

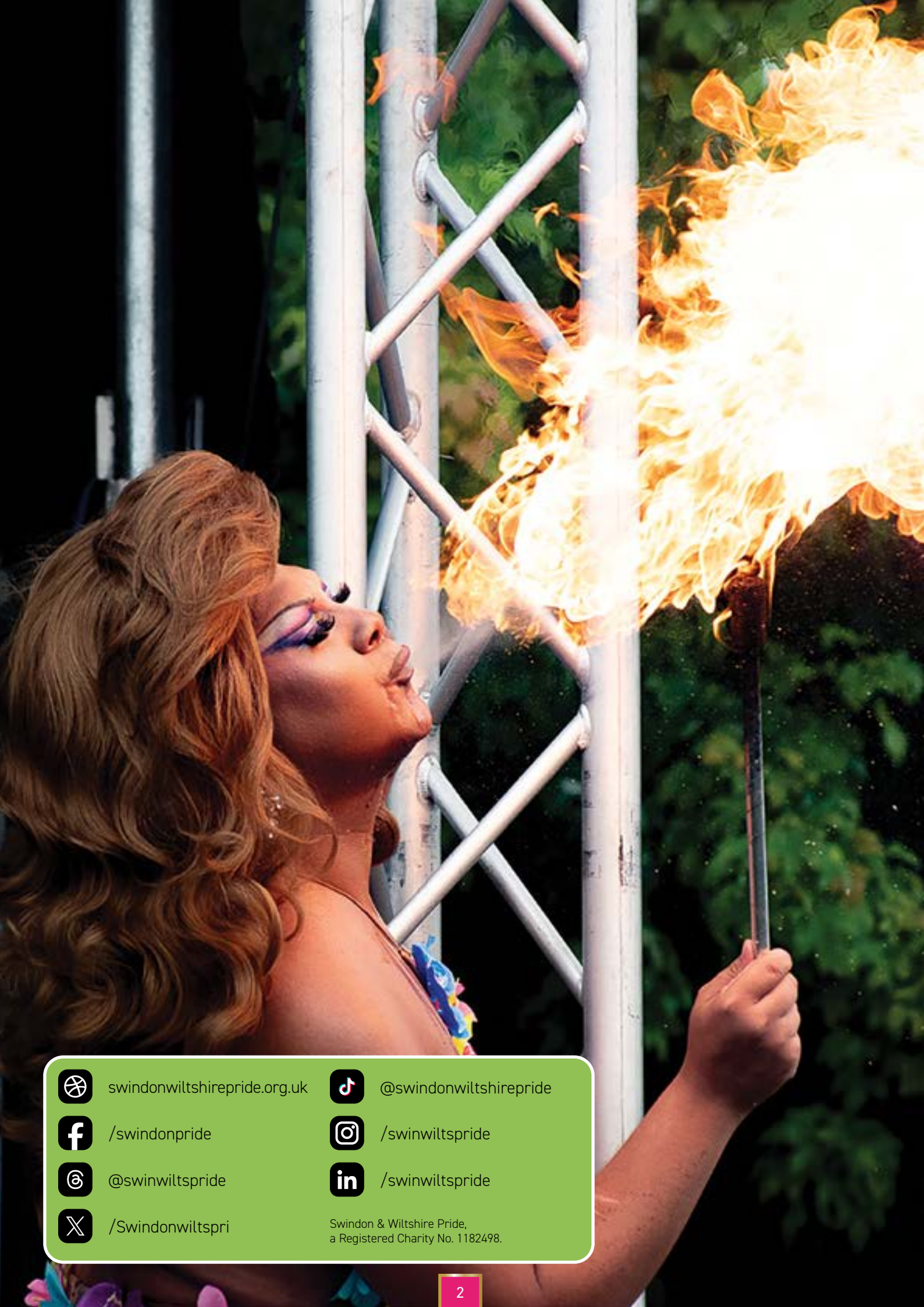
Swindon  
& Wiltshire  
**pride**



**FREE!**  
**PLEASE TAKE**  
**ME!**

**LGBTQIA+**  
**SUPPORT GUIDE 2025**





# ABOUT SWINDON & WILTSHIRE PRIDE

Swindon Pride was launched in 2008, with the first ever Pride festival being held in Swindon. In 2009, the Pride event was expanded to incorporate Swindon & Wiltshire Pride. Swindon & Wiltshire Pride gained charity status in 2019.

The atmosphere at our events is inclusive, happy and vibrant. We are a group of volunteers who give up our time to celebrate the LGBTQIA+ community, fundraise, educate and put on events to bring the community together.

## OUR CHARITY OBJECTIVES

To promote equality and diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation or gender identity, including in particular but not exclusively by:

- Raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of lesbian, gay, bisexual and trans, queer, plus (LGBTQIA+) people;
- Cultivating a sentiment in favour of equality and diversity in particular through celebrating the diversity of LGBTQIA+ communities;
- Advancing education in equality and diversity whether by signposting to other organisations or services or producing materials;
- Producing a LGBTQIA+ support guide or updating the existing one, and communicate via social media streams and other means of communication (e.g. newsletter);
- Staging a range of events, for example, a main pride event, pop-up shops, fundraisers, attending and supporting other prides;

- Such other objects as are charitable under the Laws of England and Wales as the Trustees shall at their absolute discretion determine.

## OUR IMPACT

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

## AWARD WINNING CHARITY

In March 2024 Swindon & Wiltshire Pride were named joint winners for the **Community Group of the Year** at the Wiltshire Life Awards, aimed at championing "tales of creative endeavour, bravery and community spirit."

We could not have received this award without all of you! From everyone who attends Pride, visits the Hub, volunteers their time, even simply liking and sharing our content, this award is for YOU!

We are thrilled and honoured to announce that Swindon & Wiltshire Pride were celebrated as a finalist at the prestigious **British LGBT Awards 2024!** This recognition reflects the incredible work of our community, volunteers, and supporters. We made Top 12!!! Out of the whole UK!

Last year we attended the **BBC Wiltshire Make a Difference Awards**. We were nominated as part of the Community category and we were up against some amazing community groups and extremely proud to be nominated.

We were lucky to receive a Finalist Trophy which we proudly display in the Pride Hub. Thank you to everyone who nominated us and supports the work we do.

**Largest**  
LGBTQIA+ event  
in Wiltshire

**85k**  
people have attended  
Pride since 2008

**10k+**  
people attended  
Swindon & Wiltshire Pride  
throughout the day  
in 2024

**£102k**  
raised over the years  
to help keep Pride a  
free event



 [swindonwiltshirepride.org.uk](http://swindonwiltshirepride.org.uk)

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Swindon & Wiltshire Pride,  
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# SPONSORSHIP AND THANKS

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# Thank you!

To all of our sponsors who help us make Swindon & Wiltshire Pride a reality each year. They help us keep the event free, accessible and ensure vital support is provided to the LGBTQIA+ community 365 days a year.

If you would like to become a sponsor please e-mail: [sponsorship@swindonwiltshirepride.org.uk](mailto:sponsorship@swindonwiltshirepride.org.uk)



# WHY IS SWINDON & WILTSHIRE 'PRIDE' SO IMPORTANT?

Pride is a time for the LGBTQIA+ community to come together and celebrate. We have so much to be proud of – from our resilience to our capacity for love. And Pride season encourages us to celebrate ourselves, our identities, and all that we have won so far.

**"Pride is not just a party, it is also a protest".**

We must take this time to remember that there is still progress to be made, and that social injustice remains a reality for many of us.

With an increase in transphobia, continued persecution of LGBTQIA+ people across the world, and ever-present racism even within the LGBTQIA+ community, we must continue to work together towards a better future for everyone in our communities. We are seeing ever-increasing number of organisations turning rainbow-coloured to mark Pride as this month gains visibility and attention, but this alone does not represent equality – centring and uplifting community actions and organisations remains vital.

Because Pride is a time to use our voices and speak up in solidating with all members of our beautiful, diverse, global community.

It's worth remembering that the first ever Pride was a march, not a parade. It was called the Christopher Street Liberation March, and it marked a year since the 1969 Stonewall Uprising in New York. The uprising was a series of community-led violent rebellions in response to consistent, targeted harassment by the police. These rebellions set in motion many protests and campaigns that ultimately led to important wins for the LGBTQIA+ community in the West.

**"The fight is far from over".**

Solidarity is not a noun but a verb – it is a recognition of the fact that when marginalised communities channel our collective power, we are stronger than ever.

Recently, we've seen the Black Lives Matter movement spreading across the world, hundreds of thousands speaking up for Palestine, thousands in the UK gathering at #KillTheBill protests. Global and local movements such as these have shown that, when raised together, our voices still hold great power.

**So this Pride, let's remember that none of us are free until all of us are free.**

Let's raise our voices until we have built a brighter, safer future for those of us who are most marginalised and exploited.



## FACT

The Pride Hub in Swindon, serves as a safe space for the LGBTQIA+ community and offers weekly support.

## FACT

The event features live entertainment, food stalls, an LGBTQIA+ info stall, and merchandise. It also includes a Pride March, which saw over 1,000 participants in 2024.

To find out about impact Swindon and Wiltshire Pride has on our community, visit [www.swindonwiltshirepride.org.uk/our-impact](http://www.swindonwiltshirepride.org.uk/our-impact)

# Swindon & Wiltshire pride NEEDS YOU!

**Join our group of volunteers to celebrate the LGBTQIA+ community, fundraise, educate and put on events to bring the community together.**



**Volunteer across the Pride weekend or join our Charity as a Committee Member and support the work we do throughout the year.**

**TO SIGN UP VISIT THE VOLUNTEER SECTION ON OUR WEBSITE [www.swindonwiltshirepride.org.uk/get-involved](http://www.swindonwiltshirepride.org.uk/get-involved) or e-mail: [volunteer@swindonwiltshirepride.org.uk](mailto:volunteer@swindonwiltshirepride.org.uk)**



# UNDERSTANDING PRONOUNS

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

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

## WHY DOES IT MATTER?

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

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

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

## COMMON TERMS

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

## SEX

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

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

## GENDER

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

## CISGENDER

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

## TRANSGENDER

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

## NON-BINARY

Non-binary, similar to genderqueer, is a spectrum of gender identities that are not exclusively masculine or exclusively

feminine - identities that are outside the gender binary of male and female.

## GENDERQUEER

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

## GENDERFLUID

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

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

## WHAT IF I MAKE A MISTAKE?

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



### Pronoun

They/Them

It's okay to use this referring to a singular person.

### Variations

Theirs, Themselves

### Pronoun

Their name

Some people don't want to use pronouns at all and will ask you to refer to them by their name alone.

## FACT

One in seven LGBTQIA+ people (14%) have avoided treatment for fear of discrimination because they're LGBTQIA+.

## FACT

Two in five trans people (41%) have experienced a hate crime or incident because of their gender identity.

### Pronoun

She/Her

### Variations

Hers, Herself

## FACT

Usage Among LGBTQIA+ Youth: About 25% of LGBTQIA+ youth use pronouns outside the traditional binary (he/him, she/her), including they/them and neopronouns like ze/zir

### Pronoun

Ze (or Zie)

Sounds like Zee (like "see" with a "Z").

### Variations

Can also be spelled as Xe

### Pronoun

He/Him

### Variations

His, Himself

## FACT

Mental Health Impact: Using correct pronouns significantly improves mental health outcomes. For transgender and nonbinary youth, having their pronouns respected reduces the risk of suicide by 50%.



# ALL ABOUT COMING OUT

**C**oming out - means telling someone about your sexuality or gender identity. It can take time to feel ready to tell people about this part of yourself, but we've got advice to support you.

## WHEN SHOULD I COME OUT?

Telling someone about your gender or sexuality doesn't just happen once. You could 'come out' to lots of different people at different times. Or you might not want to come out to anyone.

If you decide to come out, you might be worried about:

- How they'll react.
- Whether they'll understand and support you.
- If they'll tell anyone else.
- That you might be discriminated against or bullied.

Coming out can help you to feel less isolated and more accepted, but it's important to be ready. There's no right or wrong time to come out to someone about your sexuality or gender identity. Only you can say when the right time to come out is.

## THINGS TO THINK ABOUT BEFORE YOU COME OUT:

- Who you trust to tell.
- When to have the conversation.
- Whether to tell someone face-to-face, over the phone or in a letter or message.
- How to stay safe and take care of yourself if someone reacts badly.
- What you'd like to say.
- If you want to tell just one person or more.
- How you might feel afterwards.

## PLAN HOW TO DO IT & WHAT YOU'LL DO

How you come out is your choice. Planning what to do can help you to figure out what's best for you and feel more confident. It can help to think about:

- **Who to tell.** Try telling someone you trust first to see how you feel. This could be a friend, family member, trusted adult or a Childline counsellor. It could also be another young person on our message boards.
- **How to bring it up.** You might want to try talking about LGBTQIA+ people on TV, social media or in the news to see how someone reacts.
- **When to do it.** Find a time when you can talk privately and you won't be distracted or disturbed. You can also think about what you can do afterwards.

## AFTER YOU'VE DONE IT

Coming out is something to feel proud of. But it can also be difficult to know what to do next. If you're confused or worried after coming out, try:

- **Talking about it.** Whatever happens when you come out, it can help to

talk. You can speak to a Childline counsellor, or share your experience on our message boards.

- **Giving it time.** Even if someone doesn't know how to react at first, they might still be able to support you later.
- **Distracting yourself.** Doing something you enjoy or keeping yourself busy can help you to feel less anxious.
- **Celebrating.** You've done a brave and brilliant thing, you could celebrate with other people or spend some time by yourself. Do whatever makes you feel happy and comfortable.

## WHEN YOU'RE READY

There are lots of things you can do to help yourself feel more prepared:

- **Practice what you'll say.** Write down what you'd like to say or practice in front of a mirror. You can keep anything you say in a safe place until you're ready. You could practice coming out on our message boards or ask for tips from people who've done it before.



- **Think about what you might be asked.** People might have questions when you come out, go over what you might be asked but remember that you don't have to answer anything you don't want to.
- **Say whether they can tell anyone else.** Decide whether you're okay with the person you come out to telling other people. And think about whether there's anyone they definitely shouldn't tell.
- **Prepare for different reactions.** If someone isn't expecting you to come out they might not know how to react right away. It can help to think about what you want to do if they do react in a way you weren't expecting.

## KEEPING SAFE

There are times when young people feel unsafe coming out.

It's never okay for someone to hurt you because of your sexuality or gender identity. Whatever you're going through, you're not alone.

If you're worried about your safety now or in the future, it's important to get help. In an emergency you should always phone 999.

A **safety plan** is a list of important numbers, people and places to go if anything goes wrong. Having a safety plan can help if you're worried that you will be hurt because of your sexuality or gender identity.

**Make sure a safety plan is written down somewhere you can easily find it. Writing it on paper can help to make sure you've got it if your phone battery runs out or you can't take your phone. Write down:**

**Things to take with you if you need to leave quickly, make sure you include things like a phone charger.**

**Places you can go if you're feeling unsafe, and information on how to get there.**

**Important numbers to ring if something goes wrong, including safe adults, the Police (101) and Childline (0800 1111).**

## FACT

Only half of lesbian, gay and bi people (46 per cent) and trans people (47 per cent) feel able to be open about their sexual orientation or gender identity to everyone in their family.



# LGBTQIA+ AWARENESS DAYS



## February

**All Month:**  
LGBT+ History Month (UK)

**3rd Week of the Month:**  
Aromantic Spectrum Awareness Week

## May

**17th:**  
International Day Against Homophobia, Biphobia & Transphobia

**19th:**  
Agender Pride Day

**22nd:**  
Harvey Milk Day

**24th:**  
Pansexual & Panromantic Visibility Day

## August

**2nd Sunday of the Month:**  
Gay Uncle Day (US)

**Last Friday of the Month:**  
Wear It Purple Day (Australia)

## March

**All month:**  
Bisexual Health Awareness Month

**1st:**  
Zero Discrimination Day

**21st:**  
Omnisexual Awareness Day

**31st:**  
International Transgender Day Of Visibility

## June

**All Month:**  
Pride Month

**12th:**  
Pulse Remembrance Day

**28th:**  
Stonewall Riots Anniversary

## September

**16th - 23rd**  
Bisexual Awareness Week

**23rd:**  
Bisexual Visibility Day

**Last Week of the Month:**  
National Inclusion Week

## November

**All Month:**  
Trans Awareness Month

**2nd**  
Transgender Parent Day

**8th:**  
Intersex Day Of Remembrance

**13th-19th:**  
Trans Awareness Week

**20th:**  
Transgender Day Of Remembrance

## April

**6th**  
Asexuality Day

**26th:**  
International Lesbian Visibility Day

**Last Week of the Month:**  
Lesbian Visibility Week

## July

**6th:**  
Omnisexual Visibility Day

**The week (Starting on the Monday) preceding International Non-Binary People's Day:**  
Non-Binary Awareness Week

**14th:**  
International Non-Binary Peoples Day

**16th:**  
International Drag Day

## October

**11th:**  
National Coming Out Day

**16th:**  
International Pronoun Day

**17th:**  
Spirit Day

**26th:**  
Intersex Awareness Day

**Last Full Week of the Month:**  
Asexual Awareness Week

## December

**1st**  
World AIDS Day

**8th:**  
Pansexual Pride Day

**10th:**  
Human Rights Day

## FACT

More than a third of LGBTQIA+ staff (35%) have hidden that they are LGBT at work for fear of discrimination.





# LGBTQIA+ FLAGS & IDENTITIES

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



## The LGBTQIA+ Pride Flag

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



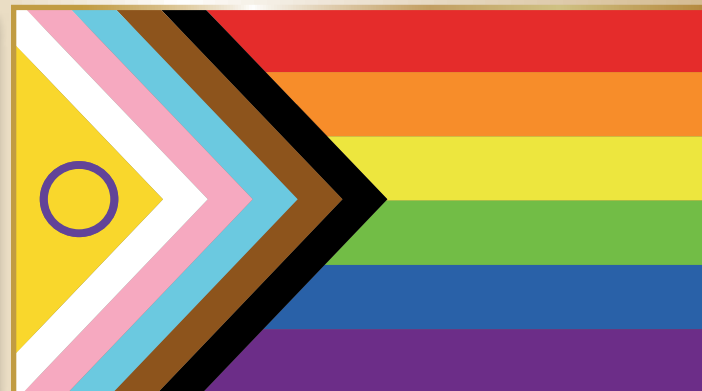
## The Progress Pride Flag

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



## The Intersex Pride Flag

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



## The Intersex-inclusive Pride Flag

In 2013 Morgan Carpenter of Intersex Human Rights Australia designed the intersex flag. In 2017 under the leadership of American civil rights activist Amber Hikes, Philadelphia's Office of LGBT Affairs developed the rainbow flag to incorporate black and brown stripes to include black, brown, and people of colour. Building on that in 2018 Daniel Quasar redesigned the flag to include trans people, creating the Pride Progress flag. In 2021, Valentino Vecchiotti of Intersex Equality Rights adapted the Pride Progress flag design to incorporate the intersex flag, creating this Intersex-Inclusive Pride flag 2021.



## The Transgender Pride Flag

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



## The Lesbian Pride Flag

The orange-pink design is intended as a replacement for the pink-and-red "lipstick" flag for the inclusivity of gender-nonconforming lesbians. From top to bottom, the selected colours represent Gender non-conformity (dark orange) – Community (light orange) – Unique relationships to womanhood (white) – Serenity and peace (pink) – Fertility (dark pink).



## The Gay Men's Pride Flag

A male gay (a.k.a Men Loving Men or MLM) Pride 5 stripe flag was proposed in 2019 to align with the Lesbian Pride flag but this 7 stripe design is most commonly used. The colours represent community, healing, joy, trans men and non-binary people, love, courage, diversity and inclusivity.



## The Non-Binary Pride Flag

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



## The Pansexual Pride Flag

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



## The Bisexual Pride Flag

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





### The Polysexual Pride Flag

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



### The Genderqueer Pride Flag

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



### The Aromantic Pride Flag

A person of any gender or sexual orientation who experiences little, or no, romantic attraction. Aromantic people may still experience other types of attraction, such as sexual or physical attraction.

The flag was designed by the Aro community on Reddit, to help them show their identity and raise awareness about Aromanticism.

The green and light green stripes cover everyone under the aromantic spectrum, while representing nonromantic forms of love and attraction, and the grey and black represent all sexualities under the aromantic spectrum.



### The Asexual Pride Flag

The flag consists of four horizontal stripes: black, grey, white, and purple from top to bottom. The black stripe represents asexuality, the grey stripe representing the grey area between sexual and asexual, the white stripe sexuality, and the purple stripe community. It's important to remember that asexuality is an umbrella term, and exists on a spectrum. Asexual people – also known as "Ace" or "Aces" – may have little interest in having sex, even though most desire emotionally intimate relationships. Within the ace community, there are many ways for people to identify.



### The Polyamory Pride Flag

This flag represents the polyamorous community - those that engage in sexual relationships with multiple partners with consent from all involved. A chevron points toward the opposite end of the flag, a symbol of growth and progress, and sits asymmetrically on the flag to reflect the non-traditional style of polyamorous relationships. The heart within reminds us that love in all forms is the core of non-monogamy. Blue for openness and honesty, magenta for desire, love, and attraction; Purple represents a united non-monogamous community. Gold represents the energy and perseverance and the white represents possibility.



### The Genderfluid Pride Flag

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



### The Demigirl Pride Flag

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

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



### The Demiboy Pride Flag

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

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



### The Agender Pride Flag

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

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



### The Demigender Pride Flag

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





### The Demisexual Pride Flag

A demisexual is someone who only experiences sexual attraction to people with whom they have close emotional connections. For demisexuals, sexual attraction can only come after an emotional bond has formed. Black represents asexuality. Gray represents demisexuality. White represents sexuality. Purple represents community.



### The Straight Ally Flag

The straight ally flag represents unity and support towards the LGBTQIA+ community. The letter 'A' means ally. The black and white stripes represent the straight flag. The rainbow colors in the letter 'A' are for the LGBTQIA+ community.



### The Queer Pride Flag

Queer can mean different things to different people, but the most accepted definition is someone who is not cis het or someone with variant experiences with orientation, gender, and/or sex. On this flag, The shades of pink next to each other and shades of blue next to each other symbolise same-gender attraction. The orange and green are for non-binary individuals. Black and white are for asexual, aromantic, and agender spectrum individuals.



### The Omnisexual Pride Flag

An omnisexual is a person who has romantic, sexual, or affectional desires for people of all genders and sexes. This is similar to pansexuality; however, there are differences between these two terms. Omnisexual people are not gender blind, and they see and acknowledge gender. Omnisexual people are sexually attracted to different genders and sexual orientations, but unlike pansexuality, the gender of the people they are attracted to matters to some degree. The omnisexual pride flag was created by @pastelmemer in 2015; however, they never explained the exact meaning of the colors.



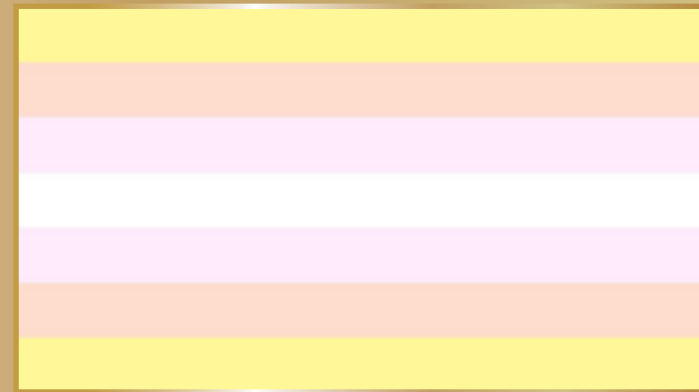
### The Abrosexual Pride Flag

An abrosexual person has a fluid sexual orientation and may experience different sexual orientations over time. They may be one sexuality today and be another tomorrow. The timeframe to change an abrosexual individuals' sexual orientation doesn't matter, and it could be hours or years before they identify as different sexuality.



### The Bigender Pride Flag

A bigender person is someone whose sense of personal identity encompasses two genders. It literally translates as 'two genders' or 'double gender,' and these genders could be male and female but could also combine non-binary identities. Pink/blue stripes represent felt identities (feminine, masculine, androgynous). The top purple is for all kinds of good relationships. The white is for your unique bigender experience, how it feels and what it's like. The bottom purple is about self-respect, pride, and being true to yourself.



### The Pangender Pride Flag

Pangender is someone who feels comfortable with different kinds of gender labels and whose gender identity is not limited to one gender and may encompass all genders at once. It comes with an understanding that the vast and diverse multiplicity of genders within the same individual can extend infinitely, always within the person's own culture and life experience, and may or may not include unknown genders.



### The Trigender Pride Flag

Trigender is a gender identity in which a person switches between or among several genders, including a third gender (genderless, a mix of masculine and feminine, or any other variety of genderqueer identities). Dependent on the individual's mood or environment, a trigender individual may change from one gender to another.



### The Heterosexual Flag

Heterosexuality is most viewed as men attracted to women and women attracted to men. The term "straight" is used to describe for both straight men and straight women. While straight is often used to describe non-LGBTQIA+ people it is possible for straight people to be part of the LGBTQIA+ community. For example, they might be transgender. They also might be, asexual heteroromantic, or aromantic heterosexual.

## FACT

Seven in ten LGBTQIA+ pupils report that their school says that homophobic and biphobic bullying is wrong, up from half in 2012 and a quarter in 2007. However, just two in five LGBTQIA+ pupils report that their schools say that transphobic bullying is wrong.

## FACT

One in eight LGBTQIA+ people (12 per cent) avoid going to the gym or participating in sports groups because of fear of discrimination and harassment.



# WHAT IS PRIDE MONTH & THE HISTORY OF PRIDE?

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

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

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

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

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

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

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

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

## WHEN IS PRIDE IN CITIES AROUND THE WORLD?

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

organisation InterPride, which helps manage Pride celebrations around the world. Because there are only a limited number of days in June and hundreds of Pride celebrations, there's bound to be a little overlap!

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

## WHAT IS THE HISTORY OF THE NYC PRIDE PARADE?

Just a few weeks after the Stonewall Riots, LGBTQIA+ gathered for a "gay power" rally in Washington Square Park. It was clear that there was interest in holding more events like it, and over the following year local activists proposed a larger annual march, modelled on quieter protests that had been happening for years in Philadelphia.



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

## WHAT IS THE HISTORY OF PROTEST AT PRIDE?

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

Community organisers in New York included Marsha P. Johnson, Sylvia Rivera, and Miss Major Griffin-Gracy, who protested against unjust treatment and advocated for legal reform even before Stonewall. Once Pride events were established in major cities, they became opportunities to register queer people to vote, for groups like ACT UP to demand action on HIV, and to pressure politicians to express their support for the community by marching.

Several major Supreme Court rulings on LGBTQIA+ equality have taken place

in June, such as the Obergefell decision that legalised marriage equality; the Lawrence decision that ended sodomy bans; and the Bostock ruling that stopped hospitals from turning away trans patients. When those victories occurred, Pride events celebrated the win and redoubled efforts to advance queer liberation even further.

## HOW IS PRIDE COMMERCIALISED, AND HOW ARE ACTIVISTS RESISTING?

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

For years, organisers have raised concerns about the prominence of corporate logos at Pride, and about the money pouring in from wealthy companies. Of particular concern is the participation of politicians and corporations that don't have LGBTQIA+ interests at heart. In San Francisco, for example, organisers were outraged

to see that the local Pride event was partially funded by Google, despite the company's refusal to fully address homophobic harassment on its YouTube platform.

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





# USEFUL RESOURCES

## LGBTQIA+ Support

### Wiltshire Police

Report a hate crime.

[www.wiltshire.police.uk/ro/report/ocr/af/how-to-report-a-crime](http://www.wiltshire.police.uk/ro/report/ocr/af/how-to-report-a-crime)

### LGBT Switchboard

A place for calm words when you need them most.

0800 0119 100

[www.switchboard.lgbt](http://www.switchboard.lgbt)

### Stonewater

Provides quality homes and services for people in housing who need.

[www.stonewater.org](http://www.stonewater.org)

### FFLAG

Supporting parents and families and their LGBT+ members.

[www.fflag.org.uk](http://www.fflag.org.uk)

### Queer Menopause

A place to find inclusive menopause resources.

[www.queermenopause.com/resources](http://www.queermenopause.com/resources)

### Swindon Domestic Abuse Support Service

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

[www.swadomesticabuse.org](http://www.swadomesticabuse.org)  
Helpline 01793 610610

### Queer Parenting Partnership

LGBTQ+ antenatal and postnatal education.

[www.parentingqueer.co.uk](http://www.parentingqueer.co.uk)

### First Light -

#### The Swindon & Wiltshire Sexual Assault Referral Centre

The first point of contact for people who have experienced rape and serious sexual assault.

[www.firstlight.org.uk/swindonwiltshiresarc](http://www.firstlight.org.uk/swindonwiltshiresarc)

#### National LGBT+ Domestic Abuse Helpline

0800 999 5428

#### LGBT+ Hate Crime Helpline

020 7704 2040

#### Asexual Visibility and Education Network (AVEN)

International asexual community with resources and online forums.

[www.asexuality.org](http://www.asexuality.org)

#### GALOP

Provides helplines and other support for LGBT+ adults and young people who have experienced hate crime, sexual violence or domestic abuse.

0207 704 2040

(LGBT+ hate crime helpline)

0800 999 5428

(LGBT+ domestic abuse helpline)

0800 130 3335

(Conversion therapy helpline)

[help@galop.org.uk](mailto:help@galop.org.uk)

[www.galop.org.uk](http://www.galop.org.uk)

#### Naz and Matt Foundation

A specialist charity providing a comprehensive range of trauma informed 1-2-1 and group support services to LGBTQI+ individuals, or their parents, from religious or culturally conservative backgrounds.

[www.nazandmattfoundation.org](http://www.nazandmattfoundation.org)

### Voda

LGBTQIA+ Mental Health App, made for the LGBTQIA+ community. Downloadable on Apple and Android

[www.voda.co](http://www.voda.co)

## Transgender Support

### Trans in the City

[www.transinthecity.co.uk](http://www.transinthecity.co.uk)

### Mermaids

Gender-diverse kids, young people and their families.

[www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk)

### Trans Unite

Find a transgender support group near you.

[www.transunite.co.uk](http://www.transunite.co.uk)

### Gendered Intelligence

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

[www.genderedintelligence.co.uk](http://www.genderedintelligence.co.uk)

### Gender Construction Kit

Information for queer people about the legal and medical process of expressing your gender.

[www.genderkit.org.uk](http://www.genderkit.org.uk)

### Black Trans Foundation

A new non-profit organisation working for the social advancement of Black\* trans\* people in the UK.

[www.consortium.lgbt/member-directory/black-trans-foundation](http://www.consortium.lgbt/member-directory/black-trans-foundation)

Email: [blacktransfoundation@gmail.com](mailto:blacktransfoundation@gmail.com)



## Binding

Using a binder to reduce the apparent size of breasts.

[www.genderkit.org.uk/article/binding](http://www.genderkit.org.uk/article/binding)

## Young People

### Out of the Can Plus LGBTQ+ Youth Group

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

[www.outofthecan.org](http://www.outofthecan.org)

### It Gets Better

Project created to inspire hope for young people facing harassment.

[www.itgetsbetter.org](http://www.itgetsbetter.org)

### ChildLine

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

[www.childline.org.uk](http://www.childline.org.uk)

### The Albert Kennedy Trust

Supports LGBT homeless young people in crisis.

[www.akt.org.uk](http://www.akt.org.uk)

## Education

### Schools Out

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

[www.lgbtplushistorymonth.co.uk](http://www.lgbtplushistorymonth.co.uk)

### Diversity Trust

Provides equality, diversity and inclusion training and consultancy.

[www.diversitytrust.org.uk](http://www.diversitytrust.org.uk)

### Stonewall

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

[www.stonewall.org.uk](http://www.stonewall.org.uk)

### MyUmbrella LGBT+

A voluntary-led project of Reading Pride to raise awareness of the lesser-known identities across the sexuality, gender, romantic and fetish

spectrums collectively known as LGBT+.

[www.myumbrella.org.uk](http://www.myumbrella.org.uk)

### Pronouns - A guide from GLSEN

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

[www.glsen.org/activity/pronouns-guide-glsen](http://www.glsen.org/activity/pronouns-guide-glsen)

### An Introduction to Supporting LGBT Children and Young People

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

[www.stonewall.org.uk/resources/introduction-supporting-lgbtqchildren-and-young-people](http://www.stonewall.org.uk/resources/introduction-supporting-lgbtqchildren-and-young-people)

### Diversity Role Models

Our mission is to promote understanding and acceptance of individual differences and end LGBTQ+ bullying in schools.

[www.diversityrolemodels.org](http://www.diversityrolemodels.org)



# USEFUL RESOURCES

## Psychology Masters Programs

Promoting LGBTQIA+ friendly schools and universities.  
[www.psychologymastersprograms.com](http://www.psychologymastersprograms.com)

## LGBTQIA+ Social Groups

### LGBT Social Group

Meet Ups are neighbours getting together to learn something, do something, share something.  
[www.peoplefirstinfo.org.uk/getting-out-and-about/things-to-do/lgbt-activity-and-social-groups](http://www.peoplefirstinfo.org.uk/getting-out-and-about/things-to-do/lgbt-activity-and-social-groups)

### Gay Outdoor Club

Our main focus is the monthly program of walks and a very active Bristol based cycling group.  
[www.goc.org.uk](http://www.goc.org.uk)

## Swindon or Wiltshire LGBTQIA+ Social Groups

### Out of the Can Plus LGBTQ+ Youth Group

This is a well established group with lots of young people (aged 13-19).  
[www.outofthecan.org](http://www.outofthecan.org)

### Gay Outdoor Club

Monthly program of walks.  
[www.goc.org.uk/groups/wiltshire-gloucestershire-north-somerset](http://www.goc.org.uk/groups/wiltshire-gloucestershire-north-somerset)

### Salisbury LGBT+

Social people in Salisbury and surrounding areas wanting to meet up and socialise in a coffee shops or pubs etc.  
[www.meetup.com/Salisbury-LGBT-Social-Meet-Up-Group/?cookie-check=d\\_UvZbYEKZJc9RFK](http://www.meetup.com/Salisbury-LGBT-Social-Meet-Up-Group/?cookie-check=d_UvZbYEKZJc9RFK)

## Malmesbury LGBTQ+ Friends

A closed Facebook page with about 100 members that provides an opportunity for people to post on LGBTQ+ issues in the Malmesbury area.  
[www.facebook.com/groups/792729581234797](http://www.facebook.com/groups/792729581234797)

## Rise Trust, Chippenham

The Rise Trust have recently set up an LGBTQ+ Café for young people who are in Year 9 and above. It meets in Chippenham on Thursdays from 8-9.30pm. To find out more, contact Vicky Watt on 01249 464008.  
[www.therisetrust.org](http://www.therisetrust.org)

## Salisbury Rainbow Transgender Group

SA closed Facebook group with approximately 150 members for Salisbury's Transgender Support Group. They meet monthly in the Wig & Quill Pub, Salisbury. The group is supported by the Beaumont Society - the UK's largest transgender support group charity.  
[www.facebook.com/groups/528582813885725/?fref=ts](http://www.facebook.com/groups/528582813885725/?fref=ts)

## Global Majority

### Imaan

The UK's leading LGBTQ Muslim charity.  
[www.imaanlondon.wordpress.com](http://www.imaanlondon.wordpress.com)

### Stonewall

How to be an ally to Black LGBT people.  
<https://www.stonewall.org.uk/news/10-ways-be-ally-black-lgbt-people>

## Inclusivity

Supporting BAME Trans People booklet.  
[www.gires.org.uk/inclusivity-supporting-bame-trans-people](http://www.gires.org.uk/inclusivity-supporting-bame-trans-people)

## RCASU

Black-led LGBTQIA organisations to know about.  
[www.rcasu.org.uk](http://www.rcasu.org.uk)

## African Rainbow Family

Charity that supports people seeking asylum and refugees who are LGBTQ+ and have African heritage.  
[www.africanrainbowfamily.org](http://www.africanrainbowfamily.org)

## Hidayah

Runs groups and events across the UK to support LGBT+ Muslim people.  
[www.hidayahlgbt.co.uk](http://www.hidayahlgbt.co.uk)

## Jewish LGBT+ Group

Jewish LGBT+ support groups.  
[www.jglg.org.uk](http://www.jglg.org.uk)

## Harbour Project

The Harbour Project provides advice, support and practical help to individuals who look to seek asylum or gain refugee status in Swindon.  
[www.harbourproject.org.uk](http://www.harbourproject.org.uk)

## Older People

### Age UK

Advice and support for older LGBT people.  
[www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/lgbt](http://www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/lgbt)

### LGBT Age

Welcoming LGBT people aged 50 and over.  
[www.lgbthealth.org.uk/services-support/older-people](http://www.lgbthealth.org.uk/services-support/older-people)



## Disabled and LGBTQIA+

### Regard

Regard is a national organisation that supports people who are disabled and lesbians, gay, bisexual, transgender or queer (LGBTQ).  
[www.regard.org.uk](http://www.regard.org.uk)

## Sexual Health

### Terrence Higgins Trust

A British charity that campaigns about and provides services relating to HIV and sexual health.  
[www.tht.org.uk](http://www.tht.org.uk)

### Swindon Sexual Health Clinic

They offer a drop-in service and also offer free emergency contraception, condoms and Chlamydia self-test kits from selected local pharmacies.  
[www.swindonsexualhealth.nhs.uk/clinics](http://www.swindonsexualhealth.nhs.uk/clinics)

## Sexual Health for Lesbian and Bisexual Women

Women who have sex with other women can pass on or get STIs. Know how to protect yourself.  
[www.nhs.uk/live-well/sexual-health/sexual-health-for-lesbian-and-bisexual-women](http://www.nhs.uk/live-well/sexual-health/sexual-health-for-lesbian-and-bisexual-women)

## Living with HIV and Aids

As well as taking HIV treatment, there are many things you can do to improve your general health and reduce your risk of falling ill.  
[www.nhs.uk/conditions/hiv-and-aids/living-with](http://www.nhs.uk/conditions/hiv-and-aids/living-with)

## Sexual Health for Trans and Non-binary People

How you can manage risks and maintain good sexual health, and feel good about your sex life.  
[www.tht.org.uk/hiv-and-sexual-health/sexual-health/trans-people](http://www.tht.org.uk/hiv-and-sexual-health/sexual-health/trans-people)

## Pride Events in Wiltshire

### Calne Pride

[www.calnepride.com](http://www.calnepride.com)

### Chippenham Pride

[www.chippenhampride.com](http://www.chippenhampride.com)

### Trowbridge Pride

[www.facebook.com/TrowbridgePride](http://www.facebook.com/TrowbridgePride)

### Salisbury Pride

[www.salisburyprideuk.org](http://www.salisburyprideuk.org)

### Devizes LGBTQ+

<https://www.facebook.com/ProudDevizes>

### Pewsey Pride

[www.facebook.com/profile.php?id=100091536165671](http://www.facebook.com/profile.php?id=100091536165671)

### Swindon & Wiltshire

[www.swindonwiltshirepride.org.uk](http://www.swindonwiltshirepride.org.uk)



# TIPS TO PROMOTE Gender Equality IN THE CLASSROOM

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

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

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

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

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

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

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

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

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

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

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

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

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



## 7 Tips to Support Youth Who Disclose Their LGBTQ+ Identity



Respond in an affirming, supportive way, such as "Thank you for telling me. How can I support you? Would you like others to know?"



Connect them with LGBTQ+ organizations, resources, and events. Consider seeking an LGBTQ+ adult role model for your youth, if possible.



Avoid double standards. Allow them to discuss feelings of attraction and engage in age-appropriate romantic relationships, just as you would for youth who do not identify as LGBTQ+.



Ask how they prefer to be addressed. Use the name and pronouns (such as he, she, or they) your youth wants to go by.



Invite and welcome their LGBTQ+ friends or partner at family get-togethers.



Understand that the way people identify their sexual orientation or gender identity may change over time.



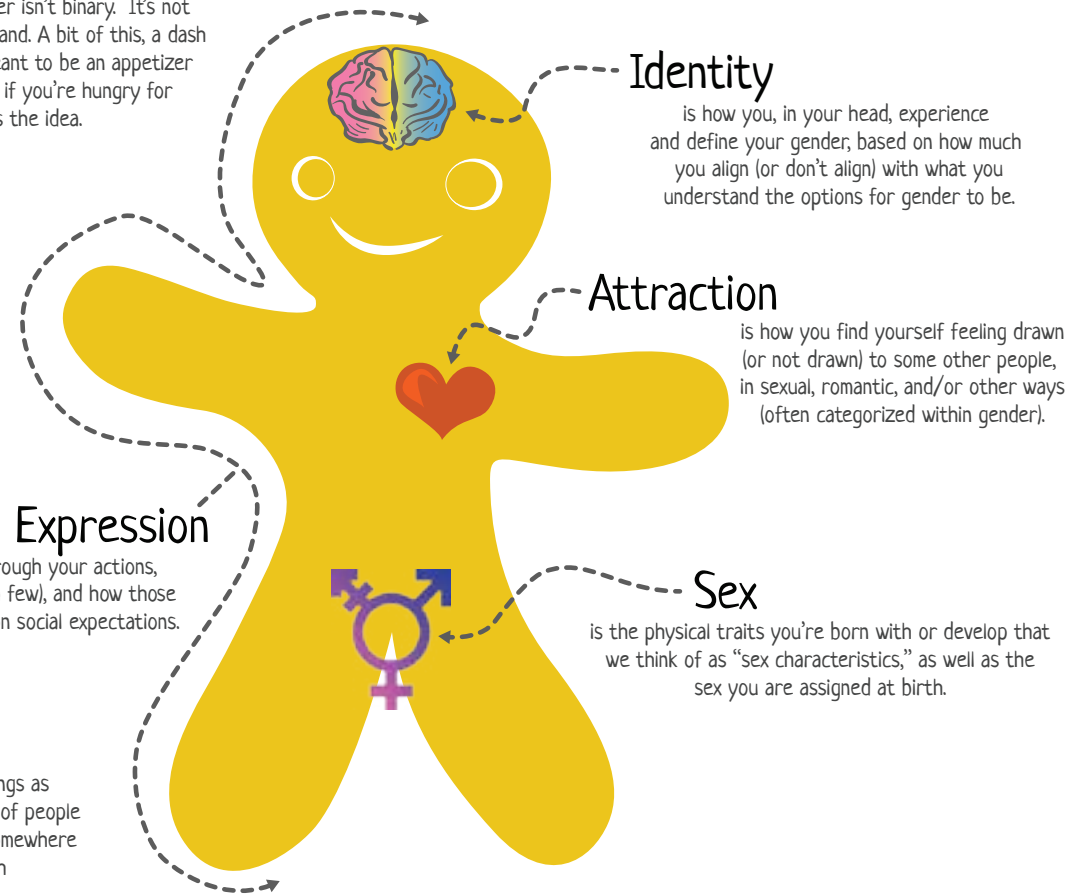
Respect their privacy. Allow them to decide when to come out and to whom.



# The Genderbread Person

by its pronounced **METROsexual**.com

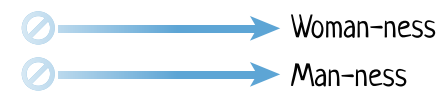
Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more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



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

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

## Gender Identity



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

common GENDER IDENTITY things

## Gender Expression



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

common GENDER EXPRESSION things

## Anatomical Sex



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

common ANATOMICAL SEX things

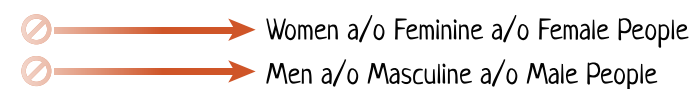
## Sex Assigned At Birth

□ Female □ Intersex □ Male

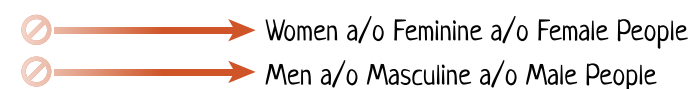
Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

Identity ≠ Expression ≠ Sex  
Gender ≠ Sexual Orientation

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



## Romantically Attracted to...



Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann

For a bigger bite, read more at [www.genderbread.org](http://www.genderbread.org)

# 6 Ways to be Inclusive to LGBTQ Families

Some schools have decided to have a gender-neutral Parents' Day or Family Day instead of Mother's and Father's Days. If you work at a school that chooses to celebrate these occasions related to family structure and home life, do what you can to be inclusive of all kinds of families:



## Tip #1

When speaking with children of LGBTQ families, use their words and terminology when talking about their family.



## Tip #2

Talk about all kinds of families. Not every family has one mom and one dad. Make it safe to celebrate any supportive relationship a child has.



## Tip #3

Avoid gender stereotypes in younger children's crafts. Steer away from cards with flowers for mom or ties for dad, for example.



## Tip #4

Ask about the qualities that mothers and fathers have or the roles they often play and why these have been culturally assigned to each gender.



## Tip #5

Don't let the child be alone. Make sure someone—maybe a teacher or administrator—can be there to support that child.



## Tip #6

If you're unsure about wishing them a happy Mother's and/or Father's Day, ask if and how they celebrate instead of making assumptions.

Source: <https://optionb.org/articles/honor-fathers-day-in-a-way-that-includes-all-lgbtq-families>



# IMPACT

Swindon & Wiltshire  
Active Recovery Service

TURNING  
POINT  
inspired by possibility



## Your recovery starts here

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

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

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

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

With our support you'll find the path that's right for you.

**T:** 0345 603 6993  
**E:** [IMPACTreferrals@turning-point.co.uk](mailto:IMPACTreferrals@turning-point.co.uk)  
**W:** [wellbeing.turning-point.co.uk/swindon-and-wiltshire](http://wellbeing.turning-point.co.uk/swindon-and-wiltshire)

# childline

ONLINE, ON THE PHONE, ANYTIME  
[childline.org.uk](http://childline.org.uk) | 0800 1111

## TALK TO CHILDLINE ABOUT ANYTHING

Chat with one of our counsellors online, on the phone or, if you're D/deaf, through a British Sign Language interpreter. It helps to talk through your feelings – we're here whenever you need us.



# FFLAG

Families and Friends of Lesbians and Gays



families are all different  
and that's OK

National Helpline: 0845 652 0311  
email: [info@fflag.org.uk](mailto:info@fflag.org.uk)  
[www.fflag.org.uk](http://www.fflag.org.uk)



Registered Charity No. 1079918



# Gay Outdoor Club

**4 MONTH FREE TRIAL MEMBERSHIP!**



The great outdoors  
isn't this where you really belong?

**[WWW.GOC.ORG.UK](http://WWW.GOC.ORG.UK)**





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

[genderedintelligence.co.uk](http://genderedintelligence.co.uk)  
[twitter.com/genderintell](https://twitter.com/genderintell)  
[instagram.com/genderedintelligence](https://www.instagram.com/genderedintelligence)

# Need advice on your mental health?

Visit [youngminds.org.uk](http://youngminds.org.uk) for information on getting the support you need and practical tips to help you with your mental health.

An advertisement for the LGBT Foundation helpline. It features a background of colorful, stylized hands holding mobile phones. The text reads: 'Our helpline is open and we're ready to listen. 0345 3 30 30 30'. Below this is the 'LGBT foundation' logo.

Our helpline is open  
and we're ready to listen.  
**0345 3 30 30 30**  
LGBT  
foundation





# TRANS IN THE CITY

We are the world's largest organisation for trans and non-binary people in business. Established in 2017, we became a not-for-profit company in 2022. We are led by trans and non-binary people and collaborate with global corporate partners to provide:

## TRAINING

Trans 101 to bespoke sessions

## EVENTS

Raising awareness & celebrating together

## ROLE MODELS & SPEAKERS

Keynote speeches, fireside chats & more

## ALLIES & ADVISORS

Online & in person networking groups

## STUDENT AMBASSADORS

A growing network across UK universities

## E-LEARNING

A suite of new modules

## MENTORING

Mentoring for young change-makers

## CONSULTANCY

Trans, non-binary & global DE&I

## ELEVATING TRANS AND NON-BINARY PEOPLE IN THE WORKPLACE.

Scan the QR code for more information.



# Support Groups For LGBTQ PEOPLE OVER 50

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

**SAFETY**  
**CONNECTING**  
**AGEING TIME**  
**HEARING FEELING BETTER**  
**FAMILY WELLBEING**  
**TALKING**  
**SOCIAL ALONE**  
**ABLE**  
**SUPPORT**  
**STIGMA**  
**SADNESS**  
**SHARING**  
**FUTURE LIFE**

**COMPANY**  
**OPTIMISM**  
**PEACE**  
**COPING**  
**SUICIDE**  
**OLDER**  
**DEPRESSION**  
**ANXIETY**  
**HEALTH**  
**ISOLATION**  
**WORRIED**  
**RECOVERY**



LGBTQ mental health service

Registered Charity  
No 1140098

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

For more information email [info@mindout.org.uk](mailto:info@mindout.org.uk) or phone **01273 234 839** or see [www.mindout.org.uk](http://www.mindout.org.uk)



# Sikh? Gay? Need Support?

Check out the one stop resource for LGBT Sikhs

[www.sarbat.net](http://www.sarbat.net)

[info@sarbat.net](mailto:info@sarbat.net)



## SUPPORTING TRANSGENDER EMPLOYEES



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

### 10 Top Tips for Employers

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

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

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



mind  
OUT

ONLINE  
SUPPORT



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

To find out more go to  
[www.mindout.org.uk](http://www.mindout.org.uk)



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

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

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

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







**THERAPEUTIC SERVICES FOR SURVIVORS OF RAPE, SEXUAL ABUSE & SEXUAL EXPLOITATION ACROSS SWINDON & WILTSHIRE**

Revival – Wiltshire RASAC offers free, confidential counselling and therapeutic support services to survivors of all genders (16 and above) who have been raped, sexually abused or sexually exploited. It doesn't matter when or where. No one should suffer in silence.

We are here to help survivors make sense of what's happened to them, and begin to make life changing choices for themselves.

**www.revival-wiltshirerasac.org.uk**

**Our single point of access number is 01225 751 568**

**appointments@revival-wiltshirerasac.org.uk**

*We deliver our services in person, online, or by telephone across Swindon & Wiltshire*



Are you an LGBTQI+ Muslim?  
Questioning your gender or your  
sexuality? Questioning your faith?  
**DO YOU NEED SUPPORT?**

We can help.

EMAIL US ON  
INFO@HIDAYAHLGBT.CO.UK



**pride HUB**

**LGBTQIA+ INFORMATION**

**SAFE SPACE**

**PRIDE GIFTS**

**SOCIAL AREA**

**THIS SPACE IS PROUDLY RUN BY VOLUNTEERS TO SIGN UP AS A PRIDE HUB VOLUNTEER, PLEASE E-MAIL: HUB@SWINDONWILTSHIREPRIDE.ORG.UK**

**FIND US @ REGENT CIRCUS, NEXT TO CINEWORLD**

OPEN ON SELECTED DATES. PLEASE VISIT OUR SOCIAL MEDIA FOR CURRENT OPENING TIMES.

**f SWINDONPRIDE @SWINDONPRIDE  
WWW.SWINDONWILTSHIREPRIDE.ORG.UK**

ALL PROCEEDS GO TOWARDS SWINDON & WILTSHIRE PRIDE. CHARITY NUMBER: 1182498.

Victim Support

**HAVE YOU BEEN AFFECTED BY CRIME?**

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

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



Victim Support  
7A Bath Road Business Centre  
Bath Road, Devizes, Wiltshire  
SN10 1XA  
Tel: 01380 738878  
or email  
wiltshire@victimsupport.org.uk  
Monday to Friday, 9am-5pm



Out of the Can+ is a youth group for LGBTQ+ young people.



We're based in Swindon and meet in the town centre on Tuesday evenings. We provide a safe space where you can meet other young people like you.

We have lots of interests and do a range of fun activities throughout the year, including:

- Table tennis/ Card games etc
- Learning about queer history
- Cool science activities
- Arts & crafts projects
- Film/ Pizza nights
- Halloween party
- Go to Swindon & Wiltshire Pride



We run two different groups each week:

**GROUP 1** is for young people in Year 8 - Year 10 (aged between 12-15 years old): 5:00pm to 6:30pm

**GROUP 2** is for young people in Year 11 - College (aged between 15-19 years old): 6:45pm to 8:15pm

We welcome all LGBTQ+ young people and have a diverse group of members representing different ethnicities, abilities, and neuro-diversity.

If you'd like to join Out of the Can+, then send us a message through our website at: [outofthecan.org](http://outofthecan.org) or scan our QR code.



Keep up to date with our news and follow us on Instagram.



**Listen to us, Encourage us, Believe us, And we will thrive.**

**Brighter days are coming**

**Swindon Safe Space**  
The LGBTQ+ Domestic Abuse Safe Space for Swindon

**Contact us now if you need:**

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

For more details or to refer yourself or someone else, please contact us at [safespace@stonewater.org](mailto:safespace@stonewater.org)

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



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

**i Mermaidsuk.org.uk**

**t 0808 801 0400**

**Come  
A SAY  
Hello**



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



Charity Number: 1160575

*We are here to Embrace, Empower & Educate.*

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



Mermaids\_Gender



MermaidsGender



MermaidsGender

**SWITCH  
BOARD**



**0800 0119 100**



**switchboard.lgbt**



**hello@switchboard.lgbt**



**SAMARITANS**

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



Chris O'Donovan Photography/Samaritans

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

[samaritans.org/swindon](https://samaritans.org/swindon)

A registered charity

Call free day or night on

**116 123**

Email

[jo@samaritans.org](mailto:jo@samaritans.org)



Equality, Diversity  
& Inclusion

**NHS**

Great Western Hospitals  
NHS Foundation Trust



**We welcome and  
support the LGBTQ+  
community in Swindon**

**We work with patients, staff and our  
local community to ensure our services  
are inclusive.**

Together we are  
**Great**

To find out how we can support you  
contact [gwh.pals@nhs.net](mailto:gwh.pals@nhs.net)



SOBER  
SAFE  
INCLUSIVE

# LGBTQI+ SOCIAL GROUP

3RD SATURDAY OF  
THE MONTH  
10.30AM -- 12.30PM

UPSTAIRS IN  
SWINDON HUB

36 THE PARADE SN1 1BA

SWINDONLGBTSOCIALGROUP@OUTLOOK.COM

LOVE WHO  
YOU ARE



CAN'T  
PASS  
IT ON

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

**FACT**

[www.tht.org.uk/cantpassiton](http://www.tht.org.uk/cantpassiton)

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Terrence Higgins Trust is a registered charity in England and Wales (no. 288271) and in Scotland (no. SC04595). Company no. 177546.  
Photograph by Sam Egan





# Swindon & Wiltshire pride



[swindonwiltshirepride.org.uk](http://swindonwiltshirepride.org.uk)



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[/swinwiltspride](https://www.linkedin.com/company/swinwiltspride)

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