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WINTER 2016

CELEBRATING

15

YEARS

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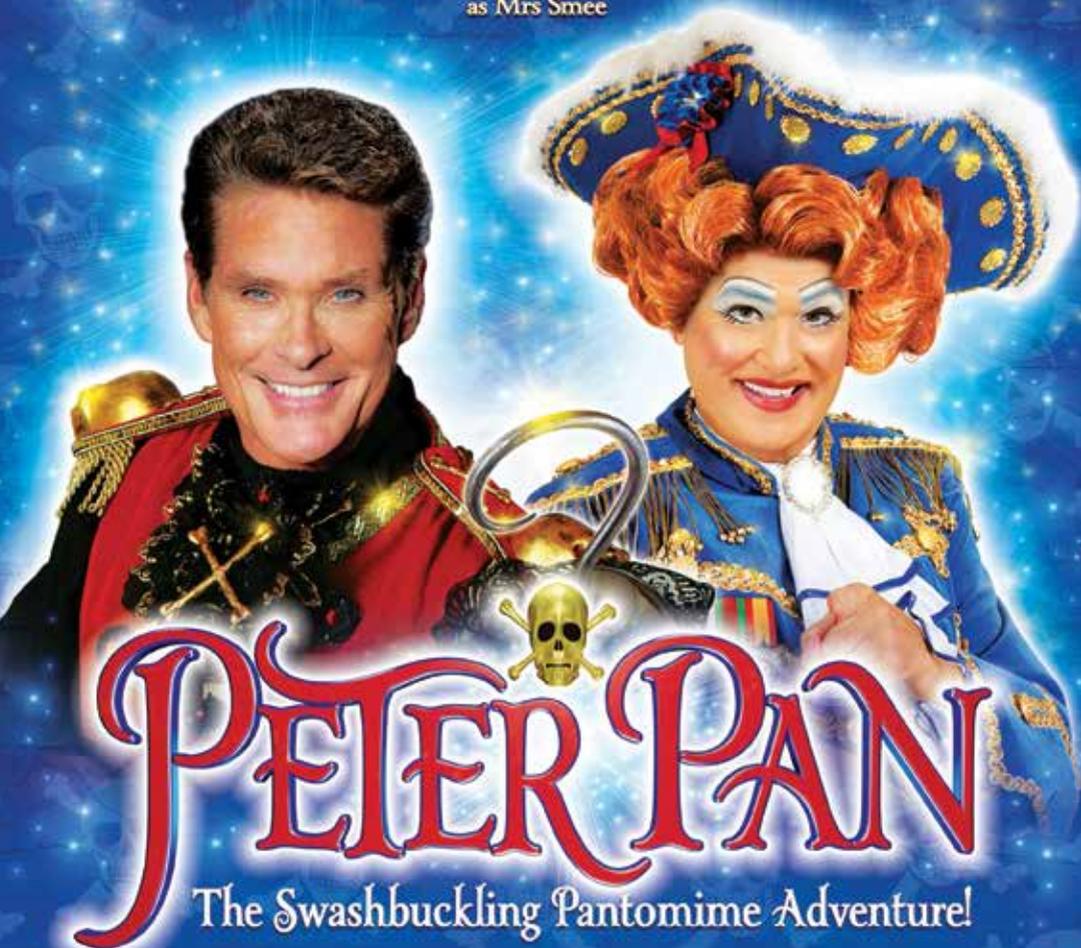
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The world has certainly seen some shifts in 2016. The year started with the death of legendary icon David Bowie and it is safe to say that for many of us, it all went downhill from there! After a list of other celebrity deaths, including Alan Rickman, Prince, Terry Wogan and Victoria Wood, we also faced the uncertainty of the Brexit vote. And as we all know, things went slightly further into the land of the uncertain after the land of the free voted for a billionaire with no experience of politics and a dodgy attitude towards women as their next president. Surely we are all sleeping safer at night knowing Donald Trump has the code to launch a nuclear bomb.

So, were there any positives to take away from this year? Well, time will tell. It could be the Brexit vote and the election of Donald Trump leads to a safer and more prosperous world for us all...although it is doubtful! However, there was one bit of good news for hundreds of gay men across the UK who have been carrying around convictions for a crime that was unjust and for acts that are perfectly legal today. The pardoning of gay men convicted for various sexual crimes was a milestone in gay liberation. The laws against these men represented nothing short of sheer prejudice, and to allow their convictions to continue only served to keep that prejudice alive.

So when we look back on this year, it will almost certainly mark a turning point. But don't forget that whether that turns out to be for good or for bad, the lives of many gay men improved in 2016, and that will always be a good thing.

Let's hope 2017 is a slightly quieter year!



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Welcome

Schools OUT UK

Launches LGBT History Month 2017

“The only way we’ll have real pride is when we demand recognition of a culture that isn’t just sexual. It’s all there – all through history we’ve been there; but we have to claim it, and identify who was in it, and articulate what’s in our minds and hearts and all our creative contributions to this earth.”

So wrote Larry Kramer as part of his totemic play ‘The Normal Heart’, a reaction to the ignorance and hatred being shown openly towards LGBT people during the AIDS pandemic of the 1980s and 1990s. Decades later, Kramer’s words still resonate in post-Brexit Britain. Hate crime has spiked frighteningly in the four months since the vote. Despite all the legal and cultural advances made even in only the last 15 years or so, we still live in interesting times.

Lesbian, Gay Bisexual and Trans History Month UK has been doing exactly what Kramer advocated for eleven years now, and on 30th November 2016 we will be launching the 12th, one that will be

a hugely important anniversary year in British Queer culture. 2017 is the 50th anniversary of the 1967 Sexual Offences Act, which finally partially decriminalised sex between men. Whether this is an anniversary to be celebrated or simply commemorated is up for debate, but it is one that should be marked. And as such the launch at The Speaker’s House in The Palace of Westminster will be one of the first events to do so.

What has that got to do with Pride? Well, we at Schools OUT UK (the charity that created History Month) see History Month itself, February, as a cultural Winter Pride, which differs from the existential bare flesh and booze summer hedonism by celebrating the contributions of LGB and T people to the whole of society, art and industry. And crucially, History Month was created by LGBT teachers for teachers. It was created for schools; it was created for students seeking their identity.

History Month does exactly what Kramer was advocating – over the years, the annual theme (which is curriculum-linked) has illuminated the lives of LGBT achievers (and therefore role-models; people to aspire to be) in Science, Technology, Engineering and Maths (STEM), Music, Sport and History. And 2017 will be no different: PSHE, Citizenship and Law is being launched at this prestigious and appropriate venue



to highlight the lives of four people who strove to improve the lives of fellow queers, including one, Allan Horsfall, who while part of an early campaign group that eventually evolved into CHE, used his home address and phone number as a public contact point. A brave thing to do, especially in the dark days of the 1960s, and was central to the passage of that very 1967 Law. 2017 would have been his 90th birthday year.

In addition to Allan we have chosen former BBC journalist and in her own words “a roaring dyke” Jackie Forster. Under her maiden name, Jackie Mackenzie, she became one of television’s liveliest sparks, sharp and funny with a mercurial quickness. She pioneered live to camera reportage.

US trans campaigner, veteran of the Stonewall riots and “half-sister to the LGBT community” Sylvia River is our trans ‘Face’. Sylvia co-founded the Street Transvestite Action Revolutionaries (STAR), a group dedicated to helping homeless young trans women of colour with her close friend Marsha P. Johnson. Sylvia was the first ‘trans activist’ to call for a Gay Liberation movement inclusive of trans and queer people.

Suffragette Emmeline Pankhurst – whose friendship with fellow suffragette and composer Ethel Smythe has led to some revisionist interpretations of her life. Ethel composed the suffrage anthem “The March of Women”, which was first performed in 1911, and dedicated it to Pankhurst.

2017 is also the 30th anniversary of the death of activist Mark Ashton. The story of the group he founded – Lesbians and Gays Support the Miners – was the basis for the 2014 film *Pride*. Mark’s life will be the subject of a piece created as part of OUTing The Past – The National Festival of LGBT History, which will be in its third year next February and continuing to expand; now being hosted in seven Hub cities across England. This is Schools OUT’s own ‘official’ History Month event, being overseen by us, and each Hub will feature a Schools And Family Day, with child-friendly content aimed at usualising LGBT people in all their diversity.

Schools OUT UK’s CEO Tony Fenwick provided our mantra- “Same-sex relationships and gender variance have always existed, in all times and in all places”.

Andrew Dobbin
Promotions Officer, Schools OUT UK.

PRESENTED BY SCHOOLS OUT UK



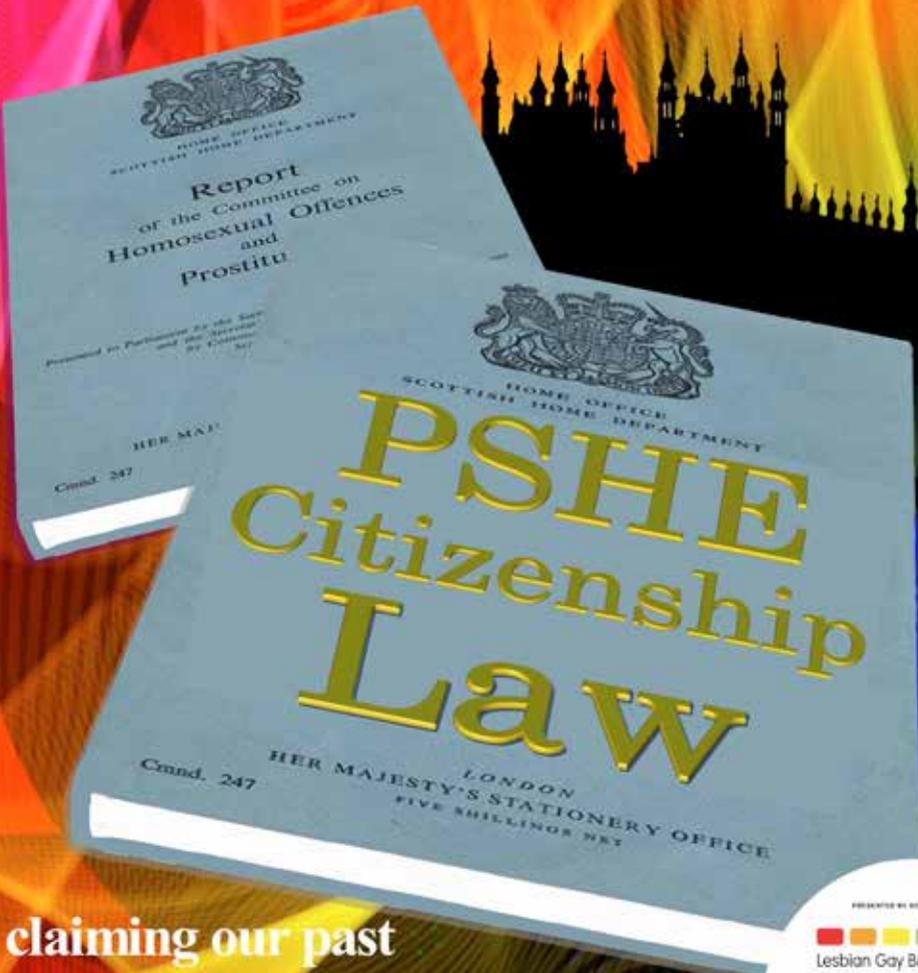
Lesbian Gay Bisexual Trans
History Month

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The LGBT Education Charity

Charitable Incorporated Organisation No. 1156352

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Lesbian Gay Bisexual Trans History Month 2017



claiming our past
celebrating our present
creating our future



Schools OUT UK
The LGBT Education Charity

www.lgbthistorymonth.org.uk

Schools OUT United Kingdom, founder of LGBT History Month, is registered in England as a Charitable Incorporated Organisation (no. 1156352)



Actionwork hits the road for Anti-bullying month

Actionwork anti-bullying month runs from 31st Oct – 30th November and this year has the theme of: Bullying and E-Safety on Trail. There are many shows and workshops taking place all across the UK, one of which is the Anti-Bullying Roadshow, which will be visiting schools across the country.

Every year Actionwork produces the national and international Anti-Bullying Roadshow. This tours to schools, youth clubs, colleges, universities and parent groups all over the UK and abroad. Each year, the Roadshow links to the theme for Anti-Bullying Week. Previous roadshows have included: Cyber Tears, The Science of Bullying, Chronicle of a Bully, Cyber Scream, Clash, and Silent Scream. Our anti-bullying roadshow has been called the ultimate theatre-in-education experience.

The Roadshow complements the themes for Anti-Bullying Week and Anti Bullying Month. This is the best and most amazing roadshow Actionwork have ever created. You will be amazed, you will be entertained and you will want more. The Roadshow is powerful, fun and exciting. Includes, music, science, strategies and the most up-to-date research and information on bullying possible. The bully behind bullying in one amazing extravaganza.

For more information about events by Actionwork, visit www.actionwork.com



Talking Tom – Study shows the dark world of ‘internal cyber bullying’

As a minority, we are all too well aware of cyber bullying. Sadly, most of us will have read something homophobic online before and many of us have been the direct target of ‘trolls’. But a new study shows there is also a darker side to cyber bullying. We might actually be bullying ourselves too.

Using Tom Daley as a case study, Joseph Brennan from the University of Australia has looked at how gay men in a forum talked about Tom before and after he came out. What he found was a culture of body shaming, name-calling and stereotyping which could rival any homophobe. His recent report was called ‘Shouldn’t Tom Daley be a bottom’ and refers to just one of the themes discussed in threads about Tom on the gay forum site DataLounge. In all,

Joseph looked at 20 threads posted between 2010 and 2014 with a staggering 1200 replies in total. His reading showed that body issues and stereotyping were rife within the gay community online.

Before Tom was out, there were loads of rumours about him in the site. Many men were ridiculing his ‘dancers body’ - a very masculine look but moves in a graceful way. Although this is clearly due to his sport,

it didn’t stop posters ridiculing him and criticizing his masculinity and calling him an immature child. But it went further. Posters also made lude assumptions about his sexuality, assuming he was a ‘bottom’ but also implying he was submissive, feminine and prolific.

Things didn’t improve after Tom came out. When it was revealed he was dating the much older film director Dustin Black, the forum came alive with posters calling him a ‘daddy’s boy’ and describing scenes of sexual nature in which Tom is abused by not only his boyfriend but participants in the thread. In the scenes he was depicted as a manipulative and immature person who just wanted to have as much sex as possible.

But does the treatment of Tom really tell us anything about how we talk about ourselves online? Is it just ‘locker room talk’? After all, he is famous, and all celebs get ridicule online, don’t they? While there is no

evidence for the rate of cyber bullying in the gay community, there are many tales and incidents that suggest we have a problem.

Just a quick search through dedicated gay web forums suggest we do indeed have an issue. Within a few clicks on a national gay web forum, Fyne Times reporters found physical criticisms of selfies ranging from ‘your head is a bit small’ to ‘you look like a pedo’. Another thread was totally dedicated to questioning why camp men bothered to build muscle when they ‘clearly just wanted to be girls’.

Research shows that gay men suffer from an increased risk of anorexia and body image issues. The assumption is normally that outside forces from the world at large are to blame, but could it be we are adding to the issues ourselves? If the treatment of Tom Daley is anything to go by, then sadly the answer could well be a resounding ‘yes’.

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This year's #AntiBullyingWeek's theme, **'Power for Good'**, captures what we know brings many of our members into education; to make a difference and be a power for good in the lives of children and young people, hoping to help them feel cared for and supported at school.

While many teachers, support staff and leaders work to take individual and collective action to prevent bullying and to help create the safe environment in schools where children can thrive, we know there's a lot more work to be done.

As an education union, ATL not only deals with the vital matter of members' terms and conditions (including equality of opportunity and reward), but also with key issues such as curriculum, assessment, behaviour in schools and issues which impact strongly not just on staff but also on their students and pupils, including mental health, sexist bullying and harassment, tackling workplace homophobia, biphobia and transphobia, and gender identity prejudice in education.

ATL's 2016 Conference saw 400 of ATL's members discussing how school staff can better support trans young people, focusing on the need for training on inclusive language and how to support students who decide to transition. Research from Metro Youth Chances shows how important this issue is; 83% of trans young people say that they have experienced name-calling while 35% have experienced physical attacks. As Stonewall reported after our Conference, teachers often link this bullying to gender

stereotypes; amongst those who are aware of homophobic bullying in their schools, 49% say that boys who 'behave or act like girls' and 15% say girls who 'behave or act like boys' are bullied.

Unfortunately, we know that many staff do not have the confidence to recognise and challenge transphobic bullying nor to fully support trans pupils. One of our members spoke at Conference of the "knee-jerk" reaction from staff when a pupil faced issues of gender identity: "Staff panicked. There was a knee-jerk reaction to treat it as a safeguarding issue, which is completely inappropriate. Staff want to help but they're unprepared so feel nervous. Teachers don't know what advice and information they should provide." Another member observed that "There's a gaping hole with trans issues. LGB has been at the forefront – bringing the 'T' in is the next step. Homophobia is high profile but transphobia has less visibility. Staff are eager for guidance. Schools need support to get the language right and put signposting in place."

Recognition and response to homophobic bullying has improved in schools; Stonewall's The Teachers' Report (2014), found that levels of homophobic bullying had fallen by 15% since their earlier

report in 2009. The number of schools with explicit policy around homophobic bullying had more than doubled and LGBT young people were almost twice as likely to feel able to speak out about homophobic bullying.

Yet, the 2014 Metro Youth Chances report shows that there's still a long way to go. Having questioned more than 7,000 young LGBT people, the responses revealed that one in five LGBT pupils said that they were physically attacked at school. Next to that shocking figure, is another which reports that two thirds of LGBTQ young respondents said that, at their school, school staff didn't speak out against homophobia, biphobia and transphobia.

Why is there such a lack in the much needed school staff response? Our members tell us that they want to tackle these forms of bullying but just don't know where to start, lacking in needed training or support, while their school leaderships, juggling huge accountability pressures and a manic timetable to deliver curriculum and exam reforms, are struggling to keep all the training and staff support balls in the air. Reflecting this need, ATL's work includes a focus on teacher training policy, our national training programme and local learning activities. We encourage schools' engagement with experts like Stonewall, the Bullying Intervention Group, NSPCC, Diversity Role Models and many others, to learn how they can better support their young people and get access to precious learning resources, supported by our Safer Schools website.

Curriculum is one of the ways that we can challenge homophobic and sexist assumptions. One of the first subjects

that should be at the forefront of this is Personal, Social, Health and Economic (PSHE) education. However, in practice, its lack of status as a statutory subject has led to PSHE not being given the emphasis it deserves.

The lack of curriculum time and training afforded to PSHE teachers mean that many cannot deliver the curriculum with the range and quality pupils need. Yet, if we're to change the reality as reported in the 2014 Metro survey that just 25% of young LGBT pupils said schools had taught them about safe sex with a same sex partner, while around 9 in 10 said that they'd never learned about bisexuality (89%) or transgender issues (94%) in school, we need investment in PSHE and in the training of those who teach it.

Bullying can remove the voice of the bullied, whether pupils or staff. Yet the most powerful tool for beating bullying is engaging that voice; letting those who have been bullied tell us what would work better. ATL's Safer Schools website provides a platform for organisations who embody those voices. Through them, we know that beating bullying is about embedding anti-bullying work across the life of the school, teaching all those there to respect people who are different. Tackling bullying is about giving everyone a voice – consulting on policy, training pupils to support their peers, offering pupils safe ways to report bullying. Ensuring that all staff know how to respond to bullying and to behaviours like homophobic language, and do so consistently. And it has to be about respect and championing equality, making it a safe environment for pupils and staff alike, and truly achieving that 'power for good'.



To find out more about ATL, visit www.atl.org.uk



LGBTQ Inclusivity in Higher Education: First International Conference

The School of Social Policy at the University of Birmingham was delighted to host the first international conference on Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) inclusivity in Higher Education. Taking place in September, the conference welcomed delegates from across the UK, Spain, Australia and Nigeria, among others.

Convened by Dr Nicola Gale and Dr Nicki Ward, the event aimed to recognise the persistence of discrimination and inequality around gender and sexual diversity inside and outside universities. Topics discussed during the two days included role models in academia, understanding asexuality and student experiences.

One delegate said after the event, "I found the two days wholly inspirational and it gave me lots of ideas to take back to our newly forming staff LGBT+ network, has encouraged me to write up some of the research that I had previously completed on LGBT+ students' experiences in Scotland, and gave me some (tentative) research ideas for further development in the form of a PhD".

Professor Saul Becker, Pro-Vice-Chancellor and Head of the College of Social Sciences said, "This conference is a very welcome and important step in improving the experiences

of staff and students across higher education. The University of Birmingham celebrates the diversity of our communities and works hard to develop an inclusive workplace and an enriching learning environment. I am grateful to the organisers, Dr Gale and Dr Ward, for the lead they have provided and I look forward to future events."

The conference also saw the launch of Dr Gale and Dr Ward's best practice guide on LGBTQ-inclusive curriculum, based on an award-winning project funded by and conducted at the University of Birmingham.

The aim of the guide is to support anyone working in a Higher or Further Education setting to feel confident about making gender and sexual diversity visible within the curriculum. The guide includes examples and case studies showing how this can be tailored to different academic disciplines.

The final version of the guide is currently being published and will be available later this year.

If you would like further information about the guide please contact Nicola or Nicki n.gale@bham.ac.uk or n.j.ward@bham.ac.uk.

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Stonewall launches Stonewall Season festival

Stonewall, the lesbian, gay, bi and trans equality charity has just announced its brand-new festival of events, Stonewall Season, which will take place between 1 – 10 November in venues across Britain and is kindly supported by Visa.

Created to celebrate LGBT life and culture, Stonewall Season will feature a range of events, from film screenings, to panel discussions, club nights and a closing event at the Tanner Warehouse on trendy Bermondsey Street.

Stonewall Season will launch on 1 November in Manchester, with a panel discussion held at the University of Manchester, with speakers including Coronation Street's Daniel Brocklebank, trans activist Charlie Craggs and representatives from Manchester-based groups Proud Trust and Rainbow Noir.

It will culminate in a spectacular closing event, with an exhibition and auction of bespoke works of art created by some of Britain's best-known artists from across the creative industries including Marc Quinn, Henry Holland and Gareth Pugh. Brands, businesses, media outlets, schools and community groups across Britain are being asked to take part in the Season by hosting fundraising activities throughout the week.

Gok Wan, Depop, KU Bar, The Royal Airforce, GayStarNews and Barefoot Wines are just some of those who will be supporting the Season in some way, shape or form.

Ruth Hunt, Chief Executive, Stonewall said: 'We have seen lots of discussion around LGBT safe spaces this year, as a range of the community's best-loved events and venues have come under attack or have had to close down.

'It's vital that we all do whatever we can to change that, and I'm delighted that our Stonewall Season will help enable individuals and groups across the country to create spaces that are welcoming of and celebrate our wonderful and diverse lesbian, gay, bi and trans community.

We will use the Season to create a moment in time, where LGBT life and culture can be celebrated, and we can come together as a community and its allies to also think more about the work that lies ahead.'

Kevin Jenkins, Managing Director of Visa UK & Ireland said: 'At Visa we recognise the importance of equality, diversity and inclusion and that's why we're proud to sponsor the inaugural Stonewall Season. We're committed to supporting Stonewall to continue working towards acceptance without exception for all lesbian, gay, bi and trans people. We see the Stonewall Season as the next stage to drive

LGBT issues, working to encourage the conversation in all communities across the UK. We're very proud to stand by Stonewall's side to achieve this.'

You can get involved in the Season in numerous ways, whether it's via hosting an event, spreading the work at school or at work or buying a ticket to one of the events taking place.



Find out more on the Stonewall Season website
www.stonewallseason.org.uk



Contact Details
www.highbury.ac.uk
hr@highbury.ac.uk

“Highbury demonstrates its commitment to go beyond mere compliance with equality legislation, and to actively promote equality and celebrate diversity throughout the College’s many activities. We place equality and diversity, and tackling discrimination, at the heart of our work and champion these by:

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- embracing and celebrating the diversity of our students, staff and local communities
- promoting equality in our policies, procedures, plans and practices”

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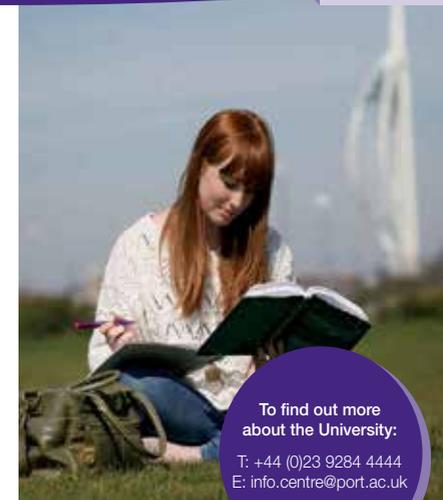


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The University is a member the LGB charity Stonewall Diversity Champions Programme and we are pro-active in working to ensure we provide an inclusive gay-friendly environment for both staff and students. This is acknowledged in our good performance in Stonewalls Workplace Equality Index and Gay By Degree Survey.

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For further information, please visit:
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Hate Crime remains high after Brexit vote

There is little doubt that prejudice played a big part in the result of the Brexit vote. In the run up to polling day, some areas of the media focused entirely on immigration issues, stirring up racism and using it to justify our exit from the EU. However, this focus on race has not only affected events on 23rd June, but it seems the UK is now suffering a massive hangover from the events surrounding Brexit, and one of the key symptoms is a significant and lasting rise in hate crimes.

True Vision were one of the first organisations to wave the warning flag. Soon after the vote, the hate crime charity published figures which showed a massive spike in reported hate crimes the week after Brexit. Within this week, there were a staggering five times more hate crimes being reported than before. While most were directed towards foreign nationals, there have also been reports of a rise in prejudice towards LGBTs. In London, just a few days after the vote, a gay man was astonished to hear a group in Drury Lane shouting 'first we'll get the Poles out, then the gays'. And his story has similar examples across the country.

In Wales as well, it seems Brexit had a strong effect. In total, across the nation's four forces, hate crime rose two fifths in the aftermath of the referendum and in the days following the vote, there were around 60% more hate crimes reported.

However, just the rise in racism itself is an issue for the gay community, whether reports of LGBT specific hate crimes are rising or not. There is currently a large number of LGBT immigrants in

this country. Some are seeking asylum specifically because of their sexuality, some chose to settle in the UK because of its open attitude to matters of sexuality while others just happen to be gay and living here. But one thing is clear, the rise in hate crime is a very real issue for the LGBT community.

And figures are showing that this could be a lasting problem. While there was a spike of hate crime in the week following Brexit, figures have settled, but at a much higher rate than before the vote. We won't know the full picture until sometime next year when figures are released, but Brexit does seem to have legitimised racism and brought all forms of hate out from behind closed door.

No hate crime should be too 'trivial' to report. From name calling in the pub to shouting in the street, anything which is racist, homophobic, anti-disability or sexist should be tolerated. It is true that reporting does not always lead to a conviction, but there are still many reasons to report it. Sometimes just a visit from a police officer is enough to make somebody think twice about their actions next time. Reporting can also add vital information to the picture of where, when and what crimes are happening which can inform authorities and help in policing such issues.

To find out more about hate crime or report an incident, visit one of the websites below. If you are in immediate danger, don't hesitate to call 999 or to report a local incident after it has happened, you can also call the non-emergency police number which is 101.



The Labour Party is the Party of equality. Throughout our history, both in government and opposition, and through our role as a Stonewall Diversity Champion, we have campaigned for equality and diversity in the workplace and in wider society.

In government Labour worked with trade union partners, socialist societies and others to change the law and transform attitudes. We worked to deliver landmark changes such as Civil Partnerships, the repeal of Section 28, equalisation of the age of consent and outlawing discrimination on the grounds of sexual orientation, while in opposition we have led the way in campaigning for the recent Marriage (Same Sex Couples) Act. We are very proud of our record which has helped to transform lives and we are delighted to celebrate it through LGBT History Month and Pride.

For further information on the campaigning work of the Labour Party and the work of the Labour Government

please visit our website at www.labour.org.uk and also the website of our partner organisation, LGBT Labour, who campaign for LGBT equality within the workplace and wider society.

www.lgbtlabour.org.uk



Stand out from the crowd



At Metropolitan, we're only discriminating about one thing: recruiting the best people. People who like working hard and making a difference.

We've spent 10 years as a Stonewall top-100 employer, so you can be sure Metropolitan is a great place for lesbian, gay, bisexual and trans people to develop their careers. We're also improving the services we offer to our LGBT customers. Join us, and you can be who you want to be.

www.metropolitanjobs.org.uk



Metropolitan
Improving **life** together





RECOGNISING AND RESPECTING EQUALITY AND INCLUSION

Hampshire Constabulary is striving towards an ever stronger commitment to recognising and respecting equality and inclusion in its workforce and communities. The discrimination, bullying and harassment of anyone because of their sexual orientation or gender identity must be tackled with dedication and determination.

This is a central part of a commitment to Hampshire Constabulary's **C.A.R.E** values.

- C**ommon sense and sound judgement;
- A**cting with integrity, courage and compassion;
- R**especting people and keeping our promises;
- E**xperiences are used to learn and improve.

Chief Inspector Julie Fry, chair of Hampshire Constabulary's Lesbian, Gay, Bisexual and Transgender (LGB&T) resource group, said: "People who demonstrate gender fluidity or who are being open for the first time about their sexual orientation can be among the most vulnerable that police must protect. A homophobic, biphobic or transphobic incident is any incident perceived as such by the victim or anyone else. Incidents can include abusive or threatening language at work, in public places, or in private. A victim does not have to be lesbian, gay, bisexual or transgender. Crucially, it's how an incident is perceived by a victim or anyone else that determines the nature of any crime."

Increasing awareness of LGB&T hate crime and incidents

Hampshire Constabulary is asking more members of the public to help increase the understanding of the issues affecting LGB&T communities. One challenge is the under-reporting of hate crime and incidents to police.

Chief Inspector Julie Fry added: "This year we are continuing our largest ever survey of hate crime, domestic violence and sexual assault incidents with LGB&T communities. A more informed insight helps us give the best protection to the most vulnerable in society. We're asking people to take a few minutes to read and complete the survey, the findings of which can further guide the respect, integrity and fairness that underpins our service to all victims and witnesses of homophobic, biphobic and transphobic abuse."

Please enter the link below into your internet browser:
<https://www.surveymonkey.com/r/FJGR2GS>



Lesbian and Gay Liaison Officer

If you're affected by a crime because of your sexual orientation or gender identity, any police officer or member of police staff can help you. Hampshire Constabulary is able to strengthen this support with approximately 90 Lesbian and Gay Liaison Officers (LAGLOs) who are a wide range of both officers and staff with specific skills, extra experience and training to manage LGB&T issues.

Sergeant Kirsten Troman said: "Being visible, accessible and approachable is fundamental to forming closer connections and greater confidence with LGB&T communities. LAGLOs and colleagues always look forward to being proud participants in the summer Pride season, including marches in Brighton, Bournemouth and Portsmouth. These vibrant and exhilarating events are an exuberant example of how we can banish prejudice with a cosmopolitan celebration of culture, individuality and diversity."

Hampshire Constabulary is also exploring innovative and interactive ways to encourage conversations and confidence with more people living with prejudice or discrimination because of gender identity or sexual orientation. A police Ford Focus carrying the force's existing LAGLO logo was unveiled at the force's Families Day event at Netley near Southampton last year. Hampshire Constabulary's LAGLO car has been taken around the county and country to visit community events where we've been raising awareness of how to report homophobic, biphobic and transphobic hate crime incidents.

How to report LGB&T crime

You can report information to us about hate crimes or incidents without having to disclose your sexual orientation or gender identity. You can always speak to the police in confidence or, if you prefer not to speak with us directly, you can always report it to a friend or someone else. If you're reporting a crime or providing information, we'll do everything necessary to protect your identity. If you still wish to remain anonymous, we will respect your request. Phone 101 if it's not urgent. Mini-com users can phone 18001 101. In an emergency, always dial 999. Information can be given anonymously by phoning the independent Crimestoppers charity on 0800 555 111.

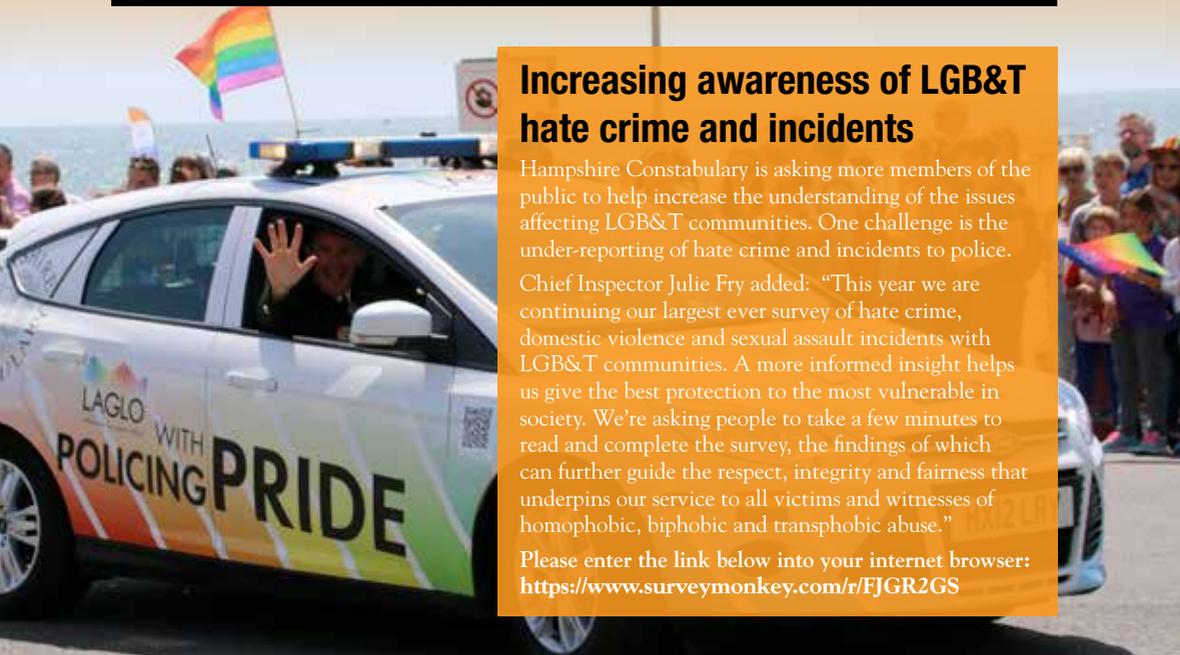
Reflecting the communities we serve

Hampshire Constabulary policies apply to Lesbian, Gay, Bisexual and Transgender (LGB&T) employees so anyone joining the police can feel comfortable with their identity, and have the confidence to challenge prejudice, discrimination and negative attitudes.

Leadership and management is maintained by a LGB&T Resource Group in the force, established to support the force's lesbian, gay, bisexual and transgender employees. It's also the driving force behind the LGB&T community work of Hampshire Constabulary. All members of the Resource Group carry this workload in addition to their core role, which often finds them devoting their own time to this important area of policing.

The force's commitment to equality and inclusion recognises that those who contribute to policing have the right to be treated with dignity and respect. Fair treatment for all, both the public and our colleagues alike, is the cornerstone of policing by consent. Hampshire Constabulary aims to develop a workforce that is representative and reflective of the LGB&T communities we serve. For more information, visit our website:

www.hampshire.police.uk



Fyne meets the ultimate running man

For most of us, running a marathon is a lifetime achievement. But for one man from Bristol, his passion for running took him much further than just one... 400 further to be exact! Once a victim of bullying, Ben Smith decided he wanted to raise money and spread the word that bullying is unacceptable and that there are ways to re-build self-esteem and confidence. And what better way than to run 401 marathons in 401 days. Fyne Times went along to meet Ben Smith, the multi-marathon running hero.

So you have recently run 401 marathons in 401 days. The first question has to be – why?

Running is a passion of mine. It was something I discovered at about 30 years old, so quite late in life and it helped me with my confidence and self-esteem which I didn't have much of since all the bullying that I went through at school. It just seemed like a perfect way to twin two things that I wanted to achieve in life, that would help people with the same things that I went through, hence why my charities were Stonewall and Kidscape.

What is special about the number 401?

When we were deciding on what we wanted to try and achieve here, we knew it needed to be something big, because to raise a quarter of a million pounds when you aren't a celebrity is hard and I don't have a profile which can draw in millions of pounds just with my name. So we knew it needed to be something that made people sit up and say 'oh my god'. But also, we wanted to raise the issues of bullying and wanted to inspire and challenge people to do things they never thought were possible, so that would mean rather than doing it in one location we wanted to do it in as many locations as possible to get people involved. The criteria for Guinness to get the official record didn't fit in with what we were trying to achieve in the project, so we made a decision early on that we wouldn't go for the actual world record. What was more important to us was that we achieved our objective. At the time of planning we found out there was a Spanish guy who did 365 marathons in 365 days. So we decided to round it up and add one extra as a victory lap!

What was your experience of being gay at school?

I didn't come out until quite late on in life, and that was through fear of being ridiculed. It was drilled into me when I was at school that being gay was weak, it was kind of in a way sub-human, dirty and I wouldn't be able to lead a good life. That's what I was conditioned to think, even though the reality was completely different. That's what I was bullied for. I never actually confirmed the fact that I was gay at all. However, I was being called it and subject to the derogatory words that people use about being gay. It led to me trying to take my own life when I was 18 because I thought if I couldn't lead the life I wanted to, then I have no choice. I tried again when I was 21 and after I tried the second time, I thought that the only way I could be happy was to lead a 'normal' life. Everything I did all the way through my 20s was about existing. All my visions and objectives were other people's, not my own. And it's funny because running was the one thing that I actually did for myself. The power and the belief in myself that it gave me helped me start to achieve things that I

never thought possible. The confidence it gave me and I suppose the acceptance of who I was helped me to come out to my parents, and there were no issues there. If there was a book written on how parents should react, they clearly wrote it. And I have a very loving other half now that has stood by me all the way through this. I feel so strong and so kind of congruent with who I am and I think that kind of comes across when I talk to people in schools. I'm not ashamed of who I am, I'm proud of who I am and I don't see myself as different to anybody else.

Was it hard to talk about the bullying you experienced to the schools and media during the challenge?

I've always been one of those people behind the scenes and I've never put my head above the parapet. We did think quite long and hard about whether or not I wanted my life spread across the papers, which obviously, it has been. But you know what, the choice was made once I'd dealt with everything that happened to me at school, and I made sure I did that prior to taking on this challenge

because otherwise I would have been doing it for completely the wrong reasons and actually I think if people see me talking about what happened to me then it at least opens up the doors for other people to talk about the kinds of issues that they might be facing then maybe I can leave the world a little better for that.

So how about the running? What did you think about when you were running?

I tended to use the time while I was running to help other people that had been running with us. We had over 9500 people running with us during the project. I think 1600 of those people ran further than they have ever ran before, of which I think 600 ran their first marathon or ultramarathon. What we wanted to get out of this project was a heightened awareness around the issues of bullying across the board, but it was also about giving people something which running gave me, confidence and self-esteem, and giving it to them by showing them they could do things that they never thought were possible.

So what is next for you? Another challenge?

I'm not a challenge junkie, so there won't be another one, but we are looking at carrying on the legacy of the 401 and that will be in the form of a foundation which we are currently setting up and hopefully that will be done by the end of the year. There is definitely an appetite for it. We have a very engaged following on social media and there was obviously national media interest in the 401 Challenge. We want to make sure that we can work with grass roots projects throughout the UK and grant them money to support what it is they are doing. We want to be self-funded and put on a marathon every year where the entire proceeds go towards the foundation. We've got about 250 schools on a waiting list that are wanting a talk from me, having heard about my talks during the project, so we are going to be carrying that on, it's just about fitting them in when we can. The point here is that we are showing the younger generation that anything is possible, really, no matter who you are.



Photos courtesy of Micheal Lloyd



To find out more about the run and to hear news of the foundation as soon as it happens, www.the401challenge.co.uk

Gloucestershire County Council is committed to promoting equality, diversity and cohesion. Our policies and procedures are intended to ensure fairness for all and reinforce our commitment to tackling inequalities wherever they exist and to eradicating the unacceptable treatment of any person.

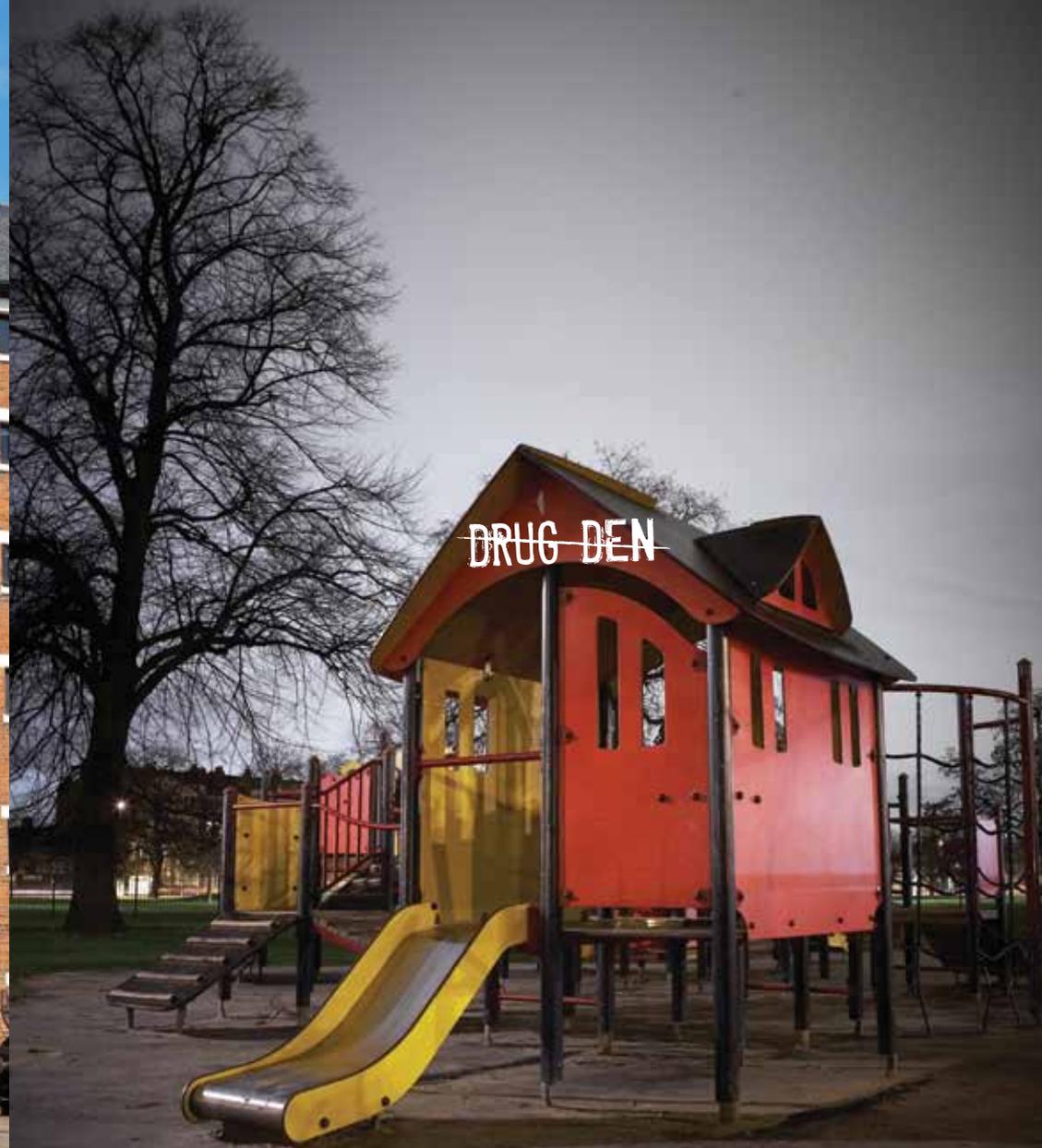
We have Employee-led networks which promote equal opportunity and help eliminate discrimination. These networks give staff the chance to have a say and get involved in supporting and promoting Equality and Diversity in the workplace.

Our LGBT network, Prism, has been in place for many years and works proactively within the organisation and externally with Stonewall and other local LGBT networks. They hold regular meetings for members, across various locations in Gloucestershire and actively contribute to policy direction.

Pleasure Boats, Gloucester Docks



www.gloucestershire.gov.uk/jobs



THIS IS WHERE YOU DRAW THE LINE

Police Community Support Officers

Starting salary c £22,400 including shift and weekend working allowances

If you live in the GU, RG or SP postcode areas and want to work in the north of Hampshire/Surrey borders.

Get further information by visiting www.hampshire.police.uk

Make your application on www.newjob.org.uk



Scotland – a new gay resort?

As little as ten years ago, the press in Scotland were calling openly gay politicians a ‘threat to the family’. But fast-forward a decade and the country officially has the ‘gayest’ parliament in the world with a larger percentage of LGBT MPs than any other.

What can Scotland do for us?

The prime reason to head across the boarder has to be the knowledge that all of your money is being spent in an increasingly pro-gay country. The fact that Scotland has completely embraced so many LGBT MPs shows that as a whole, Scotland is a place you can feel safe and welcomed.

In terms of where to stay, all of Scotland’s major cities have a good gay scene. There are so many venues to choose from in Glasgow. In Aberdeen, there are fewer LGBT venues, but they are much closer together and are all very welcoming. If you are into clubbing, the Edinburgh is the place to head, with classy clubs all offering a great night out.

Head for the hills

Scotland is mostly, of course, known for the stuff outside the city; the mountains and wild landscapes. The further north you go, the more stunning the scenery. Tourist locations such as Loch Ness or Loch Lomond offer endless walks in stunning scenery as well as local attractions

such. Accommodation is easy to find as well with many local landlords now running Air BnBs at some incredibly reasonable prices. There are also some pretty good ski resorts which may not be able to offer snow in the summer, but still offer some great hotels and facilities.

The bad bits

Of course, with any destination, there are some downsides. The weather in Scotland is in no way comparable to Gran Canaria or Mykonos! This is definitely a holiday for those who don’t mind the great outdoors and all it has to offer, which does include rain! But good days in Scotland do exist and the beauty of the region is breath-taking when you finally get a break in the clouds.

And then there is the problem of midges. The summer months in Scotland can be affected by the tiny little critters and at their worse, they can be incredibly annoying. Locations further south and away from water are normally okay.

Lastly, there is of course a caveat to Scotland being a gay friendly country. Like everywhere in the world, you will always have one or two bigots who let the side down. There are very few reports of hotel or B&B owners refusing same-sex couples a double bed. However, there is always the risk in any country. Scotland is covered by the same equality rules as the UK. So if you do get a problem, you can report it in the same way.

If you want to find out more about the regions of Scotland and what is on offer in the country, go to www.vistiscotland.com

CELEBRATING DIVERSITY

South Cambridgeshire District Council is committed to eliminating discrimination and prejudice, and developing a culture, which values difference, both in employment and service delivery.

Our commitment to equalities is based on the idea of equal life chances. We recognise that the potential for isolation can be far higher in communities such as South Cambridgeshire where the rural nature of our community adds to the potential for disadvantage to people.

We have worked hard to ensure that our LGBT staff and LGBT communities are valued and respected and above all have a voice in our vibrant and evolving district.

For more information, please visit our website www.scambs.gov.uk



Llywodraeth Cymru
Welsh Government

Hate Crime

Wales is a diverse country with people from different backgrounds, beliefs and cultures. The Welsh Government has a firm belief that Wales is a better country when equality and diversity is welcomed.

www.cymru.gov.uk

When hate crime occurs, it can not only have a corrosive and damaging impact on the victim, but also a much wider impact on our communities. As a consequence, people can feel unsafe and disconnected from community life which in turn can have a detrimental impact on health, housing, education and economic wellbeing.

Huge strides have been taken in recent years to make Wales a safe, vibrant place to live, where people's differences are valued and celebrated and where we have a great sense of belonging and pride. The Welsh Government has demonstrated strong leadership to drive these changes.

In 2014 we launched 'Tackling Hate Crimes and Incidents: A Framework for Action' which sets out our commitment to challenge hostility and prejudice across all the protected characteristics. The Framework includes objectives on prevention, support and improving the multi-agency response.

Since 2014 Welsh Government has provided funding to Victim Support Cymru to operate the National Hate Crime Report and Support Centre which is critical to provide independent advocacy and support for victims.

We also continue to work closely with a range of criminal justice agencies, through the Hate Crime Criminal Justice Board and our Independent Advisory Group, which helps to monitor progress from a grass roots level. In fact, partnership working is at the heart of everything we do in this area.

This year, Hate Crime Awareness Week took place between 8th and 15th October. It is a key time for third sector partners and the four Police Forces in Wales to work with communities affected by hate crime. The Welsh Government provided funding to the four Police and Crime Commissioners to support activities during the week, with a focus on increasing awareness and community engagement across Wales.

So what progress has been made? There has been a 20% increase in hate crime reporting in 2015-16. This can, in large part, be attributed to better awareness, confidence amongst victims and more accurate recording. Wales is leading the way in this regard, but there is no room for complacency. We know that up to 50% of victims are still not reporting, so there is more to be done to assure victims that it is both important and worthwhile to report what they have suffered.



In Wales, transgender hate crimes had the lowest levels of reporting in 2015-16, by comparison with other forms of hate crime. Welsh Government is committed to addressing this through its Transgender Action Plan which was launched in March following a period of consultation and engagement events with members of the trans community. The Action Plan seeks to tackle barriers to equality for trans people in health, education, sport and in our communities.

There is more to be done to instil and increase confidence in victims, and to challenge anyone who promotes hatred. This is particularly important in times of increased tensions which test the fabric of our communities and where there can sometimes be polarised views.

It seems clear that part of the reported increase reflects a spike in hate crime following the EU referendum, and that some groups in our communities are more fearful following that vote.

In the month following the EU referendum there was a 72% increase in referrals to the Welsh Government funded National Hate Crime Report and Support Centre, in comparison to referrals in July 2015. There was a continued increase into August of 62% compared to August 2015.

A survey conducted by Galop, an LGBT anti-violence charity shows that hate crimes against LGBT people increased 147% during July, August and September compared to the same period last year. Last year, across Wales, sexual orientation hate crime was the second most commonly recorded hate crime.

Clearly, there are concerns around the impact of the referendum and other recent events on community cohesion and how we can pull together as a country. Welsh Government funds a national Community Cohesion Programme, supported by eight Cohesion Co-ordinators working across Wales, to help monitor tensions and to work locally with partners to tackle hate crime.

Emerging challenges are changing how we need to work with partners to respond to hate. It is important we are flexible and agile and continuously move forward to explore new ways to get key messages out to communities and, not least, provide reassurance and support for victims of hate crime.



Stonewall
C Y M R U
DIVERSITY CHAMPIONS
HYRWYDDWYR AMRYWIAETH



Llywodraeth Cymru
Welsh Government

www.cymru.gov.uk



Llywodraeth Cymru

Fel llywodraeth ddatganoledig Cymru, rydym yn gyfrifol am ddatblygu a chyflawni ystod eang ac amrywiol o bolisiau a rhaglenni i bobl Cymru.

Wrth galon hyn mae'n hymrwymiad i fod yn gyflogwr delfrydol, a llwyddo i greu gweithlu mwy cynhwysol ac amrywiol – gweithlu sy'n adlewyrchu'n well y cymunedau rydym yn eu gwasanaethu, sy'n gwerthfawrogi'n pobl ac sydd yn eu cynorthwyo i ddatblygu i'w potensial llawn.

Mae gweithio gyda'r rhwydweithiau amrywiaeth staff yn rhan hanfodol o'r broses hon. Mae'r sefydliad yn Hyrwyddwr Amrywiaeth Stonewall ac mae PRISM, ein rhwydwaith ar gyfer staff LGBT+, wedi'i wobrwyo am ei waith. Mae'r rhwydwaith yn cynnig arweiniad a chymorth i'w aelodau ac yn cynghori ar ddatblygu polisiau.

Wrth recriwtio, rydym yn chwilio am unigolion sy'n hyblyg, yn arloesol ac yn gyfrifol. Yn gyfnewid am hyn, rydym yn cynnig pecyn cyflog cystadleuol ac amgylchedd gwaith modern a hyblyg.

Am ragor o wybodaeth, ewch i
www.llyw.cymru

Caiff swyddi gwag eu hysbysebu ar y dudalen
www.cymru.gov.uk/recriwtio

Welsh Government

As the devolved government for Wales, we develop and deliver a wide range of policies and programmes for the people of Wales.

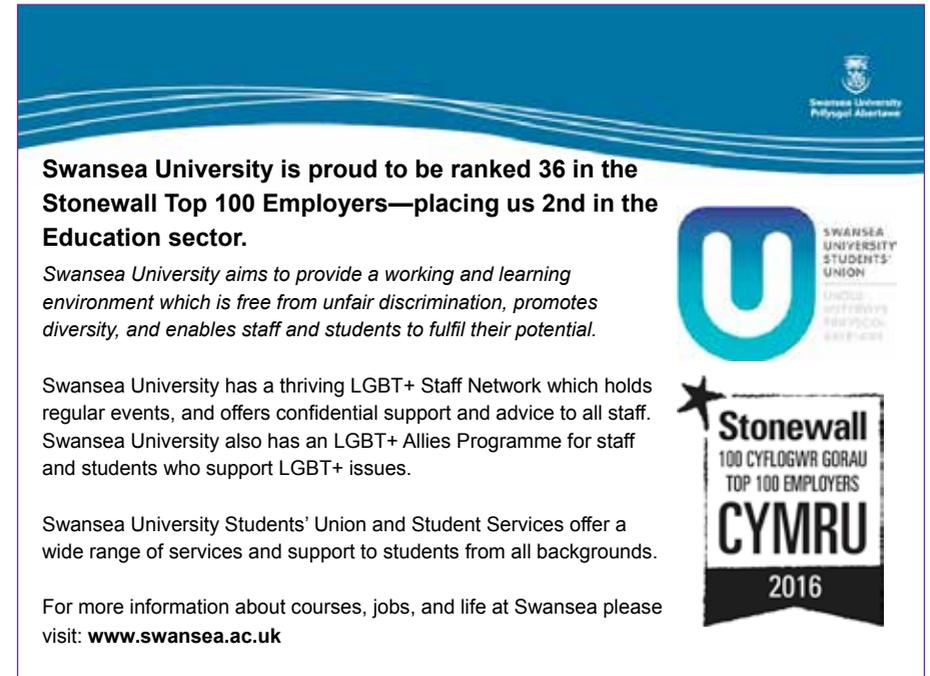
At the heart of this lies our commitment to being an employer of choice and achieving a more inclusive and diverse workforce, which better reflects the communities we serve, values our people and helps them develop to their full potential.

Working with our staff diversity networks is a vital part of our journey. We are a Stonewall Diversity Champion and PRISM, our award winning staff LGBT+ network offers guidance and help for its members and advises on policy development.

When we recruit we are looking for individuals who are flexible, innovative, and responsible. In return we offer a competitive package and a modern, flexible working environment.

Please visit
www.wales.gov.uk

Vacancies are posted on the site at:
www.wales.gov.uk/recruitment



Swansea University is proud to be ranked 36 in the Stonewall Top 100 Employers—placing us 2nd in the Education sector.

Swansea University aims to provide a working and learning environment which is free from unfair discrimination, promotes diversity, and enables staff and students to fulfil their potential.

Swansea University has a thriving LGBT+ Staff Network which holds regular events, and offers confidential support and advice to all staff. Swansea University also has an LGBT+ Allies Programme for staff and students who support LGBT+ issues.

Swansea University Students' Union and Student Services offer a wide range of services and support to students from all backgrounds.

For more information about courses, jobs, and life at Swansea please visit: www.swansea.ac.uk




Wythnos gwrth-fwlio 2016

#NoBystanders

Rydym yn falch o gefnogi ac ymgych #NoBystanders Stonewall. Byddwn bob amser yn herio iaith sy'n bwlio ac yn pryfocio ac rydym yn addo ceisio sicrhau tegwch a charedigrwydd, a pheidio ag anwybyddu bwlio.

www.Cynulliad.Cymru
[@CynulliadCymru](https://twitter.com/CynulliadCymru)

Anti-bullying week 2016

#NoBystanders

We are proud to support Stonewall's #NoBystanders campaign. We will always challenge bullying and teasing language, and promise to stand up for fairness, kindness and to never be a bystander.

www.Assembly.Wales
[@assemblywales](https://twitter.com/assemblywales)



Cynulliad Cenedlaethol Cymru
National Assembly for Wales

Swyddwyr LGBT Cynulliad Cenedlaethol Cymru
OUT-NAW
LGBT Network of the National Assembly for Wales




Caerphilly County Borough Council

"Working Together for the Good of All"

Caerphilly CBC joined Stonewall's Diversity Champions programme in 2013 and we used the first year to take a look at what was already being done and, more importantly, what needed to be done.

The Council workforce is around 9,500 staff and serves a county borough population of approximately 178,000 residents.

During 2014, the first specific LGBT awareness training for staff took place. Later, following a multi-partner project to map hate-crime in the area, we developed training programmes around, homophobic bullying in schools and youth centres.

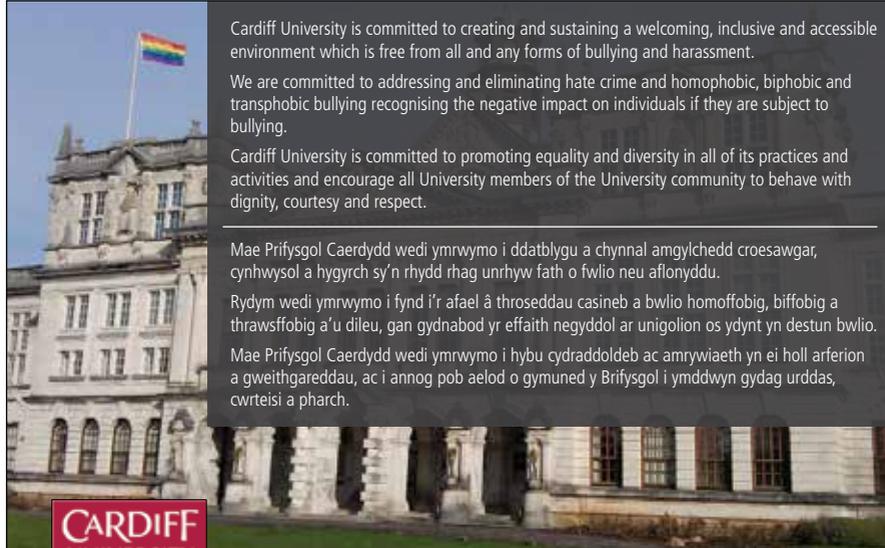
Internally, the Council now records sexual orientation data of its staff alongside the other protected characteristics. The published data is anonymous and though numbers are small, it's still a significant step forwards in terms of awareness and visibility of the LGBT staff.

HR policies have been, and continue to be, updated to reflect the need to ensure that same sex couples are treated no differently from opposite sex couples and single parents.

A new intranet on Equalities and Welsh language issues was launched in August 2013, allowing access to council policies and guidance, and information for self-reporting Hate Crimes, and general information such as on LGBT History Month, IDAHO and other relevant dates.

We know that we have a long way to go and much work to do, but 2013 saw us take some very important and positive steps forwards for our LGBT community, not only to comply with our statutory duties, but to prove that we do as our motto states - that we work together for the good of all.

www.caerphilly.gov.uk/equalities or
www.caerffili.gov.uk/cydraddoldeb



Cardiff University is committed to creating and sustaining a welcoming, inclusive and accessible environment which is free from all and any forms of bullying and harassment.

We are committed to addressing and eliminating hate crime and homophobic, biphobic and transphobic bullying recognising the negative impact on individuals if they are subject to bullying.

Cardiff University is committed to promoting equality and diversity in all of its practices and activities and encourage all University members of the University community to behave with dignity, courtesy and respect.

Mae Prifysgol Caerdydd wedi ymrwymo i ddatblygu a chynnal amgylchedd croesawgar, cynhwysol a hygyrch sy'n rhydd rhag unrhyw fath o fwlio neu aflonyddu.

Rydym wedi ymrwymo i fynd i'r afael â throseddau casineb a bwlio homoffbrog, biffbrog a thrawsfbrog a'u dileu, gan gydnabod yr effaith negyddol ar unigolion os ydynt yn destun bwlio.

Mae Prifysgol Caerdydd wedi ymrwymo i hybu cydraddoldeb ac amrywiaeth yn ei holl arferion a gweithgareddau, ac i annog pob aelod o gymuned y Brifysgol i ymddwyn gydag urddas, cwrtseisi a pharch.



For further information see Cardiff University's website: www.cardiff.ac.uk




Rhondda Cynon Taf is proud of its outstanding natural environment and strong, unique cultural heritage. Local people are renowned for the way in which they welcome visitors and their strong sense of community founded on help for those in need and respect for the individual.

The Council wants Rhondda Cynon Taf to be a place where no one experiences discrimination or disadvantage because of their age, gender, race, colour, nationality or ethnic origin, gender preference, disability, faith or belief, marital status, civil partnership, sexuality, family circumstances, or class. The Council sees everyone in Rhondda Cynon Taf as an equal citizen whilst recognising that people will have different needs.

As a Council we believe we have a duty to tackle discrimination and disadvantage so that people feel safe from harassment and everyone has access to high quality services.

As an employer the Council employs over 12,500 staff and believes everyone should have the opportunity to work for the Council, with a workforce to reflect the diverse nature of Rhondda Cynon Taf communities so that the Council can benefit from the skills, knowledge and experience within those communities.

The Council uses its leadership role to promote equality and diversity and share ideas and good practice with partners and other service providers.

The council has recently Reached the Stonewall WEI Top 100 is looking forward to improving the work we do in this area.

More information about the Council can be found at www.rctcbc.go.uk







Mae gan Sir Gâr draddodiad balch o groesawu pobl o bob cefndir i'n cymunedau ac rydym yn parhau i adeiladu ar y gwerthoedd craidd o barch a goddefgarwch.

Ymunwch â ni wrth ledaenu'r neges ein bod ni gyd yn gydradd o ran gwerth a bod gan bawb eu rhan i chwarae mewn cymuned. Rydym yn defnyddio'r neges #MwyYnCyffredin i ddangos mai mewn undeb y mae nerth a'n bod yn gwerthfawrogi cyfraniad pawb.

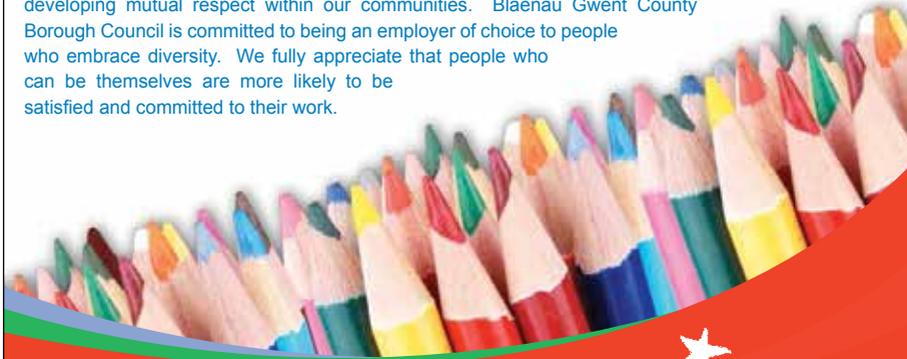
Carmarthenshire has a proud tradition of welcoming people from all backgrounds to our community and we continue to build on those values of respect and tolerance.

Join us in spreading the message that we are all equally valued and we all have a part to play in our communities. We are using the message #MoreINCommon to show that we are united and that we value the contribution that all members of our community can make.



Celebrating Diversity

Blaenau Gwent is a changing area, which respects and celebrates its increasing diversity. We aim to improve the lives of everyone who lives or visits here by developing mutual respect within our communities. Blaenau Gwent County Borough Council is committed to being an employer of choice to people who embrace diversity. We fully appreciate that people who can be themselves are more likely to be satisfied and committed to their work.



www.blaenau-gwent.gov.uk



Heddlu • Police DYFED-POWYS

Diogelu ein Cymuned - Safeguarding our Community



Dyfed-Powys Police introduce LGB&T Liaison Officers in a move that recognises that LGB&T needs are far wider than Hate Crime



Being a victim of any type of crime or anti-social behaviour isn't something that anyone chooses; it's something beyond our control and can leave us feeling vulnerable and intimidated.

As a police service, we are often the first point of contact for our communities at times of crisis. It is part of our role to provide support, guidance and advice to victims as they move through the Criminal Justice process. We also work with other organisations involved in that process to do everything that we can to make the experience one which is free from barriers.

I know that for some members of the LGB&T community, making that initial contact with police can be difficult. A fear of not being taken seriously by the police can be just as overwhelming as the fear of somehow being outed during the process of reporting a matter to us. We have been working hard to identify and dismantle those barriers, but of course, there's always more to be done.

Dyfed Powys Police are committed to ensuring that the police services are accessible to everyone.

That's why I have introduced LGB&T Liaison Officers in June 2016. These officers provide support to LGB&T victims of crime, as well as being a source of advice for investigation teams and specialist departments within the organisation. They have been trained and developed by experts from across the country who focused on providing knowledge and understanding of domestic abuse, sexual abuse and hate crime. The trainers also gave an insight in to how we support a person with a non-binary gender variance and helped us challenge our practices. We are already planning the next course so that we can double the number of LGB&T Liaison Officers we have.

Pam Kelly, Temporary Assistant Chief Constable

P.C. Kelly

This is just an example of one of the positive steps which we are taking to make our services more accessible to the LGB&T community within Dyfed-Powys. If you live in the Dyfed-Powys Police area and want to speak to one of our LGB&T Liaison Officers, all you have to do is call 101 and we will connect you. They look forward to speaking with you.





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Prism

Gwent Police LGB&T Support Network

13:13_02

GAY GREAT

Hans Christian Anderson



Hans Christian Anderson was born in Odense, Denmark in 1805. His father, also called Hans, often told his younger son that he was the illegitimate son of the previous King of Denmark and that their family were of royal blood. But there was no evidence to support this and the family were in fact very poor. His father died relatively young leaving Hans and his mother Anne alone with only her pay as a washer woman to survive. Hans was forced to support himself, working as an apprentice weaver.

Hans was a gentle boy, and feminine in looks and behaviour. With a very high voice, he was often mistaken for a girl. However, this did give him a perfect soprano tone, which came in useful when he headed to Copenhagen at the age of just 14 to work in the Royal Danish Theatre.

However, his singing voice did not survive puberty and his acting was not good enough to sustain a career on the stage. And so Hans turned to writing instead and his boss at the Royal Danish Theatre offered to pay for him to attend a grammar school to help with his new career plan. But his time at the school was dark. He was abused regularly and at one point, teachers discouraged him from writing.

The discouragement was flatly ignored though by the young Hans. After school, he continued writing with renewed vigour. He already felt included towards children's literature and his first popular short story was called "A Journey on Foot from Holmen's Canal to the East Point of Amager." He didn't follow up the success right away, but was lucky enough to get a grant from the King to travel to take a journey around Europe and write about his adventures. His travels were detailed in his first ever novel, *The Improvisatore*.

While his professional life was going well, his personal life was more tricky. It seems pretty clear that Hans was attracted to both sexes, but it also seems he had a preference for unrequited love. There is no evidence that he ever had a partner at all, but his life was filled with writing love letters to people it was either impossible to be with or who didn't love him back. Notable among his male romantic interests was good friend Edvard Collin, to whom he wrote some beautiful love letters. However, Edvard only felt platonic affection for Hans and he became one of many heartbreaks for the young writer.

His romantic disasters were not wasted though. Hans turned his hand to fairy tales, realising it was an ideal outlet for his passion, desires, politics and a great place in which to work with hidden meanings and messages. In 1835 he published the first of his two most celebrated collections, simply entitled *Fairy Tales*. The collection included classics such as *The Tinderbox*, *The Princess and the Pea*, *Thumbelina* and *The Emperor's New Clothes*. Another story included in the collections was *The Little Mermaid*, a story which was apparently inspired by a metaphor describing the depth of Hans' love for Edvard, which he had written in a letter during his desperate failed love affair.

By middle age, he was famous across Denmark and somewhat of a national treasure. He continued to travel and mix with the rich and great of the time, including a short holiday with Charles Dickens. He was still considered an odd personality with some social issues. Indeed, the trip to stay with Dickens ended badly when Hans clearly overstayed his welcome, which annoyed the famous English writer greatly. However, his stories were firm favourites across the world and inspired and educated many children.

Hans died in 1875 and was initially buried next to his dear friend and love Edvard and his wife, although the family later moved the bodies of the couple, leaving Hans grave on its own. Many years before he died, he was asked if he was planning to write an autobiography. His answer was that he already had: *The Ugly Duckling*. The story is said to mirror his childhood as a social awkward, odd-looking boy who grew to become one of the widely-read writers of all time. In the UK, his stories live on in the annual traditional pantomime with several of his tales adapted for stage being performed all across the country.





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ADD A BIT OF WORLD CULTURE TO YOUR CHRISTMAS DINNER

Turkey. Nobody likes it. Nobody eats it at any other time or season. And yet, as a nation, we are obsessed by having it for the most important meal of the year! Typically British, our way of celebrating is to spend a lot of money and time cooking something we are not that keen on. So this year, why not break the cycle and look to what other countries do to celebrate Christmas?

ALBANIA

Let's start off with one for the veggies! In Albania, it is traditional to eat pumpkin and walnut pie, which is called a Byrek me kungull dhe are - in case you want to google the recipe. It is traditionally cooked on Christmas Eve and then eaten at lunch time on Christmas day.

GERMANY

If you want to stay a bit traditional but you are just fed up of the dry turkey, then why not go all German for the day and pick up a nice fat goose! Goose is a much darker meat with a stronger flavour, but is popular in various countries for Christmas, but especially Germany.

CZECH REPUBLIC

If you are keen on a spot of fishing, then grab your rods and head out on Christmas eve, then come home and make a massive fish soup. If it sounds a bit too much to stomach after all that egg nog, then maybe turn to the other traditional Czech Christmas meal, pea soup. They know how to party in the Czech Republic.

JAMAICA

The Jamaican turkey replacement could be a little bit trickier to pull off here in the UK. First, you need to find somebody who will sell you some goat meat. Then you just need to make a lovely spicy curry out of it. The recipe also calls for Scotch Bonnet Peppers so get ready for possible tummy troubles during the Queen's speech!

DOMINICAN REPUBLIC

Moro de guandules is one of the traditional dishes eaten and Christmas and it consists of rice and 'pigeon peas' for its main ingredients (whatever they are). The dish also contains spices, tomatoes, and coconut milk.

POLAND

The Polish have totally got the right idea! To represent the Apostles, the Polish eat 12 different dishes on Christmas Eve as soon as the first star appears in the sky. Mind you, there is a catch....none of them can contain meat.

Worst Christmas songs....EVER!

It must be tempting for every popular musician to do a Christmas song. Noddy Holder has described I Wish It Could Be Christmas as his pension. Her career may have long since died, but Mariah Carey's bank balance is kept very much alive with her annual PRS cheque for her upbeat classic All I Want For Christmas. But there are some stars who have tried to create themselves yearly bonus cheque and frankly failed...badly. Here are four stars who should have known better.

Please Daddy Don't get Drunk This Christmas – John Denver

It is not unusual for artists to use Christmas songs for hard-hitting messages, but the usually spot-on musical genius John Denver

had a bit of an off day when he wrote this one. The upbeat tune suggests a happy jingle about warm fires, hot drinks and lots of sweets. But instead of this, the lyrics are about a boy pleading with his father not to get drunk and make his mother cry. Well done for raising the issue of alcoholism at Christmas John, but maybe mixing it with a jolly holiday sounding song was not the way to go!

Christmas Conga - Cindy Lauper

Sounding like the theme tune to a worldwide sporting event in Mexico, for most of the song you are wondering what on earth planet Cindy is on. It is after the chorus of 'bonga, bonga, bonga' is heard for about the third time, you realise that the 'Christmas Conga' actually refers to the one thing we are all too drunk and full of food to do at Christmas – the adult bedroom horizontal jig! Despite the hidden adult theme, this Christmas song will simply melt your ears and instantly make the master pieces of human art melt away and leave you with the feeling that all humans are as creative as the boss at an office party.

Must Be Santa Claus – Bob Dylan

Did the Nobel Prize committee hear this one before they made their decision? Presumably not. This is one of the few on our list that does make it to the supermarket compilation, occasionally. The high-energy song contains lyrics you would expect of a Nobel Prize for Poetry winner, such as 'Must be Santa, must be Santa, must be Santa Claus' etc.. Unusually for Bob, the song contains no deep message. Rather than questioning who is bringing the moral desires of an entire generation to its knees, in this song, Bob forgoes the warnings against

materialism and capitalism and instead asks the deep question 'who has black boots, a red hat and a white beard' (the song title is a bit of a spoiler here it must be said).

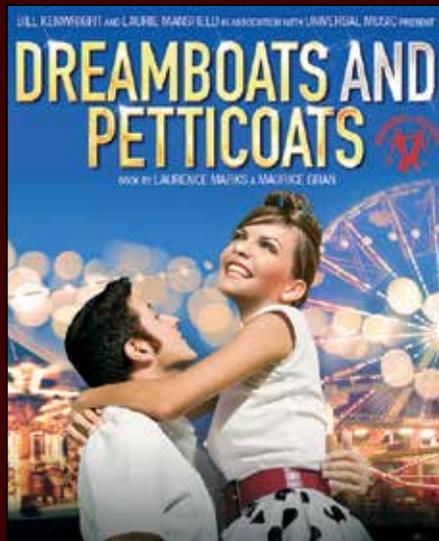
Back Door Santa – Bon Jovi

The question is, did nobody around him realise the sexual innuendo in this title or did they know, but chose not to tell him? The lyrics are also hardly suitable for a modern audience. In the song, Jon suggests he 'comes more than once a year' and 'makes the little girls happy while the boys are out to play'. There is also some dodgy sounding lyric about keeping money in his pocket to pay the children so he can be alone with them, but I think we have all got the measure of this song now, so let's chalk this one down as a rather big career low for Bon Jovi.

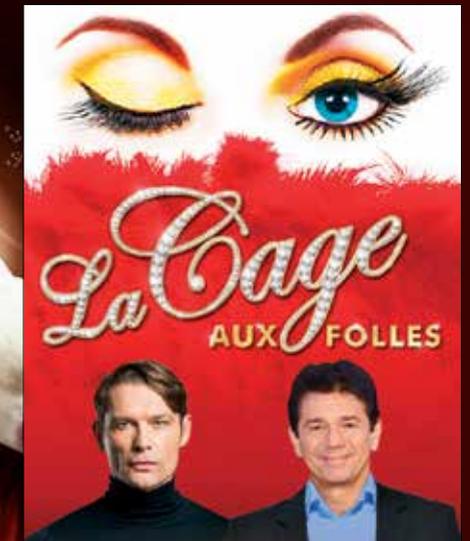
I saw Mommy Kissing Santa Clause – Twisted Sister

This classic Christmas song describes the horror of a small child discovering their mother's infidelity with a man who is depicted everywhere in the festive period but who, to be honest, the child had probably been questioning the very existence of for some time. This essentially harrowing tale was taken on by the 'iron men of rock and roll' Twisted Sister. The irony of a metal band performing a Christmas classic is definitely alive and well in this song, but the nature of the lyrics combined with the angst-ridden instrumentation means this song could be renamed 'I saw my childhood descend into a living hell and by God I wish I'd just stayed in bed like I was supposed to'.

All of these songs can be heard on YouTube. Those of a musical disposition should listen with caution. May contain bad music.



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“The Hamlet of musical theatre”

John Partridge talks Cats, drag and stiletto drama with Sam Bennett

Down the phone on his way to Norwich, “terrible” is the judgement John Partridge applies to the recent reincarnation of Rum Tum Tugger in Andrew Lloyd Webber’s *Cats*. First entering the cast of that musical 30 years ago at the age of 16, John would go on to play Rum Tum Tugger in the



original film of the show. The UK tour of *Cats* which stopped by the New Theatre in September 2016 was host to a new version of the character, a rapper cat with a backwards cap and trashy gold chains.

“*Cats* is an iconic show, don’t change it!” the performer says. “It’s iconic, award-winning, that’s what you go and see it for. You can reset something but you can’t really change its fabric.” Then he theatrically tells me that the original Rum Tum Tugger is back in place on Broadway, almost booming that “the character has been restored to its former glory...”

He is on route to Norwich as part of the 2016 UK tour of *Chicago*, for which he portrays Billy Flynn. He finishes this gig in Birmingham on 31st December, and begins a tour of *La Cage Aux Folles* five days later in Oxford.

‘A Little More Mascara’ from *La Cage* served as an anthem for his gay, teenaged self, he says, citing the music of the Fierstein and Herman creation as “the soundtrack to my sort of coming out,” saying “sort of” because he “didn’t really have a coming out story.”

With the original Broadway production winning six Tony Awards, *La Cage* opened in London in 1986, coinciding with what John remembers as “the explosion of HIV and AIDS into people’s consciousness,” brought on by advertising involving icebergs and the words “don’t die of ignorance,” which to him “overshadowed” the vibrant show’s West End debut.

Taking on the role of drag artiste Albin, in what will be the show’s first ever UK tour, John refers to *La Cage* as “the Hamlet of musical theatre. I am very nervous; people love the show and hold it in really high regard, as do I. There will be a lot of expectation on my shoulders and it is something I’m taking incredibly seriously.”

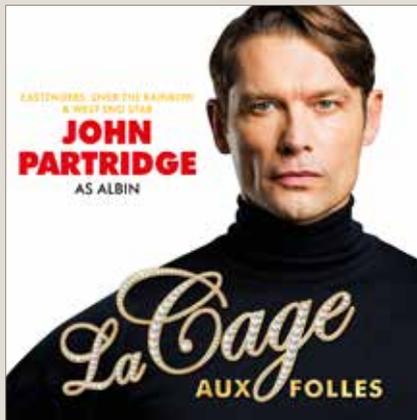
I suggest that playing a drag queen is not dissimilar to a role he took on almost two decades ago, that of Marilyn in Boy George’s *Taboo*, but John believes that part to be “a completely different kettle of fish.

“Marilyn was kind of anti-drag. He didn’t wear boobs, he wasn’t trying to look like a woman, he wasn’t a female impersonator. A lot of his fashion was just makeup and hair and occasionally he put on a dress. Boy George, Maz and all those people from that time were ‘freaks,’” he continues, quoting the term used positively in *Taboo* to describe the various eccentrics that decorated London’s clubland in the Seventies and Eighties. “It wasn’t really about drag, it was about wearing makeup and experimenting with boundaries – and gender was a part of that.

“You weren’t going to see Marilyn down the Black Cap bouncing to Shirley Bassey on a Saturday night – it’s not what he did.”

Having touched on *Taboo* my heart rate quickens as I elect to ask John about an incident Boy George wrote of in his autobiography, *Straight*, concerning John threatening someone with a stiletto. Had I ventured into “I’m not going to talk about it” territory?

But I hear a gleeful laugh from the actor, before he recalls the episode in question. “Before I opened in *Taboo* I only had about three or four days of rehearsal,” he says, highlighting



the fast-paced, learn-quick nature of musical theatre that could help explain why not everything in every show is tip top perfect all the time. “During my only dress rehearsal before my opening night, I went on stage and unbeknownst to me I had my wig on back to front – not a good look, right?

“I went through a whole number like it, and Paul Baker, the guy who played Philip Sallon, was laughing at me, and I wasn’t having it. So, yes, I did afterwards take my shoe off, and pin him against the wall with my stiletto to his eye. I said ‘if you so much as look at me again...’ and that was all I had to say.” Indeed, the Culture Club frontman would make clear in his book that Baker didn’t make the same mistake twice. I’m told the actors of Philip and Marilyn actually shared the same management at that time, “We don’t now,” John says with a playful, camp snarl.

La Cage Aux Folles is at New Theatre Oxford from the 5th-7th January. It was in this city that John opened in Chicago back in February; he left the Celebrity Big Brother house and a week later had to go out and sing ‘Razzle Dazzle’, rendering that period “all kind of a blur. I am very much looking forward to coming back and being a lot clearer of mind and body,” he says.

It’s worth noting he is returning with a show he calls “amazingly funny,” laugh at your own risk – you don’t know how deadly his heels could be.

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Pronouns: Getting 'it' right

A tribunal hearing in Wales recently heard that a food centre boss had referred to a transgender employee as 'it'. While this was one of a catalogue of transphobic actions by the boss, it raised an important point about the trans community – what pronoun do you use? Clearly 'it' is offensive, but it also seems hard to grasp that in some circumstances 'they' is not only acceptable, but preferable. So how do you go about using pronouns without offending?

First rule of pronouns

There is a definite way to avoid all problems with pronouns – ask the person. Many members of the trans community, whatever their self-identification, are okay with being asked. In fact, it is mostly considered polite to do so. In many trans friendly spaces it is common to ask straight away when you

meet somebody. It's no big deal. Just say 'how would you like me to refer to you?' or even introduce yourself and state what pronoun you prefer, even if you are not trans, and then ask their pronouns to get the conversation started.

Exceptions to the rule

There may be some exceptions to the rule. Sometimes it might be obvious a person is trans, but their gender presentation is also obvious. If the person you meet has clearly been introduced with a male name and is presenting very masculine, it is probably a safe bet to call them 'he'. The same of a person introduced as female who has a female name. It still isn't offensive to ask a trans person their pronoun, but if you think it is obvious, it probably is.

Wait for others

If you are nervous of asking or saying the wrong pronoun, then maybe just try and avoid using a pronoun until you hear somebody else using one. Hang back from the conversation for a moment and listen carefully, or try to avoid using a pronoun and just refer to the person by their name.

What if I get it wrong?

If you have found out their pronoun but get it wrong, correct yourself immediately. Don't make it a big deal, because it's not. Just show you are trying to be aware and polite. If it happens a few times, maybe make a more substantial apology and explain you really are trying.

Should I correct others?

If somebody has told you their pronoun and then somebody else gets it wrong, maybe correct them politely, but in the manner of somebody giving information rather than telling somebody off. Sentences like 'I think Jo prefers to be referred to as 'he'' are not aggressive, but make it clear the speaker needs to change the pronoun they are using.

What not to say

As we have established, 'it' is rude. Whether you are well meaning or not, it shows you haven't actually paid any attention to a person's gender identity. Also try to avoid using phrases like 'he, she, whatever'. That just highlights again that you not only can't read their gender, you don't really care. Try not to ask somebody's gender directly either. The pronoun will tell you all you need to know. They are either male, female, or non-binary gender, and this covers the range of genders in-between the pronouns too.



Annie is a BAFTA first!

It has been a year since Annie Wallace first appeared on our screens as head teacher Sally St Claire at Hollyoaks High and she has certainly made an impression! Annie was recently announced as one of the lucky few to be shortlisted for the Best Actress in the Television category at the BAFTA Scotland awards. She will be up against two other nominees – Caitriona Balfe for her role in Outlander and Ashley Jensen from Catastrophe. Annie is the first openly trans person to be nominated for a BAFTA before, and so she has already made history even before the names are read out!

The makers of Hollyoaks have not been shy about placing Annie's character in some pretty strong and challenging storylines. One of her biggest moments was when she was revealed to be the biological parent of long-standing Hollyoak's character John Paul McQueen.

Annie took to social media as soon as her nomination was announced, saying she was 'delighted and overwhelmed' to be in the short list. The award ceremony takes place on Sunday 6th November in Glasgow.



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Sun 11th Dec • £14 adv • 7pm
Blossoms

Tue 13th Dec • £15 adv • 7pm
Minor Victories
+ Ulrika Spacek

Fri 16th Dec • £8 adv • 6.30pm
Peerless Pirates

Fri 16th Dec • £17 adv • 10pm
Craig Charles Funk & Soul Club

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Leatherat Christmas Party

Sun 18th Dec • £10 adv • 7pm
Galactic Empire
+ Nick Johnston

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Presenter returns to TV screens after transition



A well loved British TV presenter has become the first to transition in the middle of their career. Formally known as Jonathan, India Willoughby is a face well known to the ITV viewing public. As Jonathan, she struggled for years hiding her true self and in 2010, she officially changed her name to India and started working and living as a woman for a PR agency in Newcastle. Her transition was still not complete though, as she spent some time living her female life 9-5 but then presenting as a man at the weekends when visiting her son.

However, she now lives fulltime as a female and has recently landed a job with Tyne Tees television, which will see her return to the screens of viewers in the northeast as a freelance reporter. When describing her story, she told the Daily Mirror – “one of the reasons I decided to stand up and be counted as trans was because of all the misinformation out there. Historically it has been branded as anything from a perversion to a joke rather than something biological. “

The Doctor will see you now sir

The media have recently reported on the tragic case of Kyler Prescott, a young American who sadly took his own life after staff at a local hospital insisted on referring to him as a girl, because that was his birth gender. The young trans boy suffered with depression and bullying for most of his life. However, the hospital's refusal to accept his gender seemed to be

the last straw. While his death is clearly a rarity, it has raised the issue of how the trans community are dealt with in the medical profession and while here in the UK doctors are issued with some information relating directly to gender confirmation procedures, there seems to be a massive training gap when it comes to day-to-day treatment.

Going to the doctor for something as simple as an infection or a sore back should be easy for everybody. However, for the trans community, it can be a daunting prospect. Certainly if you are seeing a new doctor or your present one is not yet aware you are trans. There is also some evidence to suggest that trans people who approach the doctor with an illness, especially a mental one, will often see their trans issues being pulled into the situation or mentioned even though it is not necessarily relevant.

It seems as though the medical profession is moving fast to deal with the issues it has surrounding a trans person who wants hormones or surgery, but it has not yet dealt with simply how to deal with a trans patient.

With training to become a doctor taking many years, there is clearly already a lot to learn and it could be argued there is no room to squeeze in more. However, all medical staff are subject to the Equality Act 2010 and the GMC does have some advice for dealing with trans patients. The the web page on the GMC site which deals with trans issues does deal with treatment pathways for gender specific issues, but general treatment and good practice is not tailored to trans patients at all.

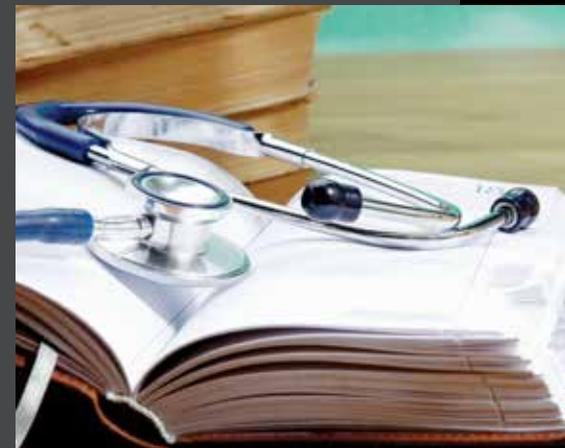
A report to parliament highlighted the issue, stating that many trans people felt their treatment by the medical profession was poor, at best. Other issues were reported, such as confusion over cervical smear tests after gender recognition and difficulties explaining specific gender needs to receptionists, who may see some requests at odd with the gender of the patient showing on their system.

At worse though, basic trans awareness seems to be lacking. On a trans forum in

which such matters were being discussed, there were complaints about the rigidity of pronouns relating to medical records. One wrote that their doctor called her Mr for many years after her transition while another said the receptionist had used her birth name when calling her through to her appointment. The automated nature of the NHS now perpetuates such problems, with automatic sign-in only able to take account of binary genders, and no easy way of correcting your name or gender on the system.

There is some glimmer of progress afoot though. The Royal College of GPs launched a training module in 2015 which gives more details about trans issues to doctors and GPs. There are also various groups and bodies researching the current situation and pressure is mounting on the GMC to include trans issues in standard teaching for a medical career.

With the number of openly trans people increasing year on year, treatment and adequate training for Gps is becoming a pressing need. Until that happens though, getting medical treatment could still be a bit of a lottery if you identify as trans.



Transgender Day of Remembrance

The Transgender Day of Remembrance was set aside to remember those who were killed due to anti-transgender hatred or prejudice. The event is held in November to honour Rita Hester, whose murder on November 28th, 1998 kicked off the "Remembering Our Dead" web project and a San Francisco candlelight vigil in 1999. Rita Hester's murder – like most anti-transgender murder cases – has yet to be solved.

Although not every person represented during the Day of Remembrance self-identified as transgender – that is, as a transsexual, crossdresser, or otherwise gender-variant – each was a victim of violence based on bias against transgender people.

We live in times more sensitive than ever to hatred based violence, especially since the events of September 11th. Yet even now, the deaths of those based on anti-transgender hatred or prejudice are largely ignored. Over the last decade, more than one person per month has died due to transgender-based hate or prejudice, regardless of any other factors in their lives. This trend shows no sign of abating.

The Transgender Day of Remembrance serves several purposes. It raises public awareness of hate crimes against transgender people, an action that current media doesn't perform. Day of Remembrance publicly mourns and honours the lives of our brothers and sisters who might otherwise be forgotten. Through the vigil, we express love and respect for our people in the face of national indifference and hatred. Day of Remembrance reminds non-transgender people that we are their sons, daughters, parents, friends and lovers. Day of Remembrance gives our allies a chance to step forward with us and stand in vigil, memorializing those of us who've died by anti-transgender violence.

To find out more,
visit tdor.info



TACKLING HATE CRIME

Thames Valley Police is committed to tackling Hate Crime in all its forms

For gay and lesbian members of the community, this can be the experience of prejudice or bias brought about by another's Homophobia. Homophobia can happen at home, in schools, on the street, and in the workplace. It can come from someone you know or a complete stranger.

You can report hate crime incidents directly to the 24-hour Thames Valley Police non-emergency number 101 or any third party reporting service.

A homophobic Hate Crime may take the form of:

- Verbal abuse and physical assaults.
- Damage to property outside gay venues.
- Burglary, sometimes including graffiti.
- Attacks where the offender's actions or words display a homophobic motive.
- Incidents where heterosexual people who are mistaken for homosexual or bisexual people are subjected to homophobic abuse, harassment or attacks.
- Domestic abuse (Examples may include, if a husband abuses his wife having discovered that she is a lesbian or abuse within the context of a same-sex relationship).
- Police define a homophobic incident as one that appears to any person to be motivated by homophobia.

We aim to:

- Deal promptly and effectively with reported incidents of homophobia.
- Work in partnership with members of, and groups within, the lesbian, gay, bisexual and transgender (LGBT) community and partner agencies to provide an effective problem-solving approach.
- Support ongoing training to increase awareness among Force members of homophobia issues.
- Make sure that an appropriate level of sensitivity is applied to police inquiries.
- Reduce homophobic incidents.
- Reassure lesbian, gay, bisexual and transgender people that we are committed to providing an effective response to their requests for police assistance



Thames Valley Police stands with the communities it represents. Officers are supported in their attendance of Pride events and in May 2016 sported rainbow colours in support of the International Day Against Homophobia, Transphobia and Biphobia.

To explore how you can make a difference by joining Thames Valley Police, visit <https://applyonline.thamesvalley.police.uk/> to see the opportunities available

World AIDS Day - Don't Forget you Ribbon on 1st December

World AIDS Day is held on the 1st December each year and is an opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died. World AIDS Day was the first ever global health day, held for the first time in 1988.

Why is World AIDS Day important?

Over 100,000 people are living with HIV in the UK. Globally there are an estimated 34 million people who have the virus. Despite the virus only being identified in 1984, more than 35 million people have died of HIV or AIDS, making it one of the most destructive pandemics in history.

Today, scientific advances have been made in HIV treatment, there are laws to protect people living with HIV and we understand so much more about the condition. Despite this, each year in the UK around 6,000 people are diagnosed with HIV, people do not know the facts about how to protect themselves and others, and stigma and discrimination remain a reality for many people living with the condition.

World AIDS Day is important because it reminds the public and Government that HIV has not gone away – there is still a vital need to raise money, increase awareness, fight prejudice and improve education.

What should I do on World AIDS Day?

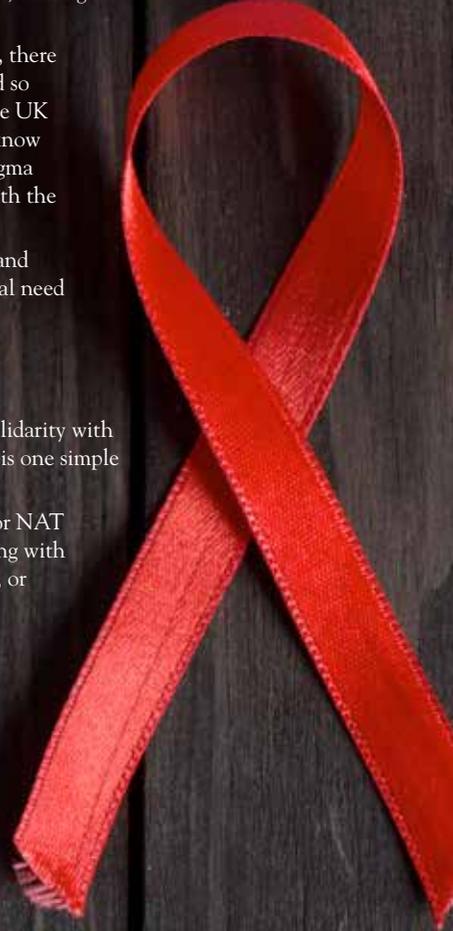
World AIDS Day is an opportunity to show support to and solidarity with the millions of people living with HIV. Wearing a red ribbon is one simple way to do this.

World AIDS Day is also a great opportunity to raise money for NAT (National AIDS Trust) and show your support for people living with HIV. If you feel inspired to hold an event, such as a bake sale, or simply sell red ribbons.

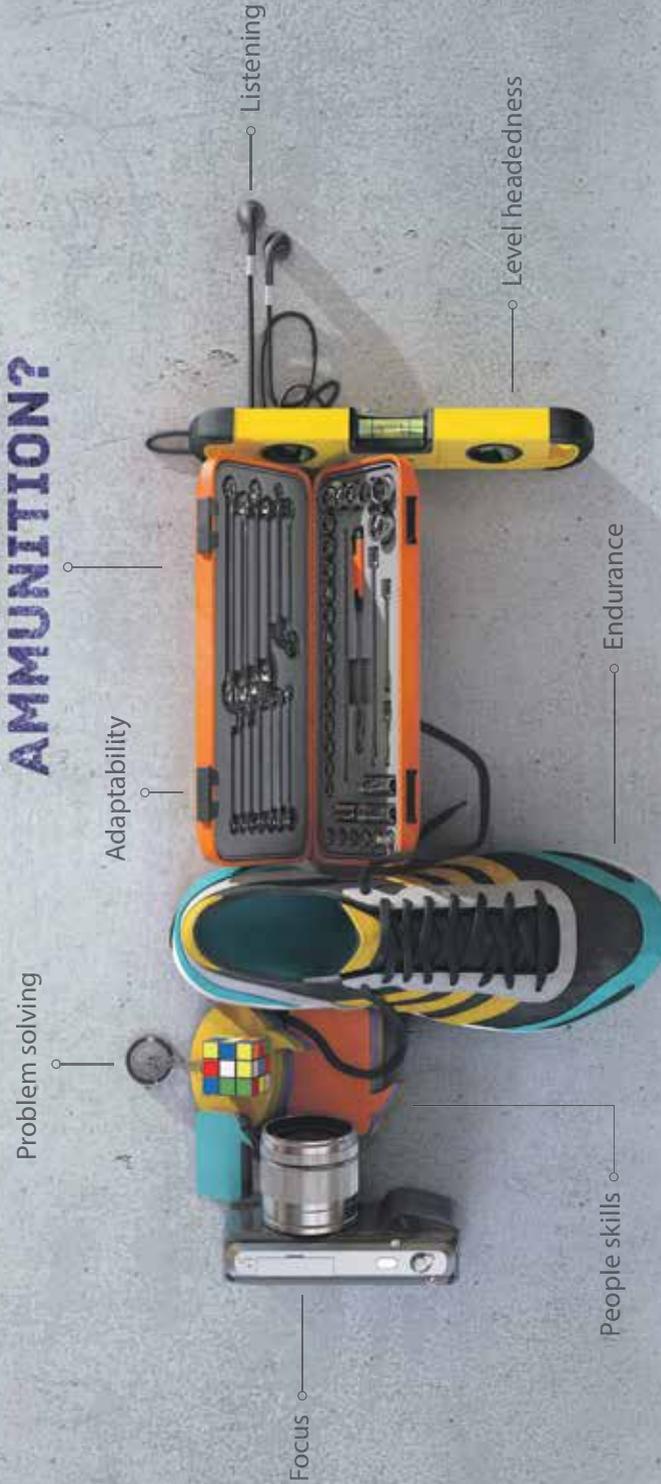
But what about after World AIDS Day?

Although World AIDS Day is a great opportunity to talk about HIV, it is important to keep the momentum going all year round. Sign up to NAT's newsletter which will keep you up to date with all the new developments in HIV and the work of the National AIDS Trust, or visit our website, HIVaware, for more information.

To find out how you can raise money, see what events are happening on World AIDS Day or to sign up for the newsletter, visit www.worldaidsday.org



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Find out more at www.mod.police.uk

The MOD Police is an Equal Opportunities employer and seeks to reflect the diverse community it serves. Applications are welcome from anyone who meets the stated requirements.





OUR WORK IS INCREDIBLY DIVERSE.

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