

EQUITY PARTNERSHIP

Support Audit of LGB (lesbian, gay and bisexual) groups and organisations within Bradford District

March 2007

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Bradford LGB Support Needs Audit Report

1.0 Introduction and Background

Bradford LGB Strategic Partnership is managed by lesbian, gay and bisexual people on behalf of the LGB communities in Bradford. It is an ISO (Infrastructure Support Organisation) and a community centre based at the Equity Centre, which has been open since February 2006. Prior to the Equity Partnership's emergence, the Bradford LGBNet ran successfully for a number of years with a paid member of staff and a management board. The Equity Partnership has 1.5 full time equivalent staff working directly with the LGB communities as well as a 4 hour worker, responsible for finances within the organisation. The partnership also 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. The forum is open to all LGB groups and gives LGB communities a chance to socialise, network and share information. The LGB Groups Forum is also a useful vehicle to raise LGB equality issues within the council as three representatives are voted each year to sit on the Bradford Council's Equality Forum.

Aims Equity Partnership

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

Background to Support Needs Audit

Through WYLDA (West Yorkshire Local Development Agency), a grant was secured with Capacity Builders funding through the Consortia Projects Programme 2006 – 2007. The funding was given for a Capacity Review and Development Plan for LGB organisations. This is the first time that an audit specifically for the LGB communities has been undertaken.

2.0 Carrying out the audit

Required Outputs:

The funding requirement was for fifteen LGB groups or organisations to receive an audit of current needs and assistance in creating action plans. The tools used to do this were:

- A Support Needs Questionnaire (see Appendix 2)
- A Funding Strategy (see Appendix 3)
- Action Plan for appropriate groups

LGB Groups in Bradford

In Bradford there are 23 LGB Groups (see Appendix 1). Out of the 23 groups, 20, or 87% took part in the Support Needs Audit. The 3 groups not taking part were:

- Bradford University LGB Group
- Bradford College LGB Group
- The Labrys Trust

Being similar, and involving the same contact worker, Quest and LGCM were combined for the purpose of the audit.

The University and College LGB groups were very difficult to engage due to election of officers being postponed and/or lack of response to emails and telephone messages. After much discussion, The Labrys Trust decided not to take part as they were experiencing difficulties recruiting new members and faced an uncertain future. However, the group had been open to discussion and has kept the partnership informed of their intentions.

3.0 The Support Needs Audit Results

Workers in groups

No of Paid Workers?	No of Volunteers?	No of Unpaid Board/Management Committee Members?
Total 5	Total 34	Total 29

5 projects had paid workers; projects that had paid workers were often on a sessional basis or were running groups as part of a wider job remit. The only two projects that had full time workers were the Equity Partnership and The BLAST Project (and it is interesting to note that BLAST is not a project specifically for young gay men but young men generally who are working in the sex industry or vulnerable to sexual exploitation). One project had lost their only part time worker (Someone Like Me) and Bradford Youth Service was struggling to recruit a youth worker who was experienced in working with LGBT young people. Bradford Council have a structure in place that supports the LGB Employee Focus Group and it is the role of their Human Resources Department (HR) to be involved in this.

Annual Income



The only projects with over £50,000 funding were Equity Partnership and BLAST (as part of Mesmac). No projects had access to long term security/funding and many of the other projects stated that they needed more money but didn't have the time, skills or resources to apply for funding.

Where income comes from

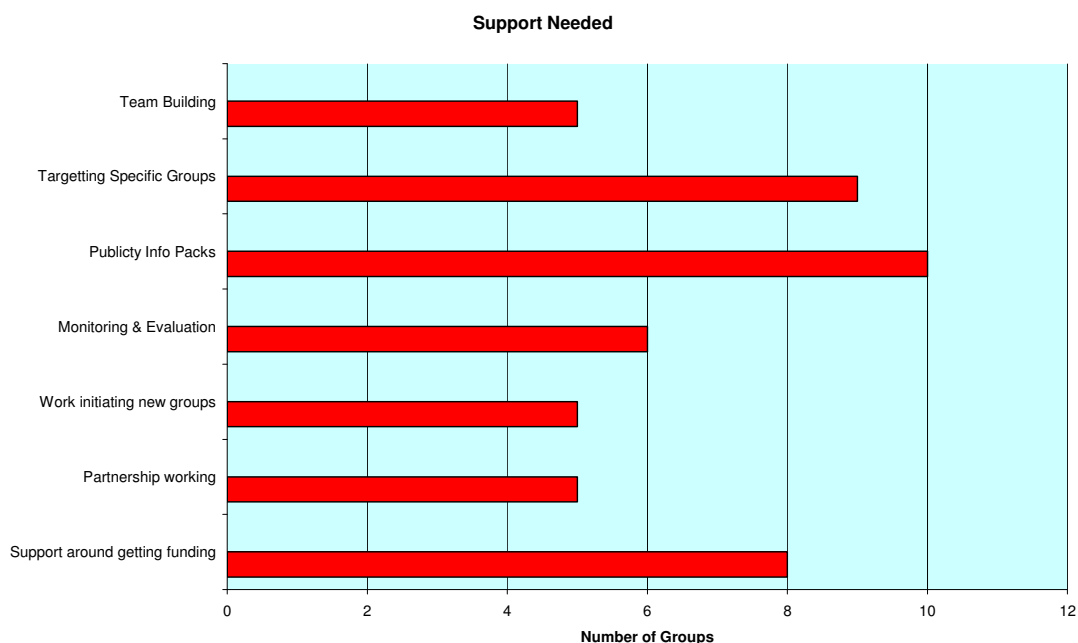
Grants 8 (42%)
 Donations 4 (21%)
 Small fundraising events 2 (10.5%)
 Contracts 4 (21%)
 n/a 1 (5%)
 Other income – Members subs 1 (5%), Core Budget 1 (5%), Union contributions 1(5%)

Type of organisation

Community Group 15 (79%)
 Registered Charity 3 (16%)
 Company Limited by Guarantee 2 (10.5%)
 Other - Council Employee Support Group 1 (5%), Council Department under Education & Life Skills 1 (5%)

Attracting volunteers, workers and management board members

Support Needed



Targetting specific groups (under-represented groups) included women (particularly Asian women), people with disabilities (both learning disabilities and physical) and new arrivals (including refugee/asylum seekers and migrant workers).

Other Support needs

Financial Management 1 (5%)

Legal and constitutional 3 (16%)

Employment issues 3 (16%)

Troubleshooting, including buildings 2 (10.5%)

Developing volunteer support 4 (21%)

Working up business plans 1 (5%)

General support for group (specify in other) 4 (21%)

Management Committee support 1 (5%)

Research 2 (10.5%)

Other - Transport 1 (5%), Outreach support 1 (5%), Space to meet – in the past Equity Centre has been too expensive to use 1 (5%), One to one support for management committee members with learning disabilities 1 (5%)

Use of local Volunteer Centre

Yes 4 No 8 Not relevant to group 1 Not stated 6

Of those respondents who said yes, 4 had used Bradford CVS and 1 had used Shipley CVS

Support with policies

Health & Safety 4 (21%)

Confidentiality 4 (21%)

Child Protection 2 (10.5%)

Equal Opportunities (5 26%)

Only 5 stated that they would like help with policies. The majority of the group were adapting other agencies policies for their own groups.

Confidence about group skills

11 (57%) groups stated that they were confident about the skills within the group and 6 (31%) weren't confident. 2 respondents that said yes were saying they felt confident about their own skills as there were no other workers or volunteers! 2 groups stated that they were very confident and had many talented people within the group. One group felt that people's skills within the group weren't being utilised as much as they could be.

Use of Skills Analysis Tools

None of the groups had ever done a Skills Analysis and 2 of these felt that it wasn't relevant due to the nature of their group, i.e. more a social than anything else.

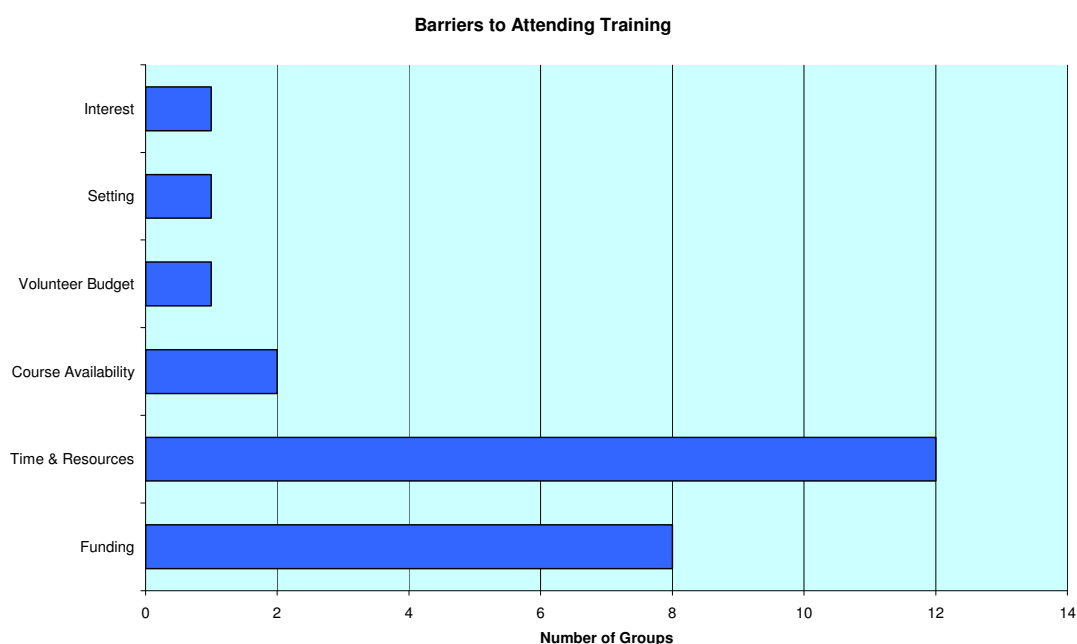
Implementation of Training Plans

4 (21%) groups said they had a training plan and 14 (74%) said they didn't; 2 (10.5%) of the groups felt that it wasn't relevant for their group. 1 group felt that it would be a good idea and an area that needed to be developed.

Attendance on Training Courses

Half of the groups attended relevant training and the other half didn't. 1 group who didn't stated that it would be a good idea to develop a training plan.

Barriers to attending training



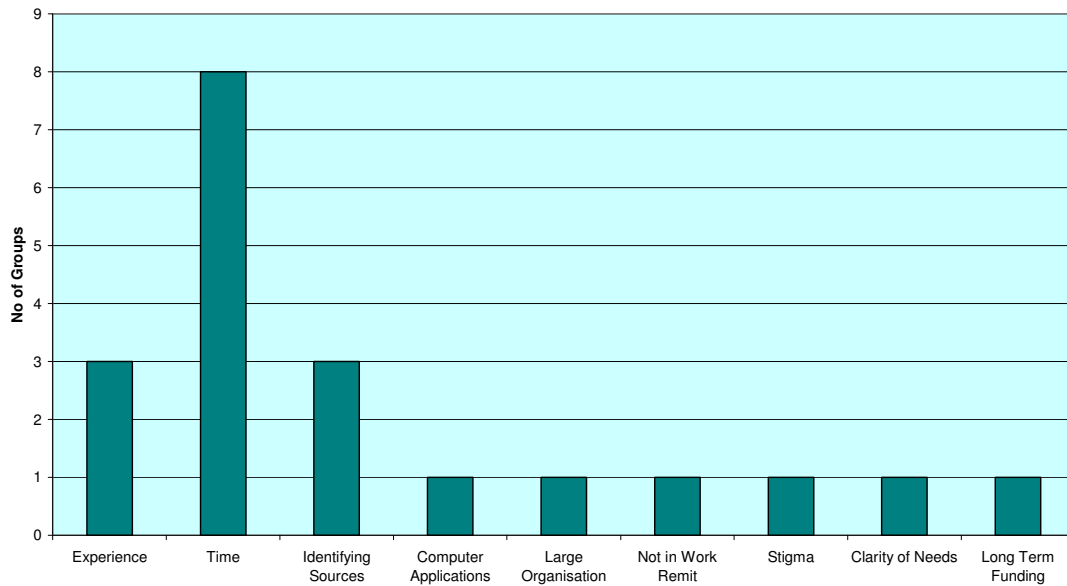
Other important points that came up including recognition that people had 'day' jobs so received training in their paid work setting, difficulties with teachers accessing training relevant to their voluntary group work as their work hours are quite rigid.

Priorities for training

Generally, there were only a few common themes with training priorities, which were group work skills 2 (10.5%), networking with the statutory sector 4 (21%) and internet marketing 3 (16%). (For a full list of training needs, see Appendix 4). The lack of common need is probably due to the diverse nature of the groups involved in the audit.

Finance & Fundraising

Barriers to Fundraising

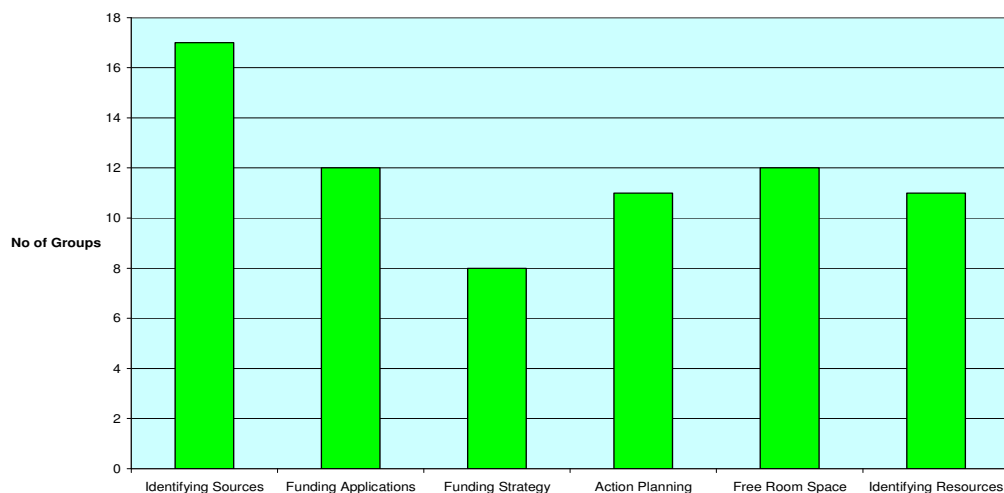


Stigma related to the stigma of going to local community/religious organisations, for example, the mosque, for help to finance groups. Large organisations are unable to access some funding streams as their annual income is too high.

One group stated that they didn't have any problems in raising 'sufficient' funds for what they wanted to achieve. 2 respondents felt that the issues that were encountered were due to the nature of the group – being an unpopular 'cause' and not being seen as a priority or being poorly understood by funding bodies.

Support needed

Support Required with Fundraising



Support from other agencies

2 groups stated that they had never had any support from other Agencies. The others had received support from various agencies:

Equity Partnership 13 **(68%)**

Bradford Cathedral Centre 1 **(5%)**

Youth Service 1 **(5%)**

West Yorkshire Police 1 **(5%)**

Bradford CVS 1 **(5%)**

NUT 1 **(5%)**

Bradford Resource Centre 2 **(10%)**

Mesmac 2 **(10%)**

Choice Advocacy 1 **(5%)**

Pink Parenting Network 1 **(5%)**

Attendance at Bradford LGB Groups Forum

17 of the groups **(89%)** had attended the LGB Groups Forum and 2 had not.

The vast majority of groups stated the following benefits:

Finding out about other groups 10 **(52%)**

Networking 10 **(52%)**

1 group felt that they weren't representative of their group as they were too large a group. Two issues came up; access at the Equity Centre is an issue as it isn't fully accessible and that sometimes for people with learning disabilities the meetings could be too wordy. Also, there was some concern that attendees do not necessarily report back to their group. 2 groups said they would be planning to come to the forum in the future.

1 group that attended occasionally stated that although a volunteer in Bradford, he lives and works in Leeds so travel is an issue.

Issues

Access needs to be a priority and the meetings need to take into account issues around language accessibility and jargon.

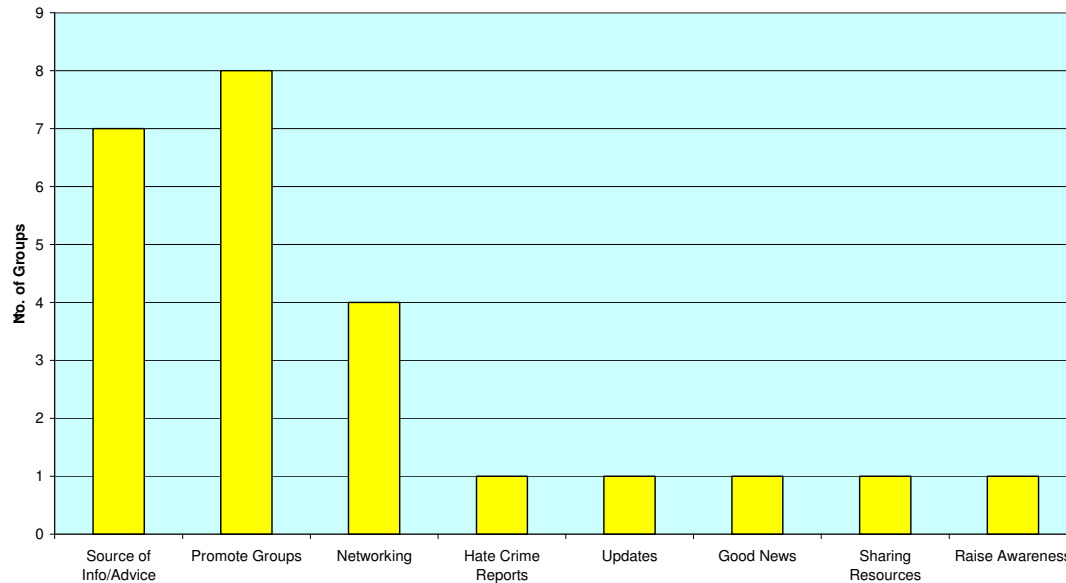
Need for a Regional LGB Groups Forum

11 groups **(58%)** stated they would go to a Regional LGB Groups Forum, 2 said they wouldn't be interested and 2 said they might possibly go. Reasons for people being unsure were travel and time/resources, childcare and what the terms of reference would be.

The Equity Partnership web site

All groups felt that they would find a web site useful and felt they would be able to utilise it for their group in some way.

Website Needs



Raise Awareness' was specifically about raising awareness around stigma and learning disabilities

Formal & Informal Supervision

Yes 8 No 5 Not stated 6

Out of those who received support, 7 said it was helpful and they felt fully supported. One respondent said they appreciated the support given by the Equity Partnership. One respondent said it would help to be listened to and consulted with. Another respondent said they received supervision as part of the job and sought feedback from members and that funding had just been given to provide admin and outreach support. Schools Out stated that support from NUT was useful and good for encouragement of other members of group.

Other support needs

How to make contact and engage with LGBT young people 2 (10%)

More money! 1 (5%)

Advertising through Equity Partnership's Equity News bulletin 1 (5%)

Website 3 (16%)

Volunteer expenses 3 (16%)

Email list 3 (16%)

Proper publicity photos 3 (16%)

Other information given

- Having space at the Equity Centre is great
- Lack of space/support for the 25+ age group
- The youth service has agreed to support work with LGBT young people, however, to date the work with LGBT young people has not been to a level that we envisaged. The Service has had difficulty in recruiting staff with the

Knowledge, skills and ability to work with LGBT young people, and would welcome any support to overcome this hurdle

4.0 Conclusion

- All LGB groups involved in the completion of the funding strategy and the support needs questionnaires viewed the audit as a positive development.
- The majority of the groups were surviving on very little funding and with no paid worker support. As such they were restricted in how much their groups could develop.
- Many groups considered time and resources were in short supply when exploring the production of publicity information packs.
- Most of the groups felt that they had some very talented and skilled individuals within their groups although very few were able to attend training; the main reasons being limited funding and time.
- In terms of fundraising, the main barriers were experience, identifying sources of funding and time; very few groups had access to paid workers who could carry out this task for them or with them.
- The need for a range of different types of support was overwhelmingly high; the majority of groups stating that they needed support with identifying sources of funding and help with applying for funds.
- The vast majority of the groups attended the Bradford LGB Groups Forum on a regular basis and most felt that they would attend a regional forum.

5.0 Recommendations

1. A structure is developed that ensures that LGB groups have access to a wide range of support as well as information around funding and what services are out there that can help. As an infrastructure organisation, it would seem that the Equity Partnership is best placed to co-ordinate this support although the capacity of the partnership would need to be considered.
2. A resource needs to be developed whereby LGB groups can increase their publicity.
3. For LGB groups to work in partnership with the Equity Partnership to maintain their current level of service or develop the services provided.
4. Groups who used the Equity Centre as a base to meet felt this was good; however, a large number of groups felt they need free and accessible room space. It would seem that the partnership needs to encourage more groups to use the centre for their groups.
5. The LGB Groups Forum was well attended but the forum may need to consider the use of language within the meetings and make the forum more accessible.
6. A support system needs to be developed for individuals who find the groups forum intimidating; this would include those already in attendance and newcomers.

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Equity Partnership
March 2007

Appendix 1 Bradford LGB Groups

ABC (Asian and Black Community)

Aims

To offer Asian and Black LGBs support in a safe and non-judgemental environment.

Objectives

- To offer individual support
- To offer a support group every Sunday afternoon in a safe place
- To understand the issues and problems that Asian or Black LGBs can face
- To offer activities and leisure events

History

The ABC group has been going for 3 years with the current worker who was a service user previously. The worker is employed on a self employed basis for 10 hours a week but currently does more than these hours on a voluntary basis. The group meets Sunday from 1 – 5pm (but the worker is around until 6pm). In the group there are 10 regular attendees (20 in total with whom he has contact) who are men. There are 7 women involved with the group and 3 who attend on a regular basis.

Development Plans

- To develop a service that is more appropriate for Asian and Black women
- To increase hours (currently 10)
- To organise an Asian LGB Films night

BLAGY (Bradford Lesbian and Gay Youth)

Aims

- To provide a safe space for LGBTQ young people in Bradford.

Objectives

- To provide a group where people can make friends and have fun
- To provide information, including sexual health to help young people
- To offer a one to one service and place of support for those in need
- To bring LGBTQ facilities to rural Bradford as well as the city through the Keighley Group
- To provide trips and residential to get to know each other and other groups better

History

BLAGY has been running for approximately 11 years, since 1995. There are currently 12 regulars in the group but no girls at the moment. The Keighley group has been running since September 2005, starting as a pilot, and is monthly due to resources more than need. The Keighley group is based at

Connexions. All young men currently accessing the group but there have been a couple of girls throughout this time.

Development Plans

Five hours per month has recently been given to another Mesmac worker to do funding applications – generally looking at an additional 21 hour worker which will hopefully enable them to explore opportunities for young women as the BLAGY group tends to be mainly young men. In addition to this a further £5K for activities and resources. The Community Development Worker is interested in exploring more life skills opportunities, for example, cooking skills.

The BLAST Project

Aim

The BLAST Project strives to provide a safe and accessible service for boys and young men involved in sexual exploitation through prostitution. It treats each young person and the adults it supports as individuals with the potential of being experts in their own lives. We take an advisory, advocacy and facilitation role in supporting children and adults involved in this lifestyle to make changes and choices in their lives.

Objectives

- To champion the issues of men and boys involved in, exploited through or at risk of sexual exploitation through prostitution at all levels of service provision locally and nationally where appropriate.
- To provide an environment for young men and boys involved in sexual exploitation that is safe and free from prejudice and judgements.
- To provide boys and young men with preventative information relating to sexual exploitation and keeping safe in a variety of settings including schools.
- To provide training and other learning opportunities for professionals regarding the sexual exploitation of boys and young men.
- To provide boys and young men vulnerable to sexual exploitation with information and an arena to recognise and explore the risks and dangers associated with their current lifestyle situation
- To have a relevant and ever developing network of support services and professionals where there is easy access in place for the BLAST Project service users.

History

In 2001 Yorkshire MESMAC was asked to sit on Bradford's Prostitution Forum to champion men's issues. From the outset it became evident that there was no specialist service working with young men and boys involved in and or exploited through prostitution in the Bradford district or any of its neighbouring cities. Even though Yorkshire MESMAC had experience of working with this client group in the past there was currently no specialist worker in place. It was agreed that the Bradford Community Safety Fund would release £10,000 to Yorkshire MESMAC to carry out a piece of local research. From this Yorkshire MESMAC commissioned York St Johns College to carry out the

research. Once the research was published funding was sort to employ a specialist worker. In September 2003 Connexions West Yorkshire released one years funding from its development fund and the BLAST! Project became operational.

Development Plans

To establish long term secured funding for the project on both sites
To expand the service to cover and be operational and staffed in all Yorkshire MESMAC areas – Bradford, Leeds, Wakefield and North Yorkshire.

Book Club

Aims

To provide a social group for those who enjoy reading.

Objectives

- To provide a monthly book club where people who enjoy reading to meet other likeminded people
- To provide a space that is informal, relaxed and friendly where people can share their views on the chosen book of the month
- To share information on books and other topics

History

The book club, which started as a lesbian book club, has been going since autumn 2005. Due to lack of numbers, it broadened its membership to gay men as well. However, most recently it has become an LGB and LGB friendly book club. The group generally meet once a month to socialise with food and an informal discussion about that month's chosen book.

Development Plans

The group would like to increase the book club through some publicity, ideally changing it back to an LGB group. If this publicity was successful and the group gets bigger, then the group would meet at the Equity Centre and would need to raise a small amount of money for running costs.

Bradford FRIEND

Aims

To provide confidential advice, information and support for Lesbians, Gay men and Bisexual Men and Women.

Objectives

- Run a telephone helpline for other LGB people and people who are questioning their sexuality.
- FRIEND also provides support for friends and family of LGB people.
- The support helpline is open Mondays and Wednesdays from 6.30 – 8.45.

History

Bradford has been around in Bradford since the 70s. Originally, Friend had a room at the Anglican Chaplaincy and started the helpline on Monday and

Wednesday evenings. In 1980, Friend moved to rent-free accommodation at Bradford CVS and moved with them through two moves and, in 1986, to their current premises at Sunbridge Road. At one time, Friend had as many as 12 volunteers. For a long time, women members ran a 'Penfriend Scheme for Lesbians' and some of the male volunteers undertook prison visitors and letter writing. Running expenses have always been covered by donations from well wishers and by income from an annual sponsored walk started in 1978. Friend nearly closed in 2001 but have managed to keep going with a very limited number of volunteers – bearing this in mind, Friend have managed to continue to staff the help line nearly every Monday and Wednesday.

Development Plans

- To recruit new volunteers
- To maintain current level of service
- To produce new publicity once new volunteers are in place and they can maintain the full opening hours.

Bradford Council LGB Employee Focus Group

Aims

To represent the views of the section of the Bradford Council workforce who identify as LGB.

Objectives

The Group exists to consult with members of the workforce who identify as LGB, as part of the council's comprehensive Fairness & Inclusion Strategy. The aim is to give the LGB workforce a voice and to provide information to them about policy & other developments so that they can make informed judgements about how they will impact upon the LGB Communities and individuals. Although it is not a support organisation as such, it aims to hold current information about LGB organisations, services etc that they can signpost employees to.

History

The Employee Focus Groups were launched in 2004 as part of the comprehensive re think on the Fairness & Inclusion Strategy. The LGB group has met monthly since then and is one of the more dynamic groups.

Development Plans

The Group will develop a programme for its activities each year as a result of consultation. We had a consultative activity at our recent event and have tabled the responses for further discussion at our next meeting. The group want to increase their membership and involve employees from all Council Departments. Also circulating minutes of all EFG's on the council website.

Equity Partnership

Aims

- Play a key role in the development of our communities
- Challenge homophobia and heterosexism

- Ensure that the long term needs of our community are provided for
- Act as a network for advancing lesbian, gay and bisexual issues
- Manage the Equity Centre (Bradford's LGB Community Centre)

History

Bradford LGB Strategic partnership is managed by lesbian, gay and bisexual people on behalf of the LGB communities in Bradford. In September 2004, it was formally agreed to merge the LGB Network Management Committee and the Equity Steering Group to create the LGB Strategic Partnership, which started officially in November 2005. In September 2005, suitable premises were found and the lease signed. Since then, the partnership has gone from strength to strength with increasing staff members and increasing numbers of groups using the centre. The partnership has raised awareness of LGB issues and raised the profile of the organisation.

Development Plans

The partnership is exploring options for funding for a centre manager and a volunteer co-ordinator amongst other funding for short and long term groups and events. Through successful funding bids, the partnership has been able to highlight the needs of LGB groups through a Bradford Support Needs Audit and a Regional Support Needs Audit. The partnership also plans to use the research results from a Health Needs Assessment to highlight health issues within LGB communities and to explore practical ways of resolving some of these (proposed launch date summer 2007).

Equity Radio Show

Aims

To provide a properly resourced radio show for the LGB communities.

Objectives

- To provide a voice for the LGB communities
- To give out relevant information to the LGB communities and to enable access to relevant speakers and legislation
- To encourage BCB radio station to include LGB issues of interest in their mainstream programmes

Development Plans

- To maintain and consolidate current level of service.

History

Equity Radio has been up and running for the past 18 months. The service was developed through interest at a Bradford Communities of Interest meeting at BCB radio. The original aim to bring together the community of interest, in this case the LGB community.

First Friday

Aims

To run a gay and bi men's social and support group

Objectives

- To provide activities for groups and cover expenses such as room hire and entry fees for gay men on low incomes.
- To provide information and gay magazines such as Gay Times.
- To provide a marketing strategy and advertising for the group on websites such as gaybradford.

History

First Friday has been going for 10 years but the first 5 years was known as NEXUS. The group has changed much in this time due to service user demands and needs. Currently, the group has about 8 active members. Mesmac provided a £300 budget over five years ago; most of this has been spent.

Development Plans

First Friday has limited funds from Mesmac and needs to access these first. Ideally the group would like support with writing funding bids and getting funding. First Friday would like to increase membership of the group, particularly individuals from under-represented groups and communities. First Friday feel that in order to do this, they need to be more pro-active including increasing networking opportunities with other LGB groups and pro-active outreach.

Lesbian History Group

Aims

To explore lesbian history and to raise awareness.

Objectives

- To arrange walks and visits for the group
- To develop an Oral History Project

History

The History Group is an offshoot of NOLN and has been in existence since 1999. One of the objectives was to start an oral history project, allowing women to talk about themselves and how and what developed their lesbian identity. 40 women took part and several common themes came out; religion, role models, gender norms and socialisation, prejudice and homophobia and types of relationships. £5k was awarded the group by Awards For All to write the first book on Religion & Influence. The group spoke at an Oral History Day at Ruskin College which was attended, and well received by, 25 people.

Development Plans

An application for £50k is being submitted in order to produce another 5 books on Lesbian history.

LGB Switchboard

Aims

Provide personal contact and help service for LGB and friends/family

Objectives

- Helpline Monday – Thursdays 7.30 – 9.30pm
- Website
- Information on answering machine when helpline is closed.

History

20 years ago, the switchboard was started by a group of male friends who thought there was a gap in services. Most recently, the line has included women due to Bradford Lesbian Line shutting down. The helpline currently have 9 male volunteers and 1 woman.

Development Plans

To maintain current level of service

LGCM (Lesbian and Gay Christians) & QUEST (Catholic LGB Community)

Aims

- To support Christian/Catholic LGBs
- To campaign on behalf of LGB groups (LGCM more militant than QUEST and will represent LGB Catholics on certain issues)

Objectives

QUEST

Yearly conference (200+)
Regional group
Helpline – London based –
Will set up what is requested, for example, supportive priest for someone to talk to.
Website

LGCM

Same as QUEST
Can arrange 1 – 1 support
Bi-monthly meetings

QUEST has 6 members within Bradford and 20 regionally.

LGCM has 10 members in Bradford and 50 regionally

History

QUEST

Since 1950s
etc nationally
Laid back, not confrontational
Anglican

LGCM

Includes Methodist, Quakers
but within region is mainly

Both groups for socialising and support combined with some campaigning work

Development Plans

There will be a meeting in January for Quest members to find out if people want anything different to what's happening

NOLN (Northern Older Lesbian Network)

Aims

A group that explores issues to do with being or becoming an older lesbian and to provide support around being or becoming an older lesbian.

Objectives

- A space to meet a network of likeminded lesbians outside the pub and club scene, to share activities and give mutual support on all areas.
- A group for active, collective campaigning around topics that form part of our own life experiences and needs: practical politics not heavy dogma
- A group and a network that produces ideas, does something about them and has fun on the way!

History

NOLN was started 12 years ago by a small group of women who wanted a space to meet other older lesbians. NOLN meets first Saturday of every month and in between for special events. Currently there are 25 regular attendees and 60 who link into the network.

Development Plans

- Widening group of lesbians that meet and to reach out to under-represented groups.
- To produce publicity and raise awareness on a regional basis as well as local
- To develop group activities, for example, lesbian history class, trips, art work
- Transport to make the group more accessible

PRIDE GROUP

Aims

- To celebrate our LGB histories and communities
- To increase a sense of belonging within our communities and decrease isolation

Objectives

- To plan a number of PRIDE Events which are inclusive of all LGB communities
- To consult and involve LGB individuals and groups in the planning and delivering of PRIDE events
- To monitor and evaluate at PRIDE events and act up on suggestions for 2008/09

History

Bradford had its first PRIDE last year (2006). A number of events were planned including walks, Lord Mayors Parade, Costume making workshops, The Equity Partnership AGM, Health Awareness Day, Picnic in the Park, Stall at the Mela, The Big Gay Read and LGB Film festival. A small group of people from the LGB communities were involved in the planning of the events. Funding was secured which enabled the Equity Partnership to employ a worker to facilitate the group and the events.

Development Plans

To organise a number of PRIDE events this year in consultation with the LGB communities. Ideas so far have been a street party, a 60s disco, kiddie/pram friendly walk, Dungeons Den and an LGB authors event.

Rainbow Family Network

Aims

Provide social and social activities for LGB parents to be and LGB parents and children (men as well as women)

Objectives

To organise a programme of events

History

The group was formerly known as the Pink Parents which disbanded in 2005. A group of friends, who all had new babies decided to reform but didn't have much free time. However, a programme of events was planned and did take place including some days out and a residential at Horton Women's Centre.

Development Plans

The Health Worker at Equity Partnership is encouraging the Lesbian Ante-Natal class participants plus existing members of Rainbow Family Network to re-kindle the group.

Schools Out

Aims

To support LGB teachers and other workers involved in education, in the Bradford district

Objectives

- Mainly social group support
- Some email support if people aren't comfortable coming to the group or before they are encouraged to come

History

Schools Out has been going for the past three years in partnership with, and financially supported by, the NUT

Development Plans

- For the group to meet once every month – first Tuesday of the month.
- To be more inclusive of school staff, not just teachers
- To diversify activities and social events
- To explore opportunities of providing 1 – 1 support

Someone Like Me

Aims

To give LD LGB opportunity to explore sexuality – for LGB and unsure (group based at moment)
Currently run out of funding.

Objectives

To provide group support for LGB people with learning disabilities

History

A sexuality policy was devised in Bradford which was to be adopted by LD orgs (fell by the wayside). Out of this, Garry became interested and wanted to set up support group for LGBU and funding was secured for a 7 hour a week worker to support Garry with this. Group has met several times over the year of funding including trips to Leeds, Manchester and Blackpool.

Development Plans

To be able to offer one to one support
2 workers – Development Worker and Support Worker
Current bid has gone to BILD (British Institute for Learning Disabilities) for 340k – should hear soon but decision has been postponed.

SOUND (Bradford Youth Service)

Aims

Sound is a youth group for young people aged 13-19years who identify as Lesbian, Gay, and Bisexual or are unsure about their sexuality.

Objectives

- To provide a safe place that is confidential and supportive
- Offer a place for young people to meet, have fun and discuss issues that affect their lives and share experiences with their peer group
- To work with other groups, to expand and offer a diverse range of opportunities to young people
- To provide two youth workers who will work with the group to identify issues that affect them, and offer a range of opportunities with the youth work curriculum

History

The Sound group was formed following changes in service delivery to young people by BLAGY
SOUND has existed for several years and was seen as one method for improving youth provision for LGBT young people.

The last 18 months as proven difficult in the achievement of the above aims & objectives

Development Plans

- Recruitment of new workers and volunteers to support the work of SOUND
- Produce and disseminate marketing materials aimed at promoting SOUND
- Make contact with and engage LGBT young people in a range of activities aimed at addressing their needs and interests
- Embed LGBT work across the service
- Fundraise to support young people find new & exciting places to go and new things to do whilst enjoying & achieving
- Share good practice

Wine Tasting Group

Aims

To run a wine tasting group and raise awareness of safer drinking levels

Objectives

- To provide an inclusive safe, non-scene social environment.
- To provide a relaxed informal setting in which to taste wines.
- To provide information on safer drinking levels.

History

The group came about through PRIDE activities in 2006; the group has been slow to take off although a lot of interest has been shown.

Development Plans

The group would like wider publicity to become as inclusive LGB group. They would like to provide speakers, particularly organic wine companies and vegetarian wine companies.

**Appendix 2
Bradford Equity Partnership
Support Needs Audit**

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 of 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, Bradford CVS, Bradford Resource Centre. Informal support from another agency (including Bradford Equity Partnership (Equity Centre)

If yes, who did you use?

4. Personal/Group Support & Supervision

4.1 Do you attend the LGB Groups Forum?

If Yes, what has been useful?

If No, is there something that could be changed about the forum that would encourage/enable you to go?

4.2 If there was a Yorkshire & Humber Regional LGB Groups Forum, would you attend?

If No, what would be your reasons?

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

4.4 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?

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

5. Other Information

Is there anything else that you would like to add?

Rachel Nauwelaerts
Community Development Worker
November 2006

Appendix 3
NAME OF GROUP
Funding Strategy

Aims

Objectives

Development Plans

History

Budget

£

(See attached budget)

Sources of Funding

Timescales

Breakdown of Tasks and Who'll Do Them

Task

-
-
-
-
-
-
-

If unsuccessful:

-
-
-
-

Responsibility

Appendix 4

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 liaise with local LGB communities
- Legislation
- Research
- Consultation Skills
- Disability and LGBT issues
- Counselling skills
- Data Protection Act
- Information and Advice 2
- Staff training
- Drugs
- LGBT issues
- Child Protection
- Scip (Safeguarding Children Involved in Prostitution)
- Sexual Offences Act
- Protective Behaviours
- Training for Trainers in Sexual Health
- Sexual Offences act
- Mental Health
- Career Development
- Funding
- Group Work Skills 2
- Media and the law
- Radio Skills
- Internet Marketing 3
- Networking with statutory sector
- Interview skills
- Wine tasting
- Alcohol awareness
- Advertising
- Networking
- Marketing
- Cultural awareness 2
- Listening skills
- Not known at present time 3