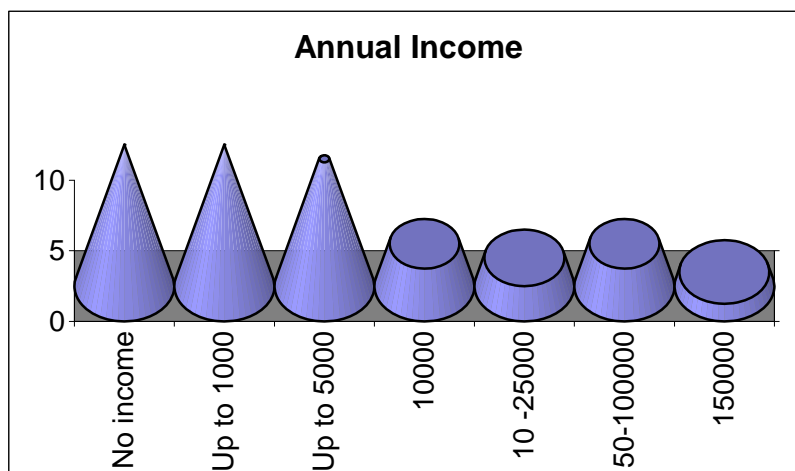
Total Number of paid workers	Total Number of volunteers	Total Number of unpaid Board/Management Committee Members
22	110	66

Only **15**, that is less than half of the groups and organisations had paid workers or paid worker input on a sessional basis and often as part of a wider job remit. **9** of these groups had worker input via a statutory agency and **3** groups had worker input via another voluntary organisation.

3 groups /organisations didn't have any volunteers and the number of volunteers used is **5 times more** than the number of paid workers.

6 groups didn't have a management committee, **3** groups said it didn't apply to them because of the type of group they were and **1** group was just starting up and hadn't yet formed a committee but was going to do so. **29** groups/organisations had a management committee and the total number of unpaid committee members was **66**.

Annual income



10 of the 39 groups/organisations had no income and only **4** groups/organisations had over £50,000. **None** of the groups had access to long term funding.

Source of income

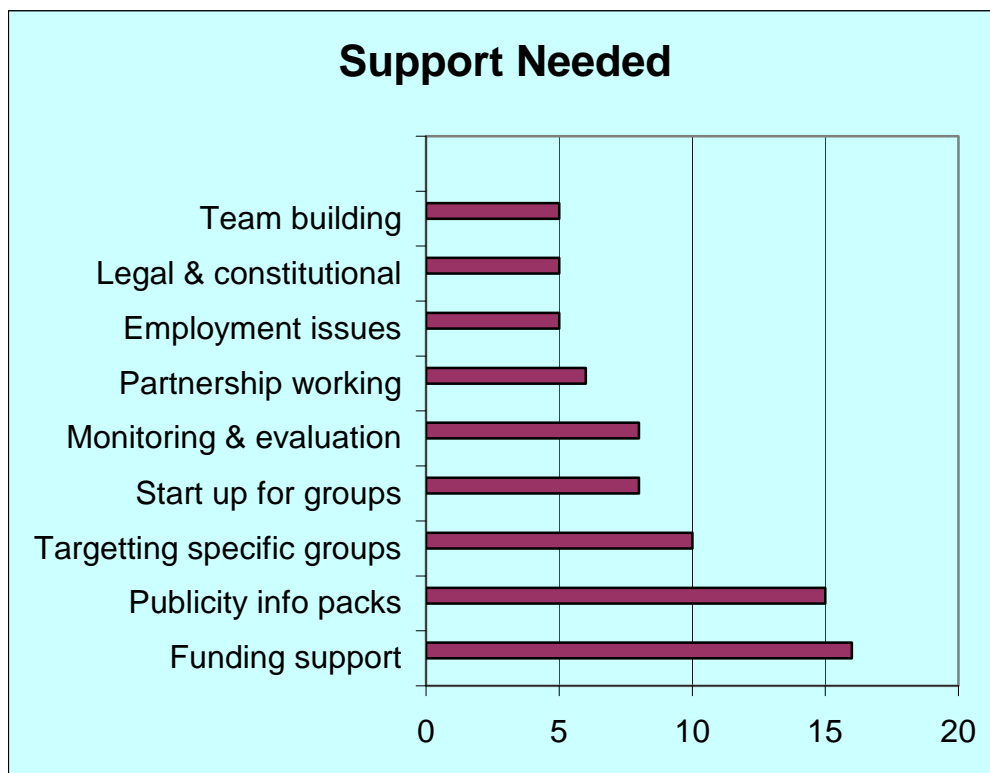
The majority of groups **16 (41%)** gained their funding from grants. **7 (18%)** groups cited donations as the source of income and **2 (5%)** gained funding via statutory provision plus income generation (these were groups linked with for example the Health and Youth Service). **5 (13%)** gained funding via contracts and **3 (7.5%)** via small fundraising activities.

Type of group/organisation

The most common type of group was a Community Group – **24 (61.5%)**, possibly reflecting the self-help nature of the sector. **3** groups were a

Registered Charity and **3** were Charitable Companies. **2** groups were a Company Limited by Guarantee and a further **2** were Charitable Trusts. Other groups included Self-Help, Unincorporated Association and Statutory Youth Service.

Support needed



Support with funding and putting together publicity information packs were by far the most popular areas of need. Targeting of specific groups of under-represented people included women (particularly Asian women), people with physical and learning disabilities, people living in isolated rural areas and new arrivals, including refugee/asylum seekers and migrant workers.

Other areas of support mentioned included:

- Financial Management **4**
- Developing volunteer Support **3**
- Research **2**
- Networking with other LGBT Youth Workers **2**
- Business Planning **1**
- General support **1**
- Management Committee Support **1**
- Recruitment **1**
- Need more people and more time **1**

Use of local Volunteer Centre

19 (49%) of the 39 groups reported using their local Volunteer Centre with **12 (30.5%)** stated that they had never made use of the Volunteer Centre. **6** groups didn't provide an answer and **2** groups felt that it wasn't relevant to them.

Volunteer Centres used included Calderdale, Doncaster, Bradford, Leeds, Kirklees, Shipley, Sheffield and York.

Support with policies

The majority of groups felt that they didn't currently need help with any of the policies because they were already in place:

'We've got all these in place and they are reviewed regularly.'
'In the past we would have needed help but not at the moment.'

5 groups (**13%**) said they needed help with Health & Safety policies.

4 groups (**10%**) needed help with Confidentiality policies.

2 groups (**5%**) stated that they needed help with Child Protection policies

5 groups (**13%**) said they needed help with Equal Opportunities policies.

2 groups (**5%**) felt that policy development wasn't relevant to them because of the type of group they were.

Group Skills

31 groups (**79%**) stated that they were confident about the skills within the group and **6** groups (**15%**) said that they were not confident about the skills in their group. **2** groups (**5%**) didn't provide an answer to this question.

From those that were confident a few commented that they felt:

'...that the skills in the group were not being used as much as they could.'

'...confident about my own skills and there is no-one else involved in running the group.'

...very confident about the skills in our group and we have many talented people.'

Skills Analysis

8 groups (**20.5%**) had ever carried out a skills analysis within their group.

24 groups (**61.5%**) had never carried out a skills analysis.

2 groups (**5%**) felt that it wasn't relevant because of the type of group they were, that is a social group.

2 groups (**5%**) hadn't carried one out yet but intended to.

1 group stated that they didn't know what a skills analysis was and **2** groups didn't answer this question.

Training Plans

15 groups (38%) reported they had a training plan in place and **18 groups (46%)** stated that they didn't have one with one group saying that it would be a good idea and an area that needed to be developed.

5 groups felt it wasn't relevant to their particular group and **1 group** didn't answer this question.

Attendance on training courses

More than half of the groups (**23, 59%**) attended relevant training courses.

13, groups (33%) didn't attend training courses. **2 groups** felt that it wasn't relevant to their group and **1 group** didn't answer this question.

Barriers preventing attendance on training courses

Time & Resources	17
Lack of Funding	12
Homophobia	6
Being Open & Out	5
Time of Day Held	5
Course Availability	3
No Disability Access	2
Being Able to take Part	2
Racism	1
Volunteer Budget	1
Setting	1
Interest	1
Day of Week Held	1
Finding Quality Courses	1

Time and resources and lack of funding are the largest barriers preventing people from attending training. Homophobia and being out and open are also areas of concern for people. Other important points were raised including recognition that people had jobs so received training in their paid work setting, difficulties with accessing training because of fairly rigid work hours.

Priorities for Training

The responses to this question highlight the diverse nature of the groups/organisations responding. The common themes were:

- Fundraising (**4, 10%**)
- Networking with the statutory sector (**4, 10%**)
- Child protection issues (**3, 8%**)
- Communication (**3, 8%**)

- Group work processes **(3, 8%)**
- Internet marketing **(3, 8%)**
- Community Development – decision making/participation **(2, 5%)**
- How to handle the media **(2, 5%)**
- Being safe **(2, 5%)**
- How to fill in funding applications **(2, 5%)**

A full list of the identified priority training needs can be seen in Appendix 2.

Barriers faced in fundraising

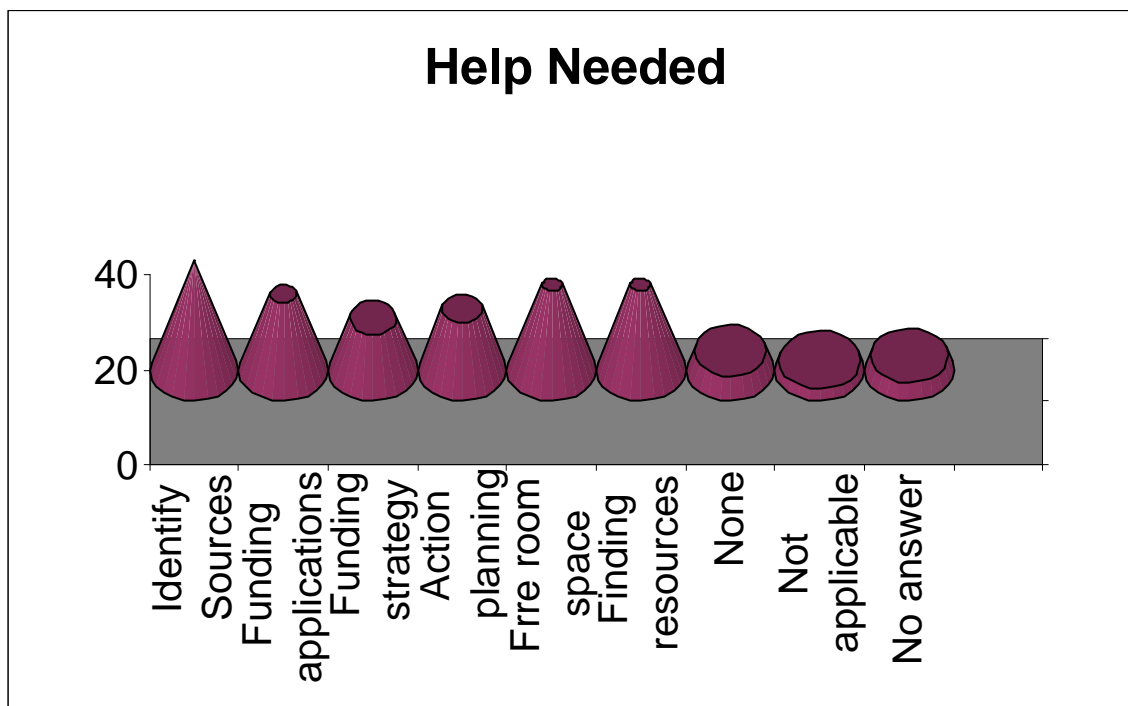
Time	8
Identifying sources of funding	3
Lack of experience	3
Large organisations not being able to access funding	3
Stigma & perception of lifestyle	2
Having to negotiate more with the funder	1
Lack of acknowledgement of Black & Ethnic Minority LGB people	1
Lack of understanding by funders as to why LGB groups & services are needed	1
Prejudice & discrimination	1
Not in work remit	1
Computer applications	1
Lack of acknowledgement about LGB young people & their needs	1
Not being able to move money between headings	1
Clarity of needs	1
Long term funding	1

4 groups hadn't experienced any problems but were just starting up and hadn't applied for funding but were in the process of doing so.

2 groups felt the question didn't apply to their group because of the sort of group they were and a further 2 didn't provide an answer to this question.

Help needed

More than half of the respondents, **23 groups (59%)** stated that they needed help with identifying sources of funding and **18 groups (46%)** needed help with free room space and finding resources. **16 groups (41%)** said they needed help with funding applications, **13 (33%)** with action planning and **11 (28%)** with developing a funding strategy.



Support from other agencies

2 groups didn't answer this question and a further 2 stated that they had never had any support from other agencies. The agencies most frequently cited for giving support were:

- Local Council for Voluntary Services **16 (41%)**
- Equity Partnership **13 (33%)**
- Police **9 (23%)**
- Resource Centres **6 (15%)**
- Yorkshire Mesmac **4 (10%)**
- Health Services **4 (10%)**
- Local Authorities **3 (8%)**
- Local Women's Centres **2 (5%)**
- Unions (NUT, NUS) **2 (5%)**

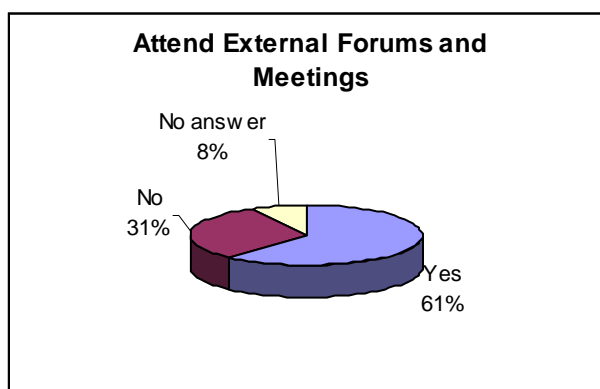
Other agencies included Pink Parenting Network, LGBT Partnership, LGB Switchboard, Youth Service, Students Union and Stonewall.

External forums and meetings

More than half of the respondents attend a range of external forums and meetings. From those who don't attend the following comments were made:

- 'We're a new group and just starting out.'*
- 'We are busy running the group and don't have time'*
- 'We're not that sort of group – more social than anything.'*

'We are a Yahoo Group for social purposes and not organised in that way.'



The type of forums and meetings varied and most attended a wide range that were too many to list but included:

- LGB Young People's Networks/Forums
- Partnerships against Homophobia
- LGBT Partnership
- LGB Groups Forum
- Police
- Connexions
- Local Authority
- LGBT History Month
- Pride
- Counselling Services

From those attending external forums and meetings a number of things were found to be helpful:

- Sharing with like minded people
- Networking
- Understanding the local picture
- Identifying support and networks
- Gaining information
- Meeting others
- Being able to raise issues and getting them listened to
- Getting things changed
- Seeing other committees in action

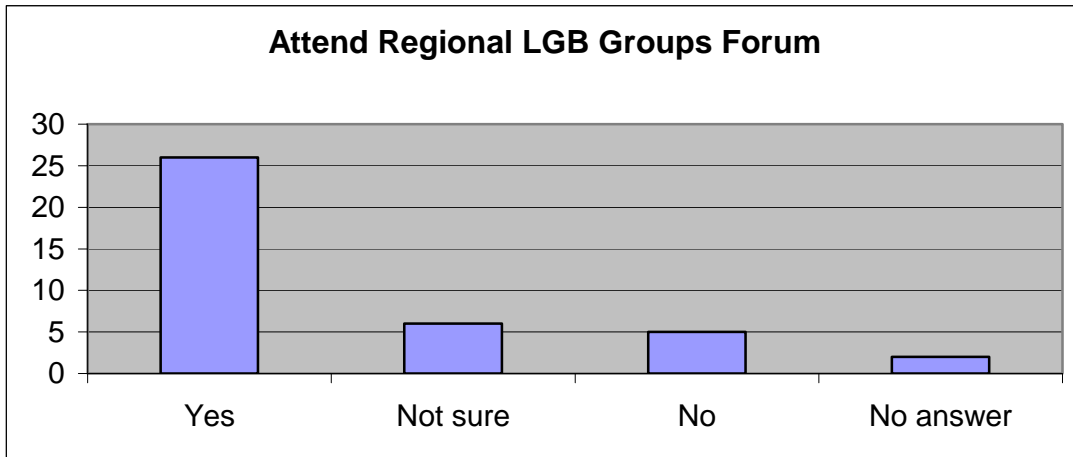
Regional LGB Groups Forum

26 (67%) stated that they would be interested in attending a Regional LGB Groups Forum. Comments included:

'Yes as long as we could get there and take young people'

'Yes as long as it was practical. What about having an annual event?'

*'Yes as long as there was time and it seemed useful'.
 'Yes as long as we could get the funding to go.'
 'Yes, but what about an e group?'
 'Yes and we would support service users to go'.
 'As long as it wasn't too frequent'.*



From those that were unsure the following comments were made:

*'Depends where, when and how often'.
 'Would depend if it was relevant at the time'.
 'Not sure – we may not have the funding to allow us to go'.
 'Depends on what the terms of reference would be'.
 'May not have the time to go'.
 'Depends on being able to get childcare'.*

From those who said they would not attend the reasons given were:

*'Wouldn't have the time to go'.
 'Could make better use of the time'.
 'We're not that sort of group, not organised in that way but we would let people know about it. An e-group would be good'.*

Regional Workers Forum

12 (31%) of respondents said that they would be interested in attending a Regional LGB Workers Forum. The number saying yes probably reflects the groups with paid workers.

Comments from those who said they were unsure included:

*'Possibly, If my time/work load allowed'.
 'An e-group would be good and even an annual event'.
 'Possibly, but I'd use a Yahoo Group'.*

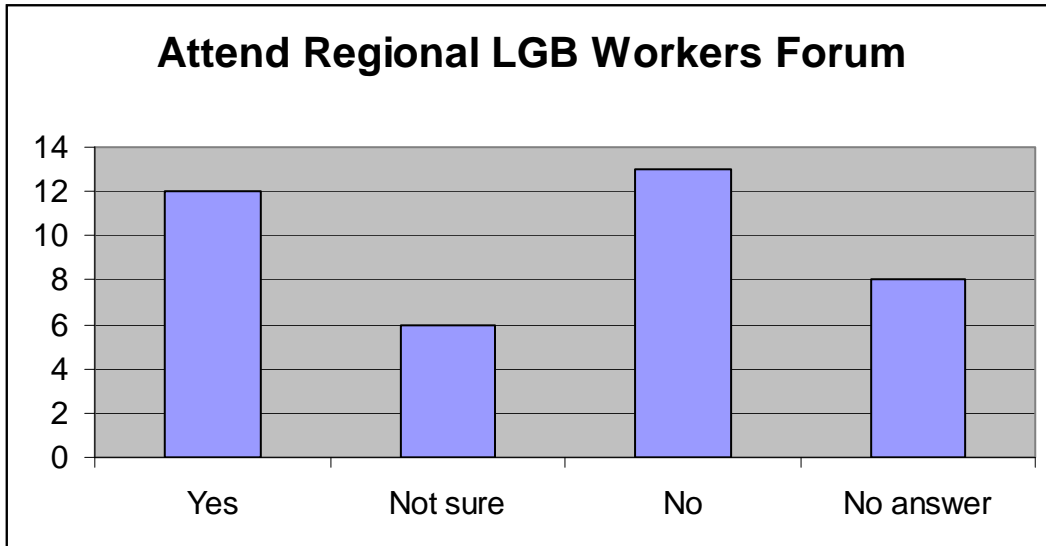
Comments from those that said no included:

'No , we've no paid workers so would use the Groups Forum'

'They're too frustrating and I'm too long in the tooth!'

'Why have both?'

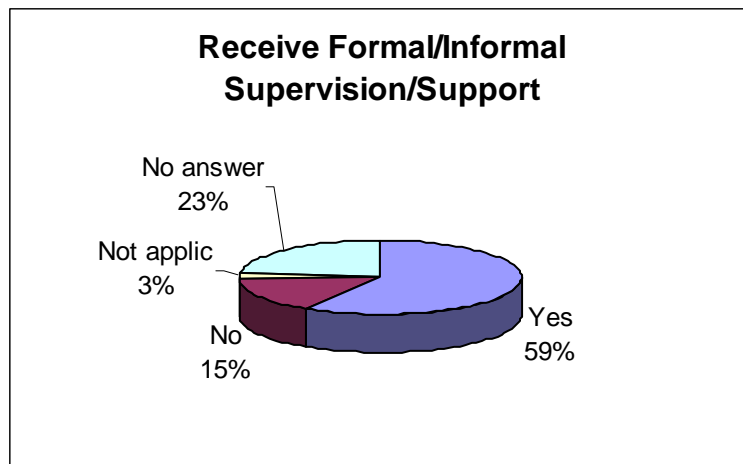
'Wouldn't be able to do both and would probably go the Groups Forum'



Regional LGB Website

The majority of groups said they would be able to use the website in some way. The most common reasons given for use of the website was to advertise their group and have a link to their own website/contact details, and for information, funding and policy development. Other uses were for networking, reporting hate crimes, to share resources, to see the bigger picture and to raise awareness around young LGB people and the stigma and learning disabilities.

Formal and informal support/supervision



The majority of groups **23 (59%)** receive formal/informal supervision/support. From those who received support **22** groups said that it was very helpful/helpful. The majority of those receiving support had formal supervision. One respondent said the support would be better if the person giving it was full time and another that the quality of support could be improved. One respondent said it would be helpful to be listened to and consulted with.

Other support needs

Other support needs identified included:

- Moving LGB/T work to be viewed as a priority
- Secure specific LGB funding and other resources
- Small grants for LGB Community Groups
- Liaison with other LGBT groups in the area
- A higher standard of competence and motivation from some advice and information giving services
- How to make contact and engage with LGBT young people
- More people to get things done
- Advertising
- Volunteer expenses
- Good publicity photos
- Need to be more open and vocal to ensure that LGBT young people are acknowledged through services
- A regional co-ordinator to put on annual events, produce a newsletter and develop an e-forum
- Adequate funding to set up a proper LGB Centre
- Funding for a regional role to support groups
- Not paying for meeting space
- Wide range of volunteers and training of volunteers on transgender issues
- Advertising

Other information given

- Having space at the Equity Centre is great
- Lack of space and support for the 25+ age group
- The Youth Service has agreed to support work with LGBT young people, but this has not been at a level that was envisaged. The service has had difficulty in recruiting appropriate staff and would welcome any support to overcome this hurdle
- Action – to move things forward

- This audit would have been more helpful a few years ago when we struggled to get any support – in fact there was direct opposition to us. We have survived and developed. There's now not much help that we need apart from funding and more aware agencies
- We need to interact more with agencies so they know what we are doing but we need the resources to help us to do this
- Funding
- More recognition from funders and different agencies

4. Conclusion

The Equity Partnership has clearly met the aims of the audit and has:

- gained information from LGB groups and organisations in the Yorkshire and Humber area about their support needs
- identified areas of training
- highlighted barriers faced by LGB groups and organisations
- gained feedback on the idea of developing a Regional LGB Network.

The Partnership has not only met but has exceeded the funding output by identifying and sending the questionnaire to 103 LGB groups and organisations and receiving 39 completed questionnaires.

All of the groups and organisations felt that the audit was a useful tool and saw it as a positive development.

Less than half of all the groups and organisations had paid workers and many of these came via other organisations. It was felt that the groups wouldn't exist without this paid worker input.

The majority of the groups were managing with very little funding and this restricts their development.

Support with funding, putting together publicity information packs and targeting of specific groups of under-represented people were the most popular areas of need.

Almost half of all the groups had made use of their local Volunteer Centre but 30.5% of groups had never made use of the Volunteer Centre.

The majority of groups and organisations felt that they didn't currently need support with policies such as Health and Safety, Confidentiality and so on because they were already in place.

79% of the groups and organisations felt very confident about the skills within their group and many of these felt that they had some very talented and skilled individuals. However, only 20.5% of groups had ever carried out a formal skills analysis within their group.

46% of groups didn't have a training plan in place and 33% didn't/were unable to attend relevant training. The main reasons for not attending training were time and resources, lack of funding, homophobia and being 'out' and open.

The top two priorities for training were fundraising and networking with the statutory sector.

The main barriers faced in fundraising were time, identifying sources of funding, lack of experience and large organisations not being able to access funding. Since only a few groups had paid workers this means that many groups had no-one to work with them on these tasks.

The need for a range of different types of support was extremely high with more than half of the groups stating that they needed support with identifying sources of funding and almost half of all groups saying they needed help with free room space and finding resources and with filling in funding applications.

35 of the groups had received some kind of support from other agencies and the three most frequently cited for giving support were local Councils for Voluntary Services, the Equity Partnership and the Police.

61% of groups attended a wide range of external forums and meetings with 31% not attending because they '...were busy running the group' or were more of a social group. These forums and meetings proved helpful mainly for sharing with like-minded people, networking and understanding the local picture.

67% said that they would be interested in attending a Regional LGB Groups Forum and 31% would be interested in attending a Regional LGB Workers Forum. Interest was also expressed in having some sort of Regional Co-ordinator to support groups and develop a Forum, newsletter and a Yahoo Group.

The majority of groups said they would make use of the Equity Partnership website mainly to advertise their own group and for information, funding and policy development.

59% of groups received formal/informal supervision/support, which they found helpful. A high proportion of this is linked with the fact that many groups had worker support from statutory and other voluntary agencies with support systems in place.

Overall the support needs audit shows that LGB Groups are generally well organised, make some use of local infrastructure organisations and gain support from other agencies. Groups access training and support but some encounter barriers preventing them from participating. However, there is a general lack of funding specifically for LGB Groups particularly around employing staff and expenses for volunteers.

5. Recommendations

- A structure is funded that ensures that LGB Groups have access to a wide range of support and information.
- The Equity partnership is well placed to co-ordinate the support structure as long as it is adequately funded.
- Work needs to be carried out with a range of different funders and services about the need for LGB Groups and how to support them effectively and appropriately.
- To explore the idea of developing a Regional LGB Groups Funding programme that includes grants for volunteers as well as service users to attend external forums and meetings including any Regional Forum/Network that may be developed.
- There is a need for funding to carry out regular (yearly) mapping work and produce a directory of the different LGB Groups and organisations in the region.
- To find funding for and to explore the best way to implement a Regional LGB Network/Forum with a paid Co-ordinator role.

Appendix 1

**Bradford Equity Partnership
Yorkshire & Humber Regional Support Needs Audit**

Name of Group/Agency_____

1. General

1.1 How many workers do you have in your group?

No of Paid Workers?	No of Volunteers?	No of Unpaid Board/Management Committee Members?

1.2 What is your annual turnover?

- Up to £1,000
- Up to £5,000
- Up to £10,000
- £10 - 25,000
- £25 - 50,000
- £50 – 100,000
- Over £200,000

1.3 Where does most of your income come from?

- Grants
- Donations
- Small fundraising events
- SLAs
- Contracts
- n/a

1.4 What type of organisation are you?

- Community Group
- Registered Charity
- Company Limited by Guarantee
- Charitable Trust

Other (please state)

2. Attracting Volunteers/Workers/Board (Management Group) Members

2.1 Do you need support with any of the following?

Funding & support around getting funding
Financial Management
Legal and constitutional
Troubleshooting (including buildings)
Partnership working
Employment issues
Work initiating new groups/start up for groups
Quality assurance, monitoring & evaluations
Developing volunteer support
Working up business plans
General support for group (specify in other)
Management Committee support
Research
Recruitment & Selection of trustees/management committee members
Putting together publicity information packs
Targeting specific under-represented communities
Team Building
Other (please state)

2.2 Have you used your local volunteer Centre?
If Yes, which one?

2.3 Do you need support with any of the following policies?

Health & Safety
Confidentiality
Child Protection
Equal Opportunities
Other (please state)

2.4 Are you confident about what skills there are in your group?

2.5 Have you ever done a Skills Analysis?

2.6 Do you have you a training plan for your workers, management committee and other volunteers? If Yes, how often is this done and how?

2.7 Do they attend training courses?

2.8 Are there any barriers to attending training?

If Yes, what are these?

2.9 What 5 areas off training for you or your group do you feel are most important now, and in the immediate future?

- a)
- b)
- c)
- d)
- e)

3 Finance & Fundraising

3.1 What problems/barriers have you faced in raising money?

3.2 Which of the following do you feel you would like or that you need support and help with?

Identifying funding streams for your project/group
Help with funding applications

Funding Strategy
Action planning
Free room space
Finding resources

3.3 Have you had support from other agencies in the past, for example, Council for Voluntary Services Resource Centre, informal support from another agency?

If Yes, who did you use?

4 Personal/Group Support & Supervision

4.1 Do you attend external forums and meetings?

If Yes, which ones?

If Yes, What has been useful?

4.2 If there was a Yorkshire & Humber Regional LGB Groups Forum (for all workers, volunteers and service users) would you attend?

If No, what would be your reasons?

4.3 If there was a Yorkshire and Humber Regional Workers Forum (for all paid workers and volunteers) would you attend.

If No, what would be your reasons?

4.4 The Equity Partnership is developing a web site. In what ways would this be helpful in your work?

4.5 Do you receive any formal or informal support/supervision?
concerning the work that you do?

If Yes, is this helpful? Do you feel fully supported?
Is there anything that could be improved upon or increased?

4.6 Is there any other support or help that you would like?

5 Other Information

Is there anything else that you would like to add?

Thank you for filling in this support needs questionnaire! The answers that you have given in this questionnaire will remain confidential unless we ask your permission to disclose.

**Rachel Nauwelaerts
Community Development Worker
January 2007**

Appendix 2

Identified Training Needs

Numbers next to training need reflect how many respondents stated this as a priority training need.

- Updating our information about service provision available for LGB communities
- How to liase with local LGB communities
- Fundraising **4**
- How to fill in funding applications **2**
- Networking with statutory sector **4**
- Legislation including employment issues updates **2**
- Financial management and business planning
- Research
- Consultation Skills
- Access around Black and Minority Ethnic LGB issues
- Disability and LGBT issues
- Counselling skills
- Being safe **2**
- Data Protection Act
- Assertiveness
- Image and stereotyping
- Information and Advice **2**
- Communication **3**
- Staff training
- Lobbying and advocacy
- Drugs
- LGBT issues
- Child Protection **3**
- Scip (Safeguarding Children Involved in Prostitution)
- Sexual Offences Act
- Protective Behaviours
- Training for Trainers in Sexual Health **2**
- Sexual Offences act
- Mental Health
- Career Development
- Group Work processes **3**
- How to handle the media **2**
- Radio Skills
- Marketing including internet marketing **4**

- Interview skills
- Team working
- Graphic design
- Time management
- Confidentiality
- Presentations and public speaking
- Equality and diversity
- Campaigning
- Wine tasting
- Alcohol awareness
- Advertising
- Networking
- On-line forums
- Cultural awareness 2
- Listening skills and talking on the phone
- Not known at present time 3