Guide for LGBT Staff and Students
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Welcome from Manchester Metropolitan University’s Senior Equality and Diversity Champion

Barry Harwood is a staff governor, Equality and Diversity Champion to the Board of Governors, and is a senior lecturer at Manchester Law School, teaching the Bar Professional Training Course. Barry also practices as an employment Barrister at Kenworthy’s Chambers, Manchester.

“Manchester Metropolitan University is fully inclusive and celebrates diversity and difference. One of the university’s key aims is to promote diversity, to respect the rights of individuals, and to promote responsible, ethical and professional behaviour.

Manchester Met’s values are the foundation of good governance and staff well-being, and are:

- To respect the rights of individuals.
- To promote responsible, ethical and professional behaviour.
- To promote diversity.
- To achieve institutional goals through teamwork and flexible working.
- To invest in staff development.
- To promote and reward outstanding performance.
- To encourage creativity and enterprise.
- To develop and disseminate new knowledge.
- To promote global citizenship in our staff and students.

As members of staff, it is wonderful to know we have lesbian, gay, bisexual and trans role models from every part of the university, and many allies, who do not identify as LGBT, but fight for equality nonetheless.
When I came out as gay, it was at a time of government hysteria during the HIV crisis in the 1980s. Many people’s views were contaminated by some ill-informed (and often bigoted) political opinions. Even now, over 30 years later, coming out can be difficult, depending on the amount of support you have from friends, family and colleagues, and there are often religious and cultural factors at play, too.

However, being ‘out’ at Manchester Met is a delight and I have never felt so comfortable in any work environment. It is a pleasure to work in a university where colleagues and students embrace difference and diversity!

Being gay does impact on my working life, but only in positive ways. I feel that it allows me to stay fully aware of all the key issues affecting our very wide and diverse LGBT community, and to raise these issues on behalf of colleagues and students in my role as staff governor.

If you are experiencing any problems associated with your sexual orientation or gender identity, there are many places you can turn. For students, the LGBT Society is a great place to meet other members of the LGBT community, and you can also talk to your personal tutor, Student Support Officer, or the Counselling, Health and Wellbeing Service. Staff can join the LGBT forum, can talk to their faculty Equality and Diversity champion, or can access the free staff counselling and wellbeing service.

It is important to remember that everyone is here to support each other. By celebrating difference and diversity, we will continue to break down barriers in our fight for equality and inclusion.

On behalf of the Board of Governors, I warmly welcome to you Manchester Met and commend this guide to you.”
Message from the Deputy Vice-Chancellor

Jean-Noel Ezingeard is Manchester Metropolitan University’s Deputy Vice Chancellor and chair of the University’s Diversity and Equal Opportunities Committee.

“As a University, we are committed to equality for all. We are immensely proud of our diverse LGBT community of staff, students and alumni, and promote an environment of acceptance and inclusion, without exception. Manchester Metropolitan University is dedicated to ensuring that no student or staff member is prohibited from achieving their potential because of their sexual orientation or gender identity.

When organisations like ours stand up against discrimination and prejudice, we take a step forward towards equal rights across the world.”
Manchester Metropolitan University is one of the largest universities in the UK, with over 36,000 undergraduate and postgraduate students, and over 3,000 members of staff. Situated just outside the centre of one of the most LGBT-friendly cities in the UK, and less than 10 minutes’ walk from Canal Street, it is hardly surprising that Manchester Met is the university of choice for many LGBT students.

Within the university, there is a thriving community of lesbian, gay, bisexual and transgender staff and students, who work together to raise the visibility of LGBT issues across campus.

The university operates a zero-tolerance approach to homophobia, biphobia and transphobia of any kind. We believe that everyone has the potential to achieve more when they are able to be open about who they are, and so we support all of our staff and students to be their authentic selves at work and while studying.
University Statement regarding Homophobia, Biphobia and Transphobia

Manchester Metropolitan University operates a zero-tolerance approach to homophobic, biphobic or transphobic bullying and harassment, and will support any student or staff member wishing to report an incident. There are several ways to report bullying and harassment within the university.

Students
Students wishing to report homophobic, biphobic or transphobic behaviour should speak to their course tutor or Student Support Officer in the first instance. He or she may then refer you to your Head of Department, or may pursue the complaint on your behalf.

Students can also report incidents to their Students’ Union representative, who may contact the relevant member of staff on your behalf.

Students wishing to make a formal complaint, should do so in writing and submit it to their Head of Department.

For further details, please consult the Student Complaints Procedure.

Staff
Staff wishing to talk to someone about an incident of homophobic, biphobic or transphobic bullying or harassment can do so in several ways:

- The Equality and Diversity team (0161 247 6494) can offer confidential advice and support and can escalate your query to the appropriate Human Resources personnel, should you wish them to do so.

- Optum is a free and independent service for staff, offering confidential counselling, support and legal advice. You can access their services anonymously by telephoning 0800 282 193

There are designated Equality and Diversity Champions located in each faculty and service area across the organisation, who are available to discuss any issue relating to bullying and harassment. To find out who your nearest Champion is,
Both UNISON and UCU have dedicated equality officers at Manchester Met, who can give you help and advice regarding homophobic, biphobic or transphobic bullying and harassment. Contact Pura Ariza p.ariza@mmu.ac.uk (UCU), Yvonne Harris y.harris@mmu.ac.uk (UNISON) or Chris Wills c.wills@mmu.ac.uk (UNISON).

Complaints regarding bullying and harassment will be dealt with in line with the university’s Dignity at Work Policy and Procedure.

You can also obtain support through the LGBT Staff Forum. Please contact the Equality and Diversity team on 0161 247 6494 or email equalities@mmu.ac.uk if you would like to become a member of the Forum.

**LGBT Role Model: Sarah Brown**

*Sarah works in Human Resources as a Pensions and Rewards Advisor.*

As a bisexual person, I find that people make a lot of assumptions about me: when I am with my male partner people assume I am straight, and when I have been with women people assume I am a lesbian. I also had people assume I am greedy, indecisive, a cheat, obsessed with sex and that it’s “just a phase”.

Manchester Met has been a positive place to be out as a bisexual, no one has made a fuss about it and it’s been no different to telling my colleagues that I like both biscuits and cake! Manchester is a great place to be a bisexual, there are support groups and socials where you can meet and chat with other bisexuals such as Biphoria (the UK’s longest running Bi group) and monthly Bi Socials.

If someone was facing difficulties as a result of their sexual orientation or gender identity, I would advise them to talk to someone, often a problem shared is a problem halved. Organisations like the LGBT Foundation or Biphoria can help with issues or at least point you in the right direction.
LGBT Student Society

MMU LGBT is a student society of over 180 registered members and is one of the largest student societies in the Students’ Union. We represent the views of LGBT students to the University and Students’ Union, run social events for LGBT students and campaign for changes that benefit LGBT students. The society consists of an annually elected committee as well as specific committee positions for women, BME and trans students.

Over the past few years, the society has raised money for the LGBT Foundation (a national LGBT charity, based in Manchester); we have also run numerous campaigns on safe sex in relation to LGBT people including a HIV testing drive on World AIDS Day, and have lobbied the University for Gender-Neutral Facilities for trans and non-binary students.

We support Students’ Union schemes for inclusion to student sport clubs, such as the Anti-Homophobia and Anti-Transphobia Sport Charter signed by all sport teams, and the #TiedTogether campaign.

Students are able to join MMU LGBT through the Student Union website and in person at the Opportunities Office. We also have a stand at the Welcome Week Fresher Fair, so come and say hi!

@MMULGBT
LGBT Role Model: Andy Harmon

Andy is the campaigns officer for Manchester Met’s LGBT Student Society. He is also a computer science student and works part-time in the Students’ Union.

“I came out before coming to Manchester Met and I had built up a thick skin and a level of confidence before arriving at University. I think there are challenges associated with being an LGBT student at university especially if you lack the confidence to stand up to homophobia and transphobia. But because of the student society and the support of the student’s union – and university policies – there is support available and a group of people just like you.

One thing I wish someone had told me before coming out is that there are loads of interesting people in the LGBT spectrum who are just like you, regardless of what you study. Speaking from a science background, there is an assumption that there aren’t any LGBT people in those fields and that is entirely false. I was surprised by the amount of LGBT people who are doing my course! Speaking with the students in the LGBT society, there is a wide diversity of courses we study across all faculties and that’s really encouraging to see.

Since coming out and coming to Manchester Met, I have met so many talented people and fierce campaigners in the LGBT community. However, the best experience I have had has been taking part in the Manchester Pride Parade with the Student’s Union. It was amazing to see so many people celebrate Manchester’s LGBT community as well as celebrating how far we have come as a movement. Also lots of dance music. And rainbows.

Meeting other LGBT students has done wonders for my self-confidence regarding my sexual orientation. The society a safe space to discuss these issues with other students”
The University currently has four Staff Equality Fora: Disabled, Gender, Race, and LGBT, which are all sub-committees of the Diversity and Equal Opportunities Committee, chaired by the Vice-Chancellor. The fora are all inclusive and open to all staff with an interest in the specific area.

Each forum has two co-chairs, who are elected by the members for a tenure of two years. The co-chairs of the LGBT Forum are Bartek Buczkowski, Senior Lecturer in Food and Tourism Management, and Despoina Filiou, Senior Lecturer in Business and Management.

The forum helps to drive change within the University, but is also a great way to meet colleagues through social networks. Some of the activities Forum members have been involved with over the past year are:

- Organising celebrations for LGBT History Month
- Helping to design the university's float in the Manchester Pride parade
- Consulting on the development of a new HR policy supporting transgender staff
- Speaking at a conference on intersectional identities
- Hosting a series of events around Gender Identity for Transgender Day of Visibility
- Monthly social events

To join the forum, or for more information, please contact the Equality and Diversity team on 0161 247 6494 or email equalities@mmu.ac.uk.
**LGBT Role Model: Dr. Bartek Buczkowski**

*Bartek is a Senior Lecturer in Nutrition and is one of the Co-Chairs of the LGBT Staff Forum.*

“Coming out for the first time ever for some people is an all-liberating experience, for others – a real struggle. My coming out was a bit in the middle of the two as there were two parts to it. First: admitting to myself that I was gay. It took a while but I felt instantly better about myself than I had felt before. It was like breaking some invisible chains! As for friends and family, I can’t say that coming out was easy. I think that, to a certain extent, I made it difficult for myself because I convinced myself that my friends and family would reject me but my friends were really brilliant and completely embraced it! It took me a bit longer to come out to my family. I had this irrational idea that there was some expectation to be straight. The majority of my family have accepted my sexual orientation. Some people need a longer time than others to accept that someone in their immediate family is gay. I believe that it comes down to the realisation that sexual orientation is not a choice.

I found that Manchester Met is a really supportive and inclusive environment and I have had only positive experiences of coming out here. My colleagues and students know and accept the fact that I am gay. It is important because this mental ease makes life easier. I think we sometimes forget that ‘coming out’ can be a very sensitive issue. At the end of the day, there is much more to me than my sexual orientation. There is the openness, understanding, patience and a really soft heart for people with problems. This helps a lot in providing pastoral care to students. I think this comes from having come out at some point in my life and remembering the stress of it. It is also possible that these are my personal traits and they have nothing to do with my being gay.

If you are struggling with your gender identity or sexual orientation, talk to someone who shares your experiences. I know it sometimes takes a lot of guts to open your mouth to speak about what troubles you. You will find that the benefit of having LGBT role models is to make you realise that there are people around that you can identify with, and that Manchester Met is a really supportive place to study and work.”
Healthcare

If you’re new to Manchester, one of the most important things you need to do is to register with a GP. You may feel reluctant to disclose your sexual orientation or gender history to medical practitioners, but be assured that in the UK it is against the law for anyone to discriminate against you in the provision of healthcare because of your sexual orientation or gender identity.

If your GP surgery monitors patients’ sexual orientation that is a good thing! It is important that they have accurate data to ensure that the specific needs of LGBT service users are being catered for. For example, lesbian and bisexual women are less likely to attend cervical screening examinations than heterosexual women, so monitoring data allows healthcare providers the opportunity to use specific campaigns to target these groups.

All GP practices in Salford and Greater Manchester are registered to Pride in Practice, a quality assurance scheme which aims to strengthen GP relationships with their LGBT patients. The Pride in Practice awards ensure that GP surgeries are committed to providing an inclusive service for all their patients and that they recognise the specific needs of lesbian, gay and bisexual service users.
ARE YOU LGBT+ OR UNSURE IF YOU ARE?

we invite you to come along to your local LGBT youth group (it’s a free, confidential safe space where you can grow your identity)

NOT LGBT+? LET YOUR FRIENDS KNOW YOU WOULD SUPPORT THEM IF THEY COME OUT AS LGBT

TELL YOUNG PEOPLE YOU KNOW THAT THERE ARE LGBT YOUTH GROUPS ACROSS THE NORTH WEST

THE PROUD TRUST
for youth groups & one-to-one support

FIND US ON FACEBOOK | @THEPROUDTRUST | 07813 981338

Trans = someone who feels their gender is different to the one that other people assume it to be
Mental Health Services

1 in 4 people experience mental health problems every year, and that figure is even higher for members of the LGBT community, who are up to twice as likely to experience depression, anxiety, and suicidal thoughts than non-LGBT people.

While we hope that your time at Manchester Met will be worry-free, we know that sometimes we all need a little extra support. If you are feeling low, anxious, or worried about your mental health, free help and support is available.

Students

Manchester Met’s Counselling, Health and Wellbeing Service offers a range of support services to both undergraduate and postgraduate students, including workshops, relaxation podcasts, self-help guides, and face-to-face counselling.

In Manchester, the Counselling, Health and Wellbeing Service is located in room 1.13 of the Business School.

In Cheshire, the Counselling, Health and Wellbeing Service is located in room G.17 of the Laurence Building.

During ‘Open Door’ sessions, students can drop in without an appointment and see a counsellor for a 10 minute session. The following Open Door sessions are offered:

- Manchester: Business School, room 1.13 Monday-Friday, 1-2pm
- Geoffrey Manton, room G.13 Tuesdays and Wednesdays, 1-2pm
- Brooks Building, room 1.38 Fridays, 1-2pm

- Cheshire: Laurence, room G.17 Tuesdays, 1-2pm

For more information, or to make an appointment to see a counsellor, email counselling@mmu.ac.uk or telephone 0161 247 3493.
Staff

Free, confidential and independent assistance is available to all staff via the Optum Employee Wellbeing Service. The service is provided by qualified professionals, and includes face-to-face counselling, telephone counselling, legal information, and online Cognitive Behavioural Therapy (CBT). Optum can provide support and advice on all issues, including coming out about or questioning your sexual orientation or gender identity, relationships (including lesbian, gay and bisexual relationships), parenting difficulties, and work-related stress.

For more information about any of the services offered, or to access support, contact www.livewell.optum.com, using the access code ‘manchester’. Telephone: 0800 282 193.

Regional and National Services

The Sanctuary provides free, 24-hour mental health crisis support to adults in Manchester who are experiencing anxiety, panic attacks, depression, suicidal thoughts, or are in crisis. They offer a crisis support line (open 6am – 8pm) and a place of safety and support during the night (8pm – 6am). Call them free on 0300 003 7029.

42nd Street is a support service for young people aged 11-25 living in Greater Manchester, who are experiencing difficulties with their mental health and wellbeing. They provide one-on-one counselling and cognitive behavioural therapy (CBT), as well as group sessions, drop-in sessions and art-based activities.

Twitter: @42ndStreetMCR
Call: 0161 228 7321 (Lines open Monday – Friday 9.30am – 5.00pm)
Email: theteam@42ndstreet.org.uk
CALM (Campaign Against Living Miserably) is a service specifically targeted at young men aged 15-35. Its aim is to reduce the number of male suicides in the UK by supporting men currently experiencing mental health issues. They offer a telephone helpline, online web-chat service, and their website also provides information and stories for anyone dealing with mental distress.
Call: 0800 58 58 58
Twitter: @theCALMzone

LGBT Foundation has been providing a variety of free talking therapies to the LGBT communities of the North West for over a decade. Sessions are available to both individuals and couples, Monday – Friday, 10.00am – 8.00pm. For more information about the LGBT Foundation's talking therapies programmes, email therapy@lgbt.foundation.
Call: 0345 3 30 30 30
Twitter: @LGBTfdn
LGBT Role Models: Stuart McKenna
Stuart is Manchester Met’s Equality and Diversity Manager.

“I think it’s important to have visible LGBT Role Models across the university because it provides assurances to staff and students that the university is genuine about its commitments to LGBT equality; it also shows that it’s ok to be ‘out’ at work and that LGBT people work in all sorts of roles across the university. It’s also worth remembering that, from a business point of view, when people feel comfortable about being out at work, they generally perform better.

Coming out as someone who is LGBT is not a one-off event; LGBT people come out all the time – every time you start a new job, move house, meet new people. It can be worrying not knowing how some people may react but, overall, I’ve had very positive experiences of coming out.

As a gay man, I recognise the barriers that we have overcome, and progress made in terms of LGBT equality, but I am acutely aware that for many, the issue of mental health, or more specifically mental illness, still presents a challenge. Those with mental health problems still face discrimination and stigma, both in the workplace and in wider society. Having lived with an enduring mental health condition for more than 10 years, I understand the fear and trepidation that many feel when discussing mental illness. I could tell people that I was gay that was OK but not that I had a mental illness. Talking about mental health, and taking part in awareness-raising campaigns such as Mental Health Awareness Week, helps to reduce stigma and to create a more inclusive environment for our staff, students and visitors.”
Sexual Health Services

It is important to get tested regularly for sexually transmitted infections (STIs). Not all STIs have symptoms, but it is important to seek immediate medical advice from a sexual health clinic if you notice anything unusual, such as itching or rashes, or if you think you may have been exposed to an STI.

There are several ways to test for STIs, including home testing kits, visiting a specialist GUM clinic, and attending outreach clinics.

Current guidelines suggest that gay and bisexual men should have an HIV test at least once every 12 months, but everyone is different and some people might need more than one per year.

Women who have sex with women often find it difficult to find information about sex and sexual health that is relevant to them – information on safer sex is often aimed at heterosexual couples or gay/bi men. Yet sexually transmitted infections (STIs) can be passed on via sex between women.

Home testing kits

If you are aged 16-25 and live in Greater Manchester, you can order free Chlamydia and Gonorrhoea home testing kits online https://www.ruclear.co.uk/request-a-test. The tests are completely confidential and sent to you by post in plain packaging and your results will be sent to you within two weeks.

Free HIV testing kits are available in many parts of the country. You can order a kit online, which will contain everything you need to take a small blood sample from your finger. Tests can be ordered www.test.hiv.

Outreach services

There are several outreach clinics across Manchester and Cheshire, which provide free, confidential and non-judgmental screening services for HIV and STIs: The LGBT Foundation offers full sexual health check-ups from their weekly clinic, including rapid HIV testing. To book an appointment, call 0345 3 30 30 30 or email info@lgbt.foundation.
In Cheshire, the NHS runs GUM clinics at the Eagle Bridge Health and Wellbeing Centre in Crewe, and at Church View Primary Care Centre in Nantwich. To book an appointment at either clinic, call 0300 323 1300.

**Sexual Health Clinics**

In Manchester there are three GUM clinics that will test for and treat all sexually transmitted infections.

**Manchester Centre for Sexual Health** offers walk-in appointments and will test and treat all STIs. The service is confidential, and also offers HIV testing in conjunction with the LGBT Foundation.
Find them at:
The Hathersage Centre, 280 Upper Brook Street, Manchester, M13 0FH
Call: 0161 276 5200

**North Manchester GUM Department** will test and treat all STIs and also provides sexual health advice, information and counselling. The centre also provides clinical care for patients living with HIV. You will need to ring and book an appointment to be seen; however you are guaranteed to get an appointment within 48 hours.
Find them at:
North Manchester General Hospital, Outpatients ‘D’,
Delaunays Road, Crumpsall, Manchester, M8 5RB
Call: 0161 627 8753

**South Manchester Sexual Health Centre** will test and treat all STIs and also provides sexual health advice, information and counselling. The centre also provides clinical care for patients living with HIV. You will need to ring and book an appointment to be seen; however you are guaranteed to get an appointment within 48 hours.
Find them at:
Withington Community Hospital, Nell Lane, West Didsbury, Manchester, M20 2LR
Call: 0161 217 4939

In Cheshire, HIV monitoring and treatment clinics are located within Leighton Hospital; all other services are provided through outreach clinics.
Cervical screenings (Smear tests)

Sometimes, lesbian or bisexual women have been advised that they don't need cervical screening because they don't have sex with men. However, women should be offered screening and consider attending, regardless of sexual orientation. Sex with men is not the only risk factor for cervical cancer and many lesbians will have had sex with men anyway.

Cervical screening is a test to look for abnormal cell changes on the cervix (the neck of the womb), which may turn into cancer over time. Regular screening prevents around 75% of cervical cancers from ever developing. Screening is offered every three years to women aged 25-49, and every five years to women aged 50.

Usually, cervical screening is carried out at your GP practice, by the practice nurse. You can choose to been screened at a Sexual Health Clinic/Genito-Urinary Medicine (GUM) Clinic if you prefer. You can also be screened at a Family Planning Clinic or a Well Woman Clinic.

In an Emergency...

If you require medical help outside of normal practice hours, there are several places that can help:

Call 111

111 is the NHS non-emergency number, which is staffed by highly trained advisors and supported by healthcare professionals. You should use this number if you require urgent medical help but it is not a life-threatening situation.

Walk-in Services

The NHS provides out-of-hours walk-in services to treat non-life-threatening injuries or conditions, such as broken bones, sprains, minor infections, bites and stings, and minor eye injuries. In Manchester, there is a walk-in centre located next to Manchester Royal Infirmary on Upper Brook Street; in Crewe, there is a walk-in centre at Leighton Hospital
Speak to a Pharmacist

In many cases, pharmacists can provide you with specialist advice on minor medical conditions such as coughs, colds, and fevers, and can advise you as to whether or not you should seek out specialist treatment. There are several 24 hour pharmacies in Manchester and Crewe.

Dial 999

If you or someone else is at serious risk or in need of immediate medical attention, dial 999 and speak to someone immediately. Medical emergencies include:

- loss of consciousness
- an acute confused state
- fits that are not stopping
- persistent, severe chest pain
- breathing difficulties
- severe bleeding that cannot be stopped
- severe allergic reactions
- severe burns or scalds

If you suspect that you or someone else is having a heart attack or stroke, you should dial 999 immediately.
LGBT Role Model: Yvonne Harris

Yvonne is the Head of Counselling, Health and Wellbeing, and is also one of the co-chairs of UNISON’s LGBT Self-Organised Group at Manchester Met.

It’s difficult to say what it’s like being out as LGBT, as it has been such a long time since I was in. What I do like is the knowledge that I feel whole and do not have to hide parts of myself. Of course, I have surrounded myself with friends who are supportive and who have a similar political outlook on life. I am close to my family and after the initial shock they are all supportive so on a personal level I am cushioned. I am however aware that everything is not ok and that many LGBTQ people are being persecuted. As a black lesbian, I can at times feel isolated as there are not that many out people who look like me in the public eye. I have put myself forward as a role model as I think it is important that black LGBTQ people become more visible in the work place. I am aware that amongst certain sections of the black community it is not ok, but for me it is important to say I am black and a lesbian. My experience at Manchester Met is positive in that, from the start, I have been able to be open about my sexuality.

It’s important to remember that being LGBTQ does not stop you from being reactionary. I am still surprised at the level of racism and bigotry that exists in the LGBTQ community, but there again it is a bit naïve to assume that everyone would have similar political leanings because of their sexuality. However, there is a community out there willing to fight for and support LGBTQ people who do not have the freedom to express themselves or to have open loving relationships. If you are struggling with your own identity, it is important that you do not suffer in silence. Speak to someone, be it friends, family or a professional.
Inclusive Sports

Aside from being a hub of LGBT activity, Greater Manchester and Cheshire are also home to some of the world’s top sportspeople, including the GB Cycling team, WBA and IBF World Boxing Champion, Amir Khan, and the UK’s most successful Olympic sailor, Ben Ainslie. Manchester also boasts two Premier League football teams – Manchester City and Manchester United. Whether you’re a red or a blue, or into something a little different, there are plenty of LGBT inclusive sports groups in Manchester to cater to your needs!

Canalsiders
Inclusive Amateur Rugby League Club

Training: Saturdays 10.00-11.30am
Wright Robinson Sports College, Openshaw
E: info@canalsiders.co.uk
@McrCanalsiders
www.canalsiders.co.uk

GHAP Manchester
LGBT Badminton club. No membership required. Players need to provide their own rackets.

Training: Wednesdays 5.30-8.30pm
Saturday 1.00-4.00pm
Manchester Academy School, Moss Lane East, M14 4PX
www.ghap-badminton.co.uk

Lancashire CCC Cricket Club
Inclusive cricket club.

Training: Mondays 6.00pm-8.00pm
Lancashire County Cricket Club, Talbot Road, Old Trafford, M16 0PX
http://www.lccc.co.uk/
@LancsCCC
Manchester Frontrunners
Gay and lesbian running clubs. Annual membership required.

Training:  Tuesdays 6.45pm SportCity
            Thursdays 7.00pm Sugden Centre
            Saturdays 10.00am Trafford AC Track

www.manchesterfronrunners.org.uk

Manchester Sharks
LGBT water polo team.

Training:  Thursdays 8.00pm SportCity

www.manchestersharks.co.uk

Manchester Stingers WFC
Women’s football team.

@McrStingersWFC
www.manchesterstingers.co.uk

Marlin Swimming Group
A monthly swimming group for all trans people (MTF and FTM). They have exclusive use of the pool and changing rooms are individual cubicles.

http://www.marlin.org.uk/

Northern Aces
LGBT Tennis club.

Training:  Saturdays and Sundays (check website for time and location).
            SportCity/Trafford/Urmston

www.northernacestennis.com
**Northern Jump**
Inclusive volleyball club, open to all ages and abilities.

Training: Fridays 8.00pm-9.30pm
Manchester Academy School, Moss Lane East, Moss Side, M14 4PX
[www.northernjump.webs.com](http://www.northernjump.webs.com)
[@NorthernJumpMan](https://www.twitter.com/NorthernJumpMan)

**Northern Rebound**
LGBT squash club.

Training: Wednesdays 7.00-8.30pm
Fridays 7.00-8.30pm
Etihad Stadium, Ashton New Road, Manchester, M11 3FF
[www.northernrebound.org](http://www.northernrebound.org)

**Northern Wave**
LGBT swimming club.

Sessions: Tuesdays 8.00-9.00pm Moss Side Leisure Centre
Wednesdays 8.00-9.00pm Hough End *women only session*
Sundays 7.30-8.30pm Manchester Aquatics Centre
[info@northernwave.org](mailto:info@northernwave.org)
[www.northernwave.org](http://www.northernwave.org)

**Open Athletics**
LGBT Athletics club.

Regular training sessions and time trials.
Email [co-chairs@openathletics.org](mailto:co-chairs@openathletics.org) for times.
[www.openathletics.org](http://www.openathletics.org)
Outdoor Lads
Outdoors pursuit group for gay and bisexual men. Membership required.

www.outdoorlads.com

Slam Dunkin Divas
A group of lesbian, bi and trans women who play basketball at Stretford Leisure Centre

E: slamdunkindivas@googlemail.com.

Trans Football
Mixed five-a-side football sessions for all trans people.

Training: Sundays 5.00-6.00pm
Armitage Centre, Moseley Road, M14 6HE

Village Manchester FC
Inclusive football team, competing with other gay-friendly teams in Sunday leagues.
Open to all sexual orientations.

Training: Thursdays 8.00pm Albert Park, Salford
@VillageMancFC
www.vmfc.co.uk

Village Spartans Rugby Club
Canal Street’s Rugby Union Club.

http://www.pitchero.com/clubs/manchestervillagespartansrufc/

LGBT Walking Group
‘Monthly Sunday walk out’ – a group for LGBT walkers

Contact thomas.nuhse@manchester.ac.uk
Religion

Sexual orientation and gender identity are two very small parts of what makes someone a whole person, and LGBT people exist in all walks of life.

For LGBT people of faith, it can often be difficult to reconcile their sexuality or trans status with organised religion. In fact, a recent study undertaken by the National Union of Students found that over half of all LGBT people of faith who would like to engage with religion have been reluctant to do so, or have decreased their participation in religious activities, as a direct result of their sexual orientation or gender identity.¹

However, there are sources of support available for LGBT people of faith to support them to celebrate their multiple identities.

Many Mirrors is Manchester’s LGBT Interfaith Group, which meets regularly to offer a space of belonging for everyone, regardless of their culture, faith, spirituality, sexuality or gender identity.

For upcoming meet-ups and to become a member of Many Mirrors, join their Facebook group.

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LGBT Role Models: Vicken Couligian

Vicken is the chair of Manchester Pride and recently set up Many Mirrors, an interfaith group for LGBT people. He lives in Cheshire and is a practising member of the Armenian Church.

“Life can be difficult enough for an LGBT person with all the associated problems that this can bring. If we add having a religious faith into the mix, then things get a lot more complicated. I have had quite a journey of my own coming from an Orthodox Christian background with its traditional values and for many years compartmentalised my Christian community life away from my LGBT life and especially my voluntary work as Chair of Manchester Pride.

However, thanks to the example set by a former Bishop of the UK Armenian community, a local Armenian priest and some incredible forward-thinking people in my community, I was able to reconcile my sexuality with my faith. I now feel at home in my community and am in fact getting more involved in Church life (I am a trustee of the Armenian Church in Manchester and also a trainee sub-deacon!). I believe that we all have a direct personal relationship with Jesus and that God loves us unconditionally.

Through my LGBT Interfaith group “Many Mirrors” I have met many amazing people of differing faiths who have been (or are) on similar journeys to my own and it is so wonderful to be able to share experiences and give each other support and friendship when it is needed. It has opened up a new world to me!
I have had many positive experiences since coming out, but the most positive has been being accepted by a whole community and making friends who won't judge me and who will stand by me whatever happens. As Chair of Manchester Pride, I have met many hundreds of people from all walks of life and it has been a great privilege to get to know them and to learn about their experiences.

If you are struggling to reconcile your sexual orientation or gender identity with other parts of your life, try and find some kind of support whether it is from supportive family members, friends or online. There are safe support networks in place – don’t feel alone.”
LGBT-Inclusive Places of Worship

**St Chrysostom’s Church**
4A, Anson Rd, Victoria Park, Manchester, Lancashire M14 5BG
An Anglican parish church of the Anglo-Catholic tradition.
St Chrysostom’s has a long tradition of being inclusive, accepting and welcoming.
http://www.stchrysostoms.co.uk/
@StChrys

**Kings Church**
Kings House, Sidney St, Manchester M1 7HB
Manchester Road Methodist Church, Manchester Road, Swinton, Salford, M27 4TT
Northmoor Road Methodist Church, Northmoor Road, Longsight, Manchester, M12 5RT
http://www.makingjesusfamous.org/
@KingsChurchUK

**St Agnes Church**
St Agnes St, North Reddish, Stockport, Cheshire SK5 6RA
A progressive Christian church, affiliated with Inclusive Church and registered with Changing Attitude as an open and welcoming congregation for the LGBTI community.
http://www.northreddish.org.uk/
tel: 0161 223 0692

**St Peter’s Chaplaincy**
Precinct Centre, Oxford Rd, Manchester M13 9GH
Offering support and services for those of all faiths and none.
http://www.stpeters.org.uk/
Avila House
339 Oxford Rd, Manchester M13 9PG
Manchester Universities’ Catholic Chaplaincy.
http://www.muscc.org/
@MancRCStudents

Metropolitan Congregation of Wilbraham St Ninian’s United Reformed Church
Egerton Rd South, Chorlton, Manchester M21 0XJ
http://metropolitanchurch.org.uk/
T: 0161 881 6050

Quakers Manchester Fellowship
Friends Meeting House, 6 Mount Street, Manchester, M2 5NS
http://qlgf.org.uk/
@qlgf_gb
LGBT Social / Entertainment

Coming to Manchester as an LGBT student or new staff member can sometimes be a daunting experience. Given Manchester’s reputation as a vibrant and pioneering hub for the LGBT community, there is much on offer for social and networking activities within the city. The famed Gay Village and Canal Street have many bars, clubs and restaurants and the best drag shows in the country! Further afield in the city there are theatre, song, radio and dance opportunities of which to take advantage. Finally, there are many social groups to just turn up to and make some valued new friends within the community. Please see the links below for further information about just some of the opportunities on offer.

Bars / Clubs / Restaurants

Information on some of the places to eat and drink in Manchester’s Gay Village is found at http://www.canal-st.co.uk/Gay-village/gay-village-bars-clubs-food-and-drink.

Manchester Staff Social – on the first Thursday of every month, members of Manchester Met Staff meet at The Salutation, 12 Higher Chatham St, Manchester M15 6ED for drinks and chat. Contact S.May@mmu.ac.uk or A.Pilkington@mmu.ac.uk for details.

Choirs

Manchester Lesbian and Gay Chorus
http://mlgc.org.uk/

The Sunday Boys
https://www.facebook.com/thesundayboys/?fref=fn
Dance

Ballroom Dancing
Trinity Church of England School Ballroom. Meets every Wednesday at 8 p.m. – contact absolutelydancingmanchester@hotmail.com.

Gay Gordons Scottish Country and Ceilidh Dancing
Every Monday at 7:45 p.m. – 9:45 p.m. at The Thompsons Arms, 23 Sackville Street, Manchester M1 3LZ.
http://www.gay-gordons-manchester.co.uk/

Manchester Prairie Dogs Line Dance Club
Membership is mainly, but not exclusively, LGBT.
Meets every Tuesday from 7:30 p.m. – 10:30 p.m. at The Thompsons Arms, 23 Sackville Street, Manchester M1 3LZ.
http://www.manchesterprairiedogs.co.uk/

Out To Dance!
Latin, Swing and Ballroom Dance Classes for LGBTQ people and friends.
http://www.outtodance.com/glbt-dance-classes.html

Drama

Manchester Acting and Directing Partnership
Inclusive gay-friendly group for budding actors, directors and writers.
http://www.manchesteradp.com/

Radio

Gaydio
Listen to the famous LGBT radio station and even become involved with volunteering opportunities at the station.
http://nw.gaydio.co.uk/
Social Groups

**Edward Carpenter Community**
A group for gay men to meet and share feelings. Meets the first Sunday of each month at 3:00 p.m.
http://www.edwardcarpentercommunity.org.uk/local-groups/manchester/

**Icebreakers**
A self-help mutual support group in which members often establish social networks. Meets every Wednesday at 8 p.m. at No. 5, Richmond Street.
http://icebreakersmanchester.org.uk/about-us/

**LGBT Foundation Women's Programme**
Includes social group, creative writing workshops, older women's group, monthly book club – http://www.meetup.com/Lesbian-bisexual-women-Manchester/

**Manchester LGBT Newbies Group**

**Manchester LGBT Professional Networking**
Meets on the last Thursday of each month from 6:00 p.m. – 8:00 p.m. at Velvet Bar on Canal Street.
https://www.facebook.com/groups/ManchesterLGBTNetworking/

**Rainbow Noir**
A social group for LGBTQ people of colour in Manchester meets on the second Thursday of each month – contact rainbownoirmcr@gmail.com
https://www.facebook.com/rainbownoirmcr/
LGBT Festivals

For several decades, Pride events have been a vital form of celebrating advances in LGBT rights, and making the LGBT community visible. They are also a means of raising awareness of the ongoing struggle experienced by many LGBT people.

Manchester Pride

Manchester Pride – held every year on August Bank Holiday Weekend – is one of the biggest Pride events in Europe and is centred around Manchester’s famous Gay Village. Manchester Pride begins with an opening night of music and festivities on the Friday night, before Saturday sees the Pride parade make its way through the city centre, followed by further live acts in the evening, and on the Sunday. Monday sees Manchester Pride reach a powerful, emotional climax with the candlelit vigil in Sackville Gardens in memory of those people who we have lost to HIV and AIDS, and those who live with the condition. Throughout the weekend, there is also an exposition in Bloom Street car park, with stalls from charities, political organisations, and local community groups offering advice and information. There is also a market in the Gay Village where commercial organisations sell their products.

For the last few years, Manchester Met has had a float in the Manchester Pride parade, with some very colourful creations made thanks to collaboration between staff and students! If you would like to get involved with Manchester Met’s Pride submission, email equalities@mmu.ac.uk.

Manchester Pride isn’t the only one in the Greater Manchester region. A number of smaller, community Prides have sprung up in recent years, including in Oldham, Ashton-under-Lyne in Tameside, Bolton, Stockport and Wigan.
Sparkle is a national festival of all things trans and has been running since 2005. It is the world's largest transgender event, and takes place each July in Manchester.

Sparkle is fully inclusive and open to people who identify as trans/trans*, transgender, non-binary, gender-fluid, and transvestite/cross-dressers, as well as family, friends and allies of the trans community.

Most events over the Sparkle weekend are free to attend, including live music and entertainment, talks and workshops. Events are held in Manchester's Gay Village, and there are food and drink stalls located in Sackville Gardens to ensure that everyone is catered for while mingling with trans friends and allies! Guests can choose to upgrade their tickets to gain access to the Sparkle Lounge, where you'll be able gain exclusive access to the performers.

The Sparkle Ball takes place during the weekend (tickets can be purchased online, but usually sell out fast!), where you'll enjoy a bubbly reception, buffet meal, live entertainment and disco.
**LGBT Role Model: Nicola Farr**

Nicola, who works in IT Services, came out as transgender in 2015.

“Manchester Met is a wonderful place where you can be honest about who you are, but still maintain a full-time job. For a long time in the trans community, this was a rarity. Since coming out, staff and students across campus have taken me as I am and I have received few – if any – negative comments from anyone across the university. I feel it is a safe and diverse environment, with open-minded, accepting people.

I have always known that my body was wrong for who I am, but because I hid behind different masks, nobody else knew this. Other people’s attitudes to me have had to alter to fit my new gender expression, but I am still me. If I had known that it’s OK to be different to other people’s expectations of you, I probably would have come out earlier than in my mid-50s!

As humans, we are all different; we are who we are and all have something we dislike about ourselves. I have discovered that time is a good healer so don’t rush people in to accepting you; let your actions and love show a positive, confident you.”
LGBT History Month

Lesbian
Gay
Bisexual
Trans
History
Month

SCHOOLS OUT UK
February is LGBT History Month, a month-long commemoration of the fight for LGBT rights across the world. Across the city, various events are hosted to celebrate advances in LGBT rights and to take stock of the pockets of inequality that still need addressing. In recent years, LGBT History Month has been marked in Manchester through film screenings, quizzes, theatre and musical productions, and art exhibitions.

Since 2015, Manchester Met has sponsored the Schools Out National Festival of LGBT History, which has included a ‘What is and how to do LGBT History’ academic conference. The event was the first of its kind in the world and continues to grow annually, attracting some of the leading international LGBT voices.

For booking information and a programme of speakers, visit http://lgbthistorymonth.org.uk/
LGBT Role Model: Chris Wills

Chris is the Research Group Officer in the Faculty of Health, Psychology and Social Care, and is also one of the co-chairs of UNISON’s LGBT Self-Organised Group at Manchester Met.

Being out at Manchester Met is great! I feel completely supported, and have always been encouraged to take part in activities and events that help promote LGBTQ+ equality. I actively participate in the University’s LGBT Staff Forum and I’m the Co-Chair of the UNISON LGBT self-organised group at Manchester Met. For two years running, I organised a number of events for LGBT History Month, including a set of events in collaboration with the University of Manchester and the University of Salford in 2015. And aside from work, there’s the fact I live in a city that’s got such a big, visible LGBTQ+ community, and one that’s constantly growing and changing. Plus, Manchester City Council (to which I’ve recently been elected) has two dedicated LGBT leads, and the city now has its first-ever openly LGBT Lord Mayor in Carl Austin-Behan. That’s real progress, and a sign of a city that takes LGBTQ+ issues seriously – and I’m proud to be part of that.

The one thing I probably wish more than anything I’d been told before I came out as gay would have been: “yes, it’s scary – but when you do it, you’ll not only feel immense relief, you’ll also find that it opens up a whole new world of possibilities and friendships.” If someone had told me that, I think I would have come out a lot earlier.

I grew up in a seaside town in Kent, where there was never a visible scene (apart from one bar that opened in the early 2000s), and never a great sense of acceptance or tolerance. This contributed to me being reluctant to come out until the relatively late age of 24. Happily, my experience of coming out was very positive – my mother’s reaction was “oh that’s nice darling, would you like a cup of tea?”, which was just wonderful! Others were similarly fine about it. So I know I’ve been extremely lucky in that regard, and that even today, with all the advances we’ve made with regards LGBTQ+ equality, there are many people out there who aren’t out, or aren’t out to family members. Not everyone’s parents will
react the way my mum did, and not everyone will be easily accepted the way I was. What we need is a world where nobody should fear being open about their sexual orientation or gender identity. Sadly that world is still a long way away.

There have been loads of positive experiences since coming. I’ve marched in Manchester Pride, as well as other, smaller Pride events, on a number of occasions now, and that’s always an immense experience, because it’s a reminder of how hard we’ve fought to get that far, but also how much fighting we still have to do, for ourselves and for LGBTQ+ people all around the world. I’ve chaired discussion events that again have both celebrated what we’ve achieved for LGBTQ+ equality, whilst also acknowledging what still needs to be done. And I’ve taken part in the Manchester 10K Run to raise money for the fantastic Albert Kennedy Trust.

I think the reason all these experiences have been so positive for me is because they’re about giving something back to the community, and about saying “where do we go from here?” It’s also about recognising the massive political dimension to being LGBTQ+, which can be easily forgotten at times, but which we always need to bear in mind: those rights we fought for, for so many years, could be taken away from us again in a heartbeat.

You must remember that you are never alone, even if it may feel like that at times. There are people and organisations who are there to help and support you, whether it’s Albert Kennedy Trust, LGBT Foundation, The Joyce Layland LGBT Centre, BiPhoria, George House Trust, TransForum – and many others, just here in Manchester. The LGBTQ+ community is hugely diverse, and we have our differences – but we’re also good at coming together for those in need.
Trade Unions

When you become a member of staff at Manchester Metropolitan University, you may wish to consider joining a trade union. Unions don’t just offer advice and support when you are facing difficulties in your job, they also negotiate with the employer on issues such as pay and pensions and can also offer help and support if you are going through difficult times, financially.

Here at Manchester Met, there are three recognised trade unions: UNISON and GMB, who represent support staff; and UCU, who represent teaching staff. The branch secretaries for these unions are:

GMB – Gustav Pilsel: g.pilsel@mmu.ac.uk; Tel 0161 247 5668
UNISON – Linda Holden: l.holden@mmu.ac.uk; Tel: 0161 247 1409
UCU – Pura Ariza: p.ariza@mmu.ac.uk; Tel: 0161 247 2370

If you are struggling with your own identity, it is important that you do not suffer in silence. Speak to someone, be it friends, family or a professional.

UNISON

Part of UNISON’s structure is that, as well as having a branch committee, it also has self-organised groups for women members, disabled members, Black and ethnic minority members, and Lesbian, Gay, Bisexual and Transgender (LGBT) members. These groups meet regularly to discuss the impact of workplace issues and policy upon these particular members of staff. The current Co-Chairs of the UNISON LGBT Self-Organised Group at MMU are:

Yvonne Harris: y.harris@mmu.ac.uk; 0161 247 3493
Chris Wills: c.wills@mmu.ac.uk; 0161 247 2774

In particular, we ensure that the views of LGBT members of UNISON are fed through to the LGBT Staff Forum, and from there to the Diversity and Equal Opportunities Committee (DEOC).
LGBT equality is an essential trade union issue and UCU is proud of the role it has played in winning further equality in the workplace. At the national level, there is information and campaign material on the website.

We have an LGBT Members’ Standing Committee, protected LGBT seats on the National Executive and a yearly Equality Conference, and a designated LGBT Equality Support Official.

In the North West Region, we are pleased to have a designated LGBT Equality Officer who will work with branches to develop ways in which they highlight the issues faced by LGBT members and work to improve them.

In consideration of LGBT equality, UCU has worked on all these issues and more: pay and pensions; workload and leave entitlement; parenting and adoption rights; dignity and respect at work; refugees; faith and belief; developing equality in workplace policies and pursuing the public sector equality duties of the Equality Act.

UCU also organises a biennial LGBT Conference for academics, inviting the presentation of papers in the LGBT research field.

The UCU Branch at Manchester Met has a designated Equality Officer and is keen to organise events and activities to celebrate diversity and promote equality in all aspects of our working lives.

UCU Manchester Metropolitan University Branch Equality Officer: Concetta Banks – Concetta.Banks@mmu.ac.uk
LGBT Role Model: Pura Ariza

Pura is a senior lecturer in the Faculty of Education, and is also the North-West Regional Officer for Equality (LGBT) for UCU.

“Visibility is key to the LGBT community, as invisibility just fosters ignorance and prejudice. It was one of the first things addressed by LGBT rights activists, and we have come a long way in the 30 years that I have been involved in LGBT activism. I remember when going to the Pride march and making yourself super-visible was a big challenge, and now we’re cheered as we pass by.

There have been enormous positive changes in the workplace over the last few years. We are now enjoying a legal duty on the employer to promote equality, which is an amazing advancement when you consider that it’s not long ago that homosexuality was illegal. These improvements are a direct result of the type of campaign work and activism which many of us have supported or been involved in.

Positive workplaces are good for everyone – and good for LGBT staff too. Where staff feel they have a voice, where their rights and contributions are valued and respected, and where we are all involved in making the university a better place for everyone, we all benefit.

We need every environment to be LGBT-inclusive and positive, so that anyone can be ‘out’ without it being an issue. It’s a pleasure to see the changes we’ve won in recent years, and as a lecturer I was especially pleased to see that universities are, in general terms, places where young people find it easier to be out.

Coming out about your sexual orientation or gender identity is not really a one-off event, but more about how you deal with people’s attitudes towards sexuality; however it’s true that difficulties around sexuality are one part of the discrimination which still exists. It’s important not to be isolated, and to realise that discrimination itself needs tackling. I would always encourage people to get involved in activity/campaigning in whichever way suits them best.
I have made equality central to my campaign/trade union work and also to my academic work, with research on the issue of equality in education. I’m delighted that LGBT issues are now firmly on the trade union agenda.

As a university, we should be thinking of the role of education in social justice, and in challenging prejudice and intolerance. I would like to see us give more consideration to the curriculum, and to develop this with a commitment to equality. Education is about working together to create a better future for us all, and nothing can be more important, or more inspirational.”
LGBT Families

If you have children, or are thinking of starting a family, you may wish to access specific support for LGBT people.

Proud 2 b Parents is an inclusive service for LGBT parents, LGBT parents-to-be, and children of LGBT parents around Greater Manchester. They offer practical information for LGBT people wishing to become parents, and also have links to counselling services and family lawyers to ensure that you receive the right support and advice at every stage of parenting.

Proud 2 b offers the following services:

**Proud 2 b Parents**
A monthly get-together for the whole family

**Parents 2 b**
For people thinking of starting a family

**Proud 2 b me**
Youth group for young people aged 11+ with LGBT parents

**Proud 2 b Parenting Course**
A positive parenting course for all LGBT families, to allow the discussion and reflection of parenting strategies to support your children

Proud 2 b also runs fun days and events, open to all families. Check their website or [Facebook group](#) for a full schedule of events.

E: info@proud2bparents.co.uk
T: Matt on 07843913001

Manchester Parents Group is a voluntary organisation, run by parents of lesbian, gay, bisexual and trans people, which exists to support parents and families of LGBT people. They meet regularly and can offer support to people wishing to come out to their parents, and to parents who think (or know) their children are lesbian, gay or bisexual.

T: 0845 652 2674
Hate Crimes

Hate crimes are any crimes that are targeted at an individual because of their:

- Disability
- Ethnicity
- Gender identity or trans status
- Religion or belief
- Sexual orientation

The crimes can be committed against a person or their property, and you do not have to be a member of the group targeted by the hostility to be a victim. These five categories listed above are agreed nationally and every police force in England and Wales is obliged to record hate crimes. Since 2013, Greater Manchester Police have also opted to include ‘Alternative Sub Culture’ to this list of groups.

Hopefully you will never experience hate crime, but if you do, it is really important that you report it, in order to help the police to understand levels of hate crime and improve the way they respond to it, and to reduce the likelihood of it happening to someone else.

You can report hate crimes in several ways:

- Contact the police by phoning 101 (always phone 999 in an emergency)
- Report online via the True Vision website (www.report-it.org.uk)
- Via a third-party reporting centre. To find your nearest centre, visit www.gmp.police.uk/content/neighbourhood
LGBT Role Models: Dr. Kate Cook

Kate is a senior lecturer in Law at Manchester Law School and is also one of the co-chairs of the Gender Staff Forum.

“I grew up in a time when coming out was a complicated and scary process, and coming out can still be a tough thing for young people to do, even today. However, LGBT role models can help everyone adjust to the idea that LGBT people really are everywhere and we can fulfil a range of important roles. Being lesbian, gay, bisexual or trans is not something to hold anyone back. When I was younger, the few lesbian role models there were made a huge difference to me, so knowing that colleagues are LGBT may well help everyone to understand equality differently.

There is a myth that coming out is a ‘once and for all’ thing, done with a big fanfare, but in reality, it is an ongoing process in our lives. Every new person I meet may be someone I decide to come out to. We still live in a society that assumes people are heterosexual and so I continue to come out to a range of people, including my students, all the time. Manchester Met is the first place I’ve worked where I have never had to avoid discussing my sexuality, and that has made a huge difference to me, both in terms of my work and my personal wellbeing.

As staff, we should try to understand that our students face a range of complex choices, some of which will relate to their sexual orientation and/or gender identity. While society is changing, and Manchester Met is part of that positive move, the crises faced by young people will always be new to them. We can all help our students to find safe ways to explore their new adult lives.”
Helpline

Our Helpline offers brief information, support and advice on a range of different topics and issues. Our phones are run by a trained team of dedicated staff and volunteers, Monday to Friday 10am to 10pm and on Saturdays (times vary). Call 0345 3 30 30 30.

Pop-in

This service provides brief advice and emotional support with no appointment necessary. Visit our building on Richmond Street: Monday to Friday 10am to 8pm and Saturdays (times vary).
**Intake & Triage Service**

Sometimes it can be difficult to know which service will best meet your needs, so our Intake & Triage Service offers initial support and guidance; including crisis support to help you find your way. We can also provide information on other services that may help. All you need to do is complete a simple application form, found at [lgbt.foundation/get-support/lgf-intake-and-triage-service/](lgbt.foundation/get-support/lgf-intake-and-triage-service/) or call us on 0345 3 30 30 30 and we can do one over the phone.

**Email support**

We also provide information and advice over email, if you’d prefer to contact us that way. Please send your initial enquiry to helpline@lgbt.foundation and one of our team will get back to you.

**Talking Therapies Programme**

Offering a range of talking therapies for individuals and couples for the times when people need to work through life’s difficulties. Therapies on offer include counselling and cognitive behavioural therapy, which are offered for up to 12 sessions. Email therapy@lgbt.foundation for more information.

**Befriending Service**

One-to-one social support sessions designed to help reduce isolation, increase confidence and provide practical support. The service is available to Manchester residents, who will be paired up with one of our volunteer Befrienders, to meet over the course of 10 sessions. Email befrienders@lgbt.foundation for more information.
Support & Social Groups

A wide range of support and social groups run from the LGBT Foundation's Community Resource Centre. Groups are run on a drop-in basis, with no need to book a place beforehand. However, if you could like support to attend a group, you can contact us on 0345 3 30 30 30. Groups include:

- Bloomers (a support and social group for older lesbian, bisexual and trans women which runs on the 1\textsuperscript{st} and 3\textsuperscript{rd} Tuesday of every month between 1pm and 3pm)
- Older & Bolder (a support and social group for older gay, bisexual and trans men, which runs on the 2\textsuperscript{nd} and 4\textsuperscript{th} Thursday of the month between 7.30pm and 9pm)
- Younger Men’s Group (a support and social group for younger gay, bisexual
and trans men on 1st and 3rd Thursday of the month between 7.30pm and 9pm)

- Stepping Stones (a support group for lesbian, bisexual and trans women who are experiencing isolation and low confidence, which runs on 1st and 3rd Tuesday of the month between 7.30pm and 9pm)
- Carousel (a social group for lesbian, bisexual and trans women who are looking to increase their social networks, which runs on the 2nd and 4th Tuesday of the month between 7.30pm and 9pm)

LGBT Foundation also supports a range of independent LGBT community groups, who meet at our Community Resource Centre. For more information about these groups, please visit lgbt.foundation/Groups

Women's Programme

Our programme of events and services for lesbian, bisexual and trans women who are attracted to women. More information about the programme, as well as a calendar of events, can be found at: lgbt.foundation/women

Trans Programme

Developed to improve the wellbeing, skills, confidence and reduce isolation of people who identify as trans. More information about the programme, as well as a calendar of events, can be found at: lgbt.foundation/trans

Men's Workshops

A series of wellbeing and sexual health based group workshops, to help empower gay, bisexual and trans men to lead healthy, fun and fulfilling lives. The full programme can be found at: lgbt.foundation/men

Free Safer Sex Packs

We provide free safer sex packs aimed at women who have sex with women and men who have sex with men. Packs are available in a range of community venues and also from our Community Resource Centre. The free safer sex packs for women who have sex with women are available from our building.
Sexual Health Screening

We provide two types of sexual health clinics aimed at men who have sex with men, delivered from our Community Resource Centre:

- Outreach Clinic (in partnership with Manchester Centre for Sexual Health) delivered every Monday (expect bank holidays) 12pm – 4pm, with tests offered on a first come, first served basis so get here early! Full sexual health screening and rapid HIV testing available.
- Rapid HIV Testing Clinic delivered every Tuesday 7.30am – 12.30pm (appointment only, call 0345 3 30 30 30) and Wednesday 2pm – 8pm (drop-in).

For more information, please visit: lgbt.foundation/testing

Netreach

We deliver regular sessions on some of the most popular LGBT social networking and dating sites, including apps such as Grindr. We can provide useful information, resources and advice as well as support on a wide range of different topics.

Outreach

We deliver outreach sessions and activities across Greater Manchester, working with a wide range of different partners. We attend Prides, community events and deliver targeted support to LGBT people from across the region. If you’d like us to attend your group or event, please contact us on 0345 3 30 30 30 and ask to speak to someone from the Services Team.
Our Village Angels can be found in Manchester’s Gay Village every Friday and Saturday night, offering guidance, information and practical help to ensure you have the best, safest night out. Whether you’re looking for directions, or if your night out hasn’t gone to plan, look out for our pink high-visibility jackets and we’ll be happy to help. For more information, visit: lgbt.foundation/angels
Legal Advice Surgery

Delivered in partnership with O’Neill Patient Solicitors LLP, this service offers up to 30 minutes of free legal advice and information from our Community Resource Centre. The service runs on the 2nd and 4th Tuesday of every month between 6pm and 8pm. Drop-in appointments are available, or to book, call us on 0345 3 30 30 30.

Police Advice Surgery

Delivered in partnership with Greater Manchester Police, this service offers free support, information and advice for the LGBT community, in a discreet and confidential setting. The service runs on the 1st and 3rd Thursday of the month between 6pm and 8pm and we recommend booking ahead, by calling us on 0345 3 30 30 30.

Our resources

LGBT Foundation produces a wide range of resources, available from 500+ venues and to download online lgbt.foundation/downloads
LGBT Role Model: Jawad Mahmood

Jawad is the Health and Wellbeing Coordinator at the LGBT Foundation and is currently studying for his Masters in Mental Health Theory.

I only came out a year and a half ago; prior to this I was very discreet about my sexuality. Being LGBT, a Muslim, and following Islam has been a challenging experience. Throughout my life I have battled to come to terms with my identity and at one point was very close to leaving the Islam faith, as it created so much hatred and discrimination towards LGBT people.

I guess the turning point for me was to actually research my own religion at a much deeper level and gain a better understanding of what Islam meant and, more importantly, what is expected of Muslims. Previously, my experience of Islam and Muslims was mainly from my upbringing, the Muslim community I lived in and from the Muslims I would meet on a daily basis. The consistent messages I received were that it was a major sin to be LGBT, that I would be destined to Hell and never forgiven. As you can imagine growing up with such messages and hearing this from your own community can create so many issues, as well as have a huge impact on one’s mental health.

It was only after the research, I discovered that Islam is most peaceful of religions, most tolerant, accepting and loving. In Islam, no Muslim or non-Muslim is allowed to judge another for his or her actions or behaviour, as long as it is not harming another human. Islam teaches us to live together, to respect and love one another. No one has the right to say you are going to hell or are a sinner. Only God can decide and make judgements. Islam teaches us that God is all forgiving, all merciful and everything is forgivable except associating partners with God. Islam is the belief in One God, living in one community and living with tolerance and harmony.
Since learning about Islam and feeling more confident in myself about who I am, I have begun to feel more confident with my identity. I cannot deny it is a daily battle but I have total belief that one day we will all love each other for who we are.

A Muslim LGBT person has to face many battles, not only to accept themselves within a faith which often does not acknowledge our identity but to also face the huge discrimination from the LGBT community itself. There are lots of challenges, difficulties, hardships, discrimination, hate and exclusion. However, I never expected I would face so much discrimination and hatred from the LGBT community; the very community I was struggling to belong to. There still seems so much ignorance and stigma around Black and Minority Ethnic communities being involved in the mainstream LGBT community. It remains a heavily white community with much resistance to accept anyone of colour. Throughout my life, I have never experienced racism or hate. My first experience of this was in the Gay Village.

The most positive experience I have had since coming out has been feeling better within myself. I believe the most important factor with anything is personal fulfilment and peace of mind. I would advise anyone coming out to make it about you and you alone. Whatever you decide make sure it makes you happy and gives you peace of mind. I have learned in life that no one is ever truly happy with what you do, so why become a puppet and behave as others expect? Let go, be free and learn to love yourself. Only then will you appreciate the true value of life and how much it has for us all.

My advice to anyone facing difficulties because of their sexual orientation or gender identity would be to remember that you are never on your own. There will be someone, somewhere, who will have been through the same experience. They may not have the same feelings you have but they will definitely understand. Always ask for help from friends, tutors, welfare support in the University and specific organisations trained to provide support.

Sometimes it can feel like the loneliest place in the world, like the whole world is your enemy and no one will ever understand you. But the world is full of people who have love and support for you, just reach out your hand and watch the love you get in return.
The Proud Trust

Tel: 07813 981 338
Email: sally.carr@theproudtrust.org
Address: LGBT Centre,
49-51 Sidney Street, Manchester, M1 7HB

The Proud Trust (formerly LGBT Youth North-West) is a charity which supports young people up to the age of 25, who identify as part of the LGBT community. They run a variety of activities and events to support and empower young people, including sports, arts and crafts, residential trips, discussions, games, film-making, and outdoor pursuits.

They also provide confidential group and one-to-one support, including the following groups:

LGYM (Lesbian and Gay Youth Manchester)

A group for young LGBT people and those questioning their sexual orientation or gender identity.
Tuesdays 7.30-10.00pm and Saturdays 3.00-7.00pm, at the Joyce Layland LGBT Centre

The Young Women’s Group

A group run by and for young lesbian and bisexual women, or those questioning their sexuality.
Tuesdays 6.00-7.00pm at the Joyce Layland LGBT Centre

Afternoon TEA

A group for young trans people and those questioning their gender.
2nd and 4th Sunday of the month 1.00-3.00pm at the Joyce Layland LGBT Centre
Stockport Wednesdays

A group for young LGBT and questioning people. 
Wednesdays 7.00-9.00pm at the Wellbeing Centre, Stockport

Wythenshawe WyNotLGBTQ

A group for young LGBT and questioning people. 
Wednesdays 6.30-8.30pm at The Forum, Wythenshawe (Meeting room 1)

Peer Mentoring and Befriending
The Proud Trust runs a peer mentoring and befriending service through face-to-face meetings, text, Facebook, email or telephone.
Contact 07535 538 520 between 8-9pm on Tuesdays.
Albert Kennedy Trust

The Albert Kennedy Trust supports LGBT young people who are in crisis, have been made homeless, or are living in a hostile environment.

They support people who are:

- Up to the age of 25
- Identify (or think they may identify) as lesbian, gay, bisexual, transgender or intersex
- Of no fixed abode (i.e. sofa-surfing), homeless, or living in crisis
- Living in a violent, hostile or abusive home

The Albert Kennedy Trust has offices in Manchester, London and Newcastle. If you would like to self-refer to their services, they will meet with you as soon as possible and talk you through your difficulties.

They provide the following services:

- Advice on staying safe in a crisis
- Help to find accommodation (including emergency accommodation, hostels, rented accommodation, social housing, and supported lodgings from an LGBT-positive carer)
- Help to find a support from a mentor
- Help to find specific specialist support for the effects of mental health issues and/or domestic abuse
- Help with training, learning and making progress towards goals.
To access the services offered by the Albert Kennedy Trust, call:
0161 228 3308 Mon-Fri 10.00 – 16.30

If you need emergency help at other times, please call:

**Shelter Housing Advice Line**: 0808 800 4444
(8am–8pm Mon-Fri / 8am-5pm Sat-Sun)

**LGBT Foundation Helpline**: 0845 330 30 30 (10am-10pm every day)

**London Lesbian and Gay Switchboard**: 0300 330 0630
(calls charged at local rate)

**Samaritans**: 116 123 (open 24 hours, 365 days per year; calls free)
Lesbian Immigration Support Group

The Lesbian Immigration Support Group (LISG) was set up in 2007 as an anti-deportation campaign for a lesbian from Sierra Leone. Following the success of this campaign and the ensuing press coverage, more lesbian and bisexual asylum seekers contacted the group for support.

The group now consists of several volunteers, who currently support more than 20 refugees and asylum seekers from various countries, including Saudi Arabia, Uganda, Afghanistan, Pakistan, and South Africa.

Many of LISG’s service users have previously felt unable to be open about their sexual orientation. LISG gives these women a place to be themselves and to meet other lesbian and bisexual refugees, asylum seekers and supporters.

Since 2007, LISG have supported over 30 women to gain asylum status in the UK.
The aims of LISG are:

- To provide a social network, offering emotional support to lesbian and bisexual women currently applying for asylum, and asylum seekers who have been granted leave to remain in the UK.
- To offer practical support and assistance to members currently applying for asylum because of their sexual orientation.
- To ensure that all members are treated equally and with dignity and respect during the asylum process.

LISG meets on a monthly basis at the Pankhurst Centre in Manchester and they organise regular social events.

If you would like to join, you can contact lisg.manchester@yahoo.co.uk to arrange an initial assessment meeting.

Visit: http://lesbianimmigrationsupportgroup.blogspot.co.uk/
LGBT Role Models: Aderonke Apata

Aderonke Apata is a Human Rights activist and advocate for LGBT asylum seekers. She won the Positive Role Model award at the 2014 LGBT National Diversity Awards, and founded African Rainbow Family, a group which supports LGBT people of African descent living in Manchester.

I come from a country where being you is unacceptable, where women are predominantly seen as housewives and children-bearing-vessels, where messages from our religious, cultural and political leaders dictate societal attitudes, especially towards the persecution of lesbian, gay, bisexual and transgender people. These messages shaped my life. I was not able to express who I am as a lesbian, which led to internalised guilt and rage. My subsequent experiences of injustices, unfairness in the immigration and asylum system processes, coupled with the homophobia I was subjected to in my country – Nigeria – all influenced my LGBT campaign work.

I believe people should be treated with dignity, fairness and humanity, which sadly seem not to be the values of some people in our societies today. I often get fired up against injustice of any form, hence my zeal to do whatever I can within acceptable limits to drive forward and bring about change wherever I can.
Coming out for me was a “forced” one but I have never been as happy as I am since then! I feel so free, like a heavy load has been taken off my shoulders. My inner peace of being able to finally live as the real me is immeasurable. Above all, I am able to make visible positive changes to policies and decision-making processes that inadvertently affect the lives of LGBT asylum seekers through the immigration and asylum process, and that is very valuable to me. I have contributed to key government inquiries into the use of indefinite detention, and more recently on UK’s stance on the breaches of global LGBT Rights. I have also advised on how Commonwealth countries can repeal their draconian anti-gay laws, which will eventually liberate LGBT people from repressive oligarchies and open the routes to the testing, detection and treatment of HIV and AIDS.

I know that, while for some people, dealing with one’s sexual orientation or gender identity is no longer a big deal, for others it is daunting and terrifying. However, remember that there is a wealth of resources and support out there to help you, so if you feel you need some help, ask for it. Letting anyone or anything define who you are is the most disservice one can do to oneself. I don’t believe we should conform to other people’s or society’s norms or expectations. Just be kind to yourself, show love and do not let your circumstances deter you from finding joy or achieving your goals.
Library Resources

The library service has a wealth of information and library resources about Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) lives and experiences.

The library service’s LGBTQ Resources guide (http://libguides.mmu.ac.uk/lgbtq) will help you if you are studying, teaching or researching LGBTQ issues in any subject. There are also many resources of general interest in each section of the guide:

Books

Here you can access a list of over 100 books and electronic books relating to LGBTQ issues available on a wide range of subjects, for example Art, Education, History, Law, Literature, Science and Sociology. There is also guidance in finding LGBTQ books in the library and getting further help.

Journals and newspapers

This includes a selection of electronic journals, e.g. GLQ: a journal of lesbian and gay studies, and help in finding relevant journal and newspaper articles from a range of sources.

DVDS and broadcast media

Here you can access a selected list of documentaries and films available for you to borrow on DVD from the library or watch online as a streamed broadcast.

Law

This includes links to web sites about the Equality Law in the UK and LGBT rights in other countries, examples of case law and where to find them.
Archives and Special Collections

This includes links to Manchester, national and international resources for further research.

See the library website for the opening times of Crewe library and the help desk opening times at All Saints (the All Saints library is open 24 hours during term time). You can chat online with a librarian between 10 and 3pm, we aim to reply to emails within 24 hours.

http://www.library.mmu.ac.uk
E: library@mmu.ac.uk
T: 0161 247 6106
Acknowledgements

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All information contained within this guide was correct at the time of print (August 2016). If you have any suggestions of things to include in future versions of this guide, please contact equalities@mmu.ac.uk.

Links to external websites have been selected for their relevance to students and staff. Manchester Metropolitan University takes no responsibility for the content or accessibility of third-party sites.