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Links CVS is committed to working with groups that support people who may be marginalised due to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Find out what is happening and how you can make your group more inclusive.

If you need any help you can contact us by completing a Advice Questionnaire - <https://www.linkscvs.org.uk/node/99>

#### **Celebrating Diversity – Lunch & Mingle**

Since receiving £10,000 in December 2016 from the Big Lottery Celebrate Fund the Lunch & Mingle events have become a regular feature of Links calendar. In the first year, 2017, we held Lunch & Mingle events every month and the following groups shared information about their groups.

Jane Woodward from Chesterfield Timebank, James Eaden & Barbara Sansome from Chesterfield Stand up to Racism, Julia Cook from DVA, Joye Dobbs from Chesterfield & District Neighbourhood Watch, Muzelley McCready from the Derbyshire Gypsy Liaison Group, Ann Sullivan from Deaf and Hearing Support, Suzanne Fraser Martin from Derbyshire LGBT+, David Sanderson from Tools with a Mission and Richard Wort from Derbyshire Fire & Rescue.



We held a joint event with Derbyshire Gypsy Liaison Group (DGLG) celebrating the history of Gypsies and their contribution to the wider community.



The year culminated in a celebration event held at the Winding Wheel in Chesterfield attended by 170 people representing over 60 groups who brought information about their activities. It was attended by the Mayor of Chesterfield who was impressed by the diversity of the groups. It was a great success with singing, dancing and as always delicious food showing the diversity of food available. It was provided by the Syrian refugee families, Asian Association, Chinese Elders and Rose's Kitchen all brilliantly co-ordinated by Rose. The whole event was made possible by the hard work of volunteers.



During 2018 we held Lunch & Mingle in February, May and September and jointly with Links AGM in December. In May we heard about Mental Health issues in particular how this affects young people and in September we had a joint event with Chesterfield Borough Council Equality & Diversity Forum which focused on Deaf Awareness and how different organisations deal with clients and staff. Jane Birkin talked about improving access to police services, Vikki Develin (Royal Hospital) talked about her work with the Deaf Forum and Janet Mellor gave us insight into a new group Deaf-initely Women which offers support to Deaf Women.

We celebrated with Amanda Brickmanis (Patient Engagement & Experience Manager – North Derbyshire CCG) who won The Staff Pride Award and donated her £50 charitable donation to Links to support the Lunch & Mingle events.

We also celebrated with Joye Dobbs from Chesterfield & District Neighbourhood Watch who was awarded the Derbyshire Constabulary Award for hard work and commitment to Derbyshire Neighbourhood Watch (North Division).

In 2019 we will be holding 4 Lunch & Mingle events:

- Tuesday 12<sup>th</sup> March 2019 – Committee Room 2, Chesterfield Town Hall - Cllr Barry Lewis, Leader of Derbyshire County Council will talk about tackling discriminations from the County Council's viewpoint. There will also be a discussion about discrimination and how this affects us all.
- July – Date and venue to be confirmed.
- Wednesday 9<sup>th</sup> October 2019 – Rose Theatre, Chesterfield
- 10<sup>th</sup> December 2019 – Committee Room 1 & 2, Chesterfield Town Hall alongside Links AGM

This is the kind of partnership working that we are keen to encourage and facilitate; if you have any ideas please let us know.

### Chesterfield Equality & Diversity Forum



Chesterfield Equality and Diversity Forum is a group of local community groups, partners and individuals working together to promote equality, share ideas and raise awareness of equality and diversity in the local community.

The Forum, which is supported and facilitated by Chesterfield Borough Council, is open to anyone with an interest in promoting equality. Each year, the Equality and Diversity Forum organises a number of public events and training sessions to raise awareness of local equality issues and celebrate diversity. There will be a meeting on 27<sup>th</sup> March at 1.30pm at Chesterfield Town Hall where we will be planning the activities and events for the next financial year. The meeting is open to all, so come along and join us. You can also find out more about Chesterfield Equality and Diversity Forum by contacting [katy.marshall@chesterfield.gov.uk](mailto:katy.marshall@chesterfield.gov.uk) or [allison.potter@chesterfield.gov.uk](mailto:allison.potter@chesterfield.gov.uk)

To view Chesterfield Borough Council's latest Equality & Diversity Annual Report please click here [-https://www.chesterfield.gov.uk/media/772678/equality-and-diversity-annual-report-2017\\_2018.pdf](https://www.chesterfield.gov.uk/media/772678/equality-and-diversity-annual-report-2017_2018.pdf)



Derbyshire LGBT+



# Derbyshire LGBT+

*Lesbian, Gay, Bisexual, Trans\**

Derbyshire LGBT+ is the only LGBT-specific support service in Derbyshire. We are here to support anyone who is Lesbian, Gay, Bisexual & Transgender or anyone who is having issues with their sexual or gender identity.

Even now, in 2019, there is a need for strong support for LGBT+ people in the UK. Statistics show that over the last few years, Hate Crime against LGBT+ people has risen dramatically; we also know that HIV infection rates in the LGBT+ community are rising higher every year. Bullying in schools continues to be a major problem and we still face inequality in goods and services.

To support victims of hate crime, Derbyshire LGBT+ offers a hate crime recording and reporting service. The role has been developed by the University of Leicester and is funded by the Office of the Police and Crime Commissioner for Derbyshire, Hardyal Dhindsa; although the role is independent of the police. Our Hate Crime Advocate, John Yates-Harold, is able to offer a listening ear as well as signposting victims on to further support should this be requested. The service is client-centred and no decisions are made without the full consent of the client. The advocate will also work with the client and the police should this be requested. Clients can self-refer or be referred to us by the police. John also offers training for organisations across Derbyshire and has recently supported staff at The Quad; Amber Trust; First Steps; Citizens' Advice centres; and primary and secondary schools across the county.

Derbyshire LGBT+ celebrated its 35<sup>th</sup> anniversary last year. In those 35 years, we have seen many changes, and the last few for Derbyshire LGBT+ may have been its most challenging, but also the most exciting. We lost all of our funding from local authorities and some of our work had to be scaled back. However, 2018 marked the start of a 3-year programme of expansion, funded by New Frontiers Big Lottery in response to the growing demand for our services across the county.

This expansion means that our new centre in Chesterfield will soon open its doors! The centre will enable us to mirror the services we offer in Derby by providing a range of groups to support families, young people, adults and older members of our community. There will also be space at the centre which can be rented by complementary therapists.

In addition to our group spaces, we will also have a designated training room to offer group and 1-to-1 training on a range of issues from hate crime to LGBT+ awareness to promoting our resource for primary schools on celebrating difference and effectively tackling HBT bullying.

You are invited to join us for our Open Day on Saturday 2<sup>nd</sup> March from 11-2pm at 51 Rutland Road, Chesterfield. Please help us to spread the word about our services and all that we offer.

### **Lack of Diversity in Grant Makers**

A report by the Grant Giver' Movement says a lack of diversity at trusts and foundation affects the fundraising efforts of charities run by people from minority backgrounds. It carried out a survey of 130 grant-making staff asking their views on diversity and aims to raise awareness of problems minority led charities face when submitting grant applications. The short report can be read here -<https://www.grantgiversmovement.org/grant-givers-movement-home/grantgiversreport>



### **Does your group have an Equality & Diversity policy?**

The Equalities Act 2010 identifies a list of protected characteristics. It is illegal for an organisation to discriminate against anyone because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Implementing an equality and diversity policy will help you achieve a more inclusive environment for your members. It is important to think about equality and diversity because some individuals, groups and communities are more likely to face discrimination and exclusion in society. Links has a template you can use as a guide. It is essential each group develops policies relevant to their own organisation. You can find the template policy [here](#)

As legislation can change make sure that you check that your policy is up to date  
– <https://www.equalityhumanrights.com/en/equality-act>

*The Equality & Diversity Bulletin is compiled by the staff of Links from a wide range of information. While every effort is made to check the accuracy of the material, no liability can be accepted for any error or omission. Inclusion of an item in the bulletin does not mean approval or recommendation by Links.*

*We are happy for you to send this information to other groups, but please acknowledge the source.*

### **Privacy Notice**

*Part of our work is to provide groups with up to date information. You can view Links CVS Privacy Policy - [https://linkscvs.org.uk/sites/default/files/Privacy%20Policy-2\\_0.pdf](https://linkscvs.org.uk/sites/default/files/Privacy%20Policy-2_0.pdf) to see how we store your data.*



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**Opening Hours:**

Mon - 12pm - 4pm

Tues - 10am - 4pm

Wed - 10am - 4pm

Thurs - 10am - 4pm

Fri - 10am - 2pm