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Introduction

The **York LGBT Forum** works with LGBT people in York and the wider North Yorkshire areas. The **York LGBT Forum** has been funded by the Youth Social Action Programme to produce a school outreach pack, which we hope will be of use to staff and students alike.

The Youth Social Action Fund is part of a UK-wide campaign - the #iwill campaign - which aims to get 6 out of 10 young people involved in social action by 2020. Big Lottery Fund and the Department of Culture, Media & Sport have invested £20 million each to the fund to support young people to access high quality social action opportunities.

As you will be aware, from September 2020 all secondary schools will be required to teach pupils about sexual orientation and gender identity, and all primary schools will be required to teach about different families, which can include LGBT families. This marks a tremendous step forward in efforts to make LGBT related teaching part of the learning experience for students across the country. The York LGBT Forum firmly believes that such measures will help to normalise being LGBT and will help young people feel less alone, reducing the disproportionately high rates of bullying LGBT pupils still experience.

As part of the **York LGBT Forum**'s work in local communities we hope this comprehensive pack of materials will provide you with information and contacts to enable you to take advantage of the many resources available locally to support schools in implementing the legislative changes.



We are aware that sifting through large volumes of information from various charities can make it difficult to work out who to contact for help with specific issues. By highlighting not only the work of the **York LGBT Forum** and some of our key projects, but also the work of York Pride, Yorkshire Mesmac and York LGBT History, you will have all the information you need to contact volunteers from any of these charities in a manner which suits the specific requirements of your school. We are fully aware that the challenges facing every school will be different, but we hope that all schools will find something of use within these materials.

IN YOUR PACK YOU WILL FIND THE FOLLOWING ITEMS

- Schools Outreach Brochure providing information on York based LGBT charities, their work and their specific areas of expertise.
- A copy of What Does That Mean?
 A Handy Guide to Commonly Used
 LGBTQ+ Terminology. This booklet
 has been produced by the York
 LGBT Forum and provides
 at-a-glance jargon busting for those who are
 unfamiliar with some of the more commonly-used
 LGBT+ terminology which is constantly evolving,
 and has changed significantly over the last decade.
 We hope this will be a useful resource for school
 staff. in particular.
- A copy of the OutWord Bound Prize Winners
 Anthology. More information about York LGBT
 Forum and York LGBT History's annual LGBT
 creative writing competition for secondary
 school students in York can be found in this
 booklet. We hope you enjoy reading the diverse
 selection of winning entries produced over the last
 three years of the competition.
- A copy of All Out: The No-Longer Secret Stories of Queer Teens Throughout the Ages edited by Saundra Mitchell. This book features stories by some of the best-selling contemporary authors of LGBT young adult fiction and its inclusion has been funded by the Youth Social Action Programme as part of the York LGBT Forum's 'Books For Schools' Project. There is more information on that project in this brochure.

- A copy of Becoming Lisa by Lisa Kelly. Lisa is co-chair of the York LGBT Forum and a transgender woman who has revolutionised transgender activism in Yorkshire. In 2018 Lisa published her autobiography, exploring the highs and lows of her journey. We have included promotional cards in the pack should you wish to contact Lisa for a speaking event.
- Flyers for **Rainbow Reading**, a Young Adult fiction book club set up by the **York LGBT Forum** and funded by the Youth Social Action

 Programme. We plan to hold our first meeting of the book-club for teenagers aged 14+ later this year, and more information about this project can be found in this brochure.
- Various leaflets and other materials provided by the charities featured in this brochure - York LGBT Forum, York Pride, Yorkshire Mesmac and York LGBT History Month.

The **York LGBT Forum** is passionately committed to supporting young LGBT people in the area and our volunteers are always happy to work with school staff, LGBT groups within schools or to discuss specific areas where the curriculum could benefit from additional LGBT content.

On the fiftieth anniversary of the Stonewall Riots, we hope this brochure provides a helpful overview of some of the issues we still see facing young LGBT people today, and offers some possible solutions.



Being 1GBT at School

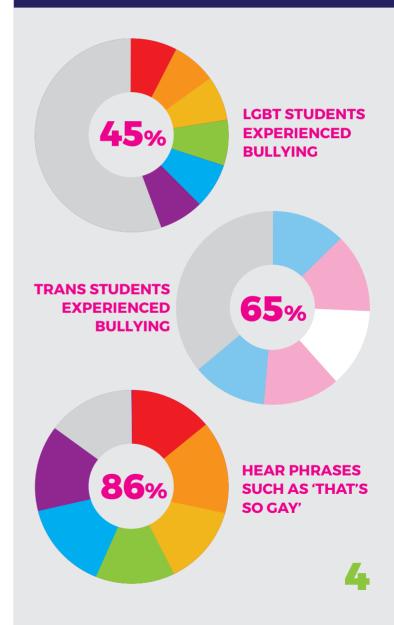
A number of pieces of high-profile research indicate that although things are improving, LGBT students in school still continue to experience a disproportionately high level of bullying, in comparison to their heterosexual, cisgendered counterparts.

The York LGBT Forum believes that by normalising LGBT experience through open discussion and inclusion of LGBT experience in teaching, the current experiences could be improved. A number of our initiatives outlined in this brochure are designed to raise visibility of young LGBT experience, and to offer resources to schools in order to help with initiatives already being implemented in the classroom and as part of assemblies.

STONEWALL SCHOOL REPORT STATISTICS

One of the most comprehensive surveys conducted nationwide across LGBT students in secondary schools is the Stonewall Schools Report 2017 which shows amongst other things that: 45% of students surveyed indicated they had experienced bullying for being LGBT, with 65% of trans students indicating they had experienced bullying for being transgender. More than half hear homophobic language and 86% of participants said they regularly hear phrases such as 'that's so gay'.

FACTS & FIGURES





The Stonewall Schools Report 2017 identifies "alarmingly high" statistics suggesting that 61% of lesbian, gay and bisexual students have deliberately harmed themselves at some point. More than four in five young transgender people (84%) have self-harmed.



The Stonewall Schools Report 2017 identifies that the chances of being bullied at school for being LGBT is statistically more likely in Yorkshire and the Humber than in other areas of the country, such as the South East or Greater London, with 49% of respondents from the survey having experienced bullying for being LGBT.

WHAT CAN WE DO TO HELP?

Based on these statistics it is vital to offer robust and comprehensive responses to this information, and this is where the LGBT charities in York believe we can make a difference.

The work carried out by the **York LGBT Forum** and the services offered by Yorkshire Mesmac, York Pride and York LGBT History Month are outlined in more detail in this brochure. We hope that you will consider reaching out to the contacts listed in the resources section and the individual charity pages, and we remain open to hearing suggestions from staff about the ways we can hone our services to best suit your individual requirements.

We appreciate that 'secondary schools in North Yorkshire' cannot be treated as a homogenous whole, and that the requirements will differ from school to school. On that basis our volunteers are happy to be contacted at any time to arrange meetings, round table discussions with other staff or bespoke training tailored to your individual needs.

1GBT & Mental Health

In August 2018 York LGBT Forum commissioned research to develop a better understanding of the experiences of LGBT people at a local level, and to find out if the respondents thought that a dedicated LGBT community resource centre would be a useful addition to the city. The research was funded by Comic Relief and undertaken by Outsource VCSE Support CIC, which is an independent Community Interest Company. A full copy of the report can be found at www.yorklgbtforum.org.uk. This report seemed to support national surveys which have found higher rates of mental health related issues experienced by LGBT people and also suggested the rates of hate crime and mental health figures are higher in York than the averages identified in national reports.

Statistics taken from York LGBT Forum Research Report Oct 2018





LGBTQ+ people in York has experienced a hate crime.



At school there was constant homophobic bullying.

ANONYMOUS 2018



2 IN 3

LGBTQ+ people in York indicated that they had experienced mental ill health, encompassing moderate to severe depression, OCD, eating disorders, cyclothymia and a broad range of other conditions.



1 IN 3

LGBTQ+ people in York reported that they had previously self-harmed or had attempted suicide.

Trans & Mental Health

The disproportionately high rates of mental health issues experienced by LGBT people rise in the context of transgender individuals, who are statistically more likely to experience these issues than LGB counterparts. This is compounded by the difficulties transgender people experience accessing healthcare and an increased likelihood of discrimination at work and being targeted by hate crime.

The research conducted by Jay McNeil, Louis Bailey, Sonja Ellis, James Morton and Maeve Regan identifies some of these issues with the following stark statistics.





MORE THAN

Transgender people in Britain have been diagnosed with depression at some point in their lives "

I have had numerous mental health professionals attempt to dismiss my requests to focus on the trauma which is the core of my PTSD and instead switch to my relationship with my family as soon as they hear that I am LGBT. This has forced me to endure extended periods of appointments with little to no progress and ultimately led to me terminating my most recent referral.

ANONYMOUS, 2018

Statistics taken from Trans Mental Health and Emotional Wellbeing Study 2012



York IGBT Forum



The York Lesbian, Gay, Bisexual and Transgender (LGBT)
Forum was established in 2006 to act as a strong and unified voice for the local LGBT community. We achieved charity status in 2015.

We also represent other minority groups who fall under the LGBT umbrella. Whilst the Forum works within the York and North Yorkshire area, it isn't exclusive to York. We have recently started to work internationally.



OUR AIMS

- To promote equality and diversity for the public benefit by:
 - The elimination of discrimination in relation to lesbian, gay, bisexual, trans, intersex, queer, questioning (LGBT) and allies and associates living within the city of York and its environs:
 - Challenging homophobia, biphobia, transphobia, or any associated negative attitudes and behaviour within society;
 - Working with partners and organisations, public and private, in developing initiatives that will enhance and safeguard LGBT people's lives, ensuring their inclusion in all aspects of life, and that their human rights are protected; and by
 - Advancing education, raising awareness and promoting a culture based on equality and diversity.
- To promote social inclusion for the public benefit by preventing lesbian, gay, bisexual, trans, intersex, queer, questioning people (LGBT) and allies and associates from being socially excluded from society on the grounds of sexual orientation and gender identity; and
- To further any other purpose which is charitable according to the law of England and Wales for the public benefit as the trustees see fit from time to time. These aims and objectives are achieved through a number of ways, including through casework, advocacy, policy and advisory work, mapping local crime analysis, training, projects, outreach and through schools and education.

OUR MISSION

The Forum believes that where barriers exist, there is inequality. Our team of unpaid volunteers come from a range of diverse backgrounds and have different skills and a broad range of identities across the LGBT+ spectrum which we believe represents the diversity within the LGBT community.

The Forum actively promotes awareness and understanding of LGBT people's needs to enable full participation in society and works with many others to reduce the fear of crime and bullying, particularly in schools. It also encourages greater participation in the prevention and detection of homophobic, transphobic and biphobic discrimination.

Together with our Schools and Young People Subgroup who coordinated this project, we have a number of other subgroups. These cover areas such as Hate Crime in conjunction with the local police and Health and Wellbeing, providing support for LGBT people in the local community experiencing mental health related issues, something LGBT people are statistically more likely to suffer from.

We also have groups designed to work with particular identities within the LGBT spectrum, such as our highly successful Transgender Subgroup, our Bisexuality Subgroup and groups with a focus on specific members of the LGBT community, such as the Older LGBT Subgroup. We are hoping to establish a BME Subgroup in due course.

Our International Subgroup works on a number of international initiatives, such as supporting LGBT refugees and promoting awareness of the issues facing our LGBT family in other countries where local laws criminalise LGBT people.



The next few pages of this brochure highlight some of the projects **York LGBT Forum** works on that we think would be of particular interest to secondary schools. We welcome any enquires about these, or other projects. Contact details for all of the charities can be found at the end of this brochure.

Out Word Bound



In 2016, in conjunction with York LGBT History Month, **York LGBT Forum** set up a LGBT creative writing competition for York's secondary schools.

The competition has run for three years and is aimed at young writers aged between 11 and 16. For 2016, 2017 and 2018 the prize-giving event has been generously sponsored and hosted by Aviva, and the successful students, staff and parents attended the awards ceremony.

Together with this brochure we have included an anonymised printed collection of the winning entries for 2016, 2017 and 2018. The OutWord Bound Prize-Winners Anthology sets out more specific acknowledgments and statistics, but one thing the competition demonstrates is that despite many students feeling positive about LGBT experience, entries continue to highlight individual struggles, themes of defiance in the face of marginalization and historical accounts of LGBT oppression. We believe it is important to offer students a creative outlet to talk about these feelings.

The competition will not be running this year but we hope that schools will nevertheless start thinking about next year's competition. We plan to launch the 2020 competition in September 2019 to give sufficient leeway for participating schools and students to work

on their entries in time for submission shortly after the Christmas holidays. We are particularly grateful to Millthorpe School and Manor Church of England Academy who have provided a significant number of entries in previous years, and we hope that the next run of the competition will garner more interest from a wider pool of schools in the Yorkshire area.

The prizes are generously funded by the charities involved and the competition is a good opportunity for students to explore LGBT issues within the context of the broader curriculum, or to write more personal pieces about their own experience of being LGBT young people today.

In 2017 one of the award-winning entries 'Today's The Day' was read by award-winning actress Stella Duffy at the Stonewall Equality Dinner which was attended by our competition sponsors, Aviva.



When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak.

Audre Lorde

Books For Schools

Every year the York LGBT Forum presents a book to York secondary schools. The idea behind the presentation of a LGBT-themed book is to enhance the information available to staff and pupils about sexual orientation and gender identity.

We hope that each school makes the book available in your school library and/or uses it as a resource for the teaching of PSHE. As you know, it is to the long-term benefit of staff and pupils to learn about all aspects of equality and diversity. Such knowledge helps equip young people for the wider world of college, university and work.

This year we are delighted to present a copy of All Out: The No-Longer Secret Stories of Queer Teens
Throughout the Ages, a celebrated collection of diverse historical fiction for teens, penned by seventeen young adult authors. It includes a retelling of Little Red Riding Hood set in war-torn 1870s Mexico featuring a transgender soldier, two girls falling in love while mourning the death of Kurt Cobain, forbidden love in a sixteenth-century Spanish convent and an asexual girl discovering her identity amid the 1970s roller-disco scene, All Out tells a diverse range of stories across cultures, time periods and identities, shedding light on areas of history often ignored or forgotten.

RECOMMENDED READING









We would be delighted to hear feedback from schools on the success of this project, or to receive any feedback around the choices we make. If schools would like support to include a specific LGBT text in your libraries to assist with teaching a particular subject, we would be happy for schools to contact the York LGBT Forum with suggestions to see if we could fund the book as part of our annual project.

Free To Be Me

Free to be Me is an exciting training programme developed by the York LGBT Forum's Older LGBT Subgroup in 2015. We currently offer two training programmes, Free to be Me in Care and Free to be Me in the Workplace.



The initiative began with **Free To Be Me in Care**, coordinated by one of our volunteers Sue Lister, who was awarded an MBE in 2017 for "Equality, Diversity and the Arts in Yorkshire." The **Free to Be Me** team created a two-hour LGBT awareness training session for care homes and care staff. The **Free to Be Me** concept has now been adapted for the workplace, and **Free to Be Me** in the Workplace has generated a number of successful bookings, with very positive feedback.

Free to Be Me is driven by the recognition that feeling free to be who we really are, without fear of prejudice or negativity, is vital for wellbeing. Silence can be oppressive and as many LGBT people know, all too often joining a new workplace or feeling vulnerable in

society as an elderly person or someone in a care home can involve going back into the closet. Through its **Free to Be Me** projects the York LGBT Forum helps to break down the isolation older LGBT people in care and LGBT people in the workplace can sometimes feel.

The York LGBT Forum would be delighted to think about ways to adapt Free to be Me for schools.

Alternatively, we would be happy to provide some thoughts and ideas for students, if they wish to create their own version of Free to Be Me to show their peers. The Youth Social Action Fund is all about encouraging young people to get involved in activism, and we think an initiative such as this would be an extremely positive and creative way for students to help combat the marginalisation and bullying that young LGBT people report they still experience in schools today.

Hote Crime Awareness

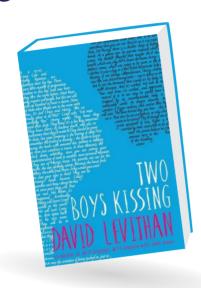
Hate crime exists in all corners of society. Unfortunately it is also rife in the LGBTQ+ community. **York LGBT Forum** have produced a series of images to raise awareness of hate crime and how we can support those affected by it.





York LGBT Forum can provide schools with copies of these images for display or distribution on request. Please contact James at york@nettl.com for details.

LGBTQ+ Young Adult Fiction BOOK CLUB



There are all these moments you don't think you will survive.

And then you survive.

TWO BOYS KISSING David Levithan

In 2019 we plan to launch a book club, **RAINBOW READING**, for people aged between 14 and 21, with our first meeting in 2019 to coincide with the return to school. The book club will run over the course of a year and will focus on important works of LGBTQ+ Young Adult fiction.

We have included flyers with this engagement pack for the book club, and your help with its promotion would be much appreciated.

The first book participants will be reading is David Levithan's 'Two Boys Kissing.' This book was selected because of the way it brings LGBT history into the present, raising awareness of the impact of the AIDS crisis on LGBT communities as well as telling an ultimately positive story about the struggles and joys experienced by today's LGBT youth. The book is inspired by a true story of two boys in America who sought to break the Guinness World Record for the world's longest kiss, and Levithan's work has proved popular with young readers.

We hope to cover texts highlighting a broad range of identities across the LGBTQ+ spectrum over the course of the book club. We would be happy to bring any of these discussions into the classroom or to your school-based LGBT groups, if you feel a one-off read and discussion of any of our suggested texts would enhance any of the work you are already doing on an extra-curricular basis or within the classroom.



All of our volunteers have been DBS checked and the York LGBT Forum Safeguarding Policy states that two DBS checked volunteers will be present at all times during the book club meetings

Introducing York's LGBTQ+ CHARITIES

Together with **York LGBT Forum** there are a number of other charities in York that do terrific work supporting LGBT people in the local community, each with a slightly different focus.

We have asked for input from Yorkshire Mesmac, York Pride and York LGBT History and we hope that the overviews each charity has provided to us will be a useful resource for your school.

The next few pages give you an overview of the **York LGBTQ+ Charities** and the work that they do.







Yorkshire Mesmac

Yorkshire MESMAC

Yorkshire MESMAC is a sexual health charity and we have an office on Marygate in York. We work with those most at risk of HIV and STIs and part of that is working with young LGBTQ+ people over the age of 14.

YORQUEER YOUTH GROUP

This is for 14-25 year olds who identify as LGBTQ+. It runs every other week from our York office, an is led by Lily.

You can contact her on I.allenby@mesmac.co.uk or 01904 620 400 / 07710 099 033 to find out about attending the group.

1-2-1 SUPPORT

Are you over 14 and LGBT+ or questioning your sexual orientation? Have you got some questions about your sexual health and are not sure where to go for answers? Yorkshire MESMAC offers 1-2-1 support either in school or in our offices for non-judgmental and confidential support around your sexual health.

ASSEMBLIES/WORKSHOPS

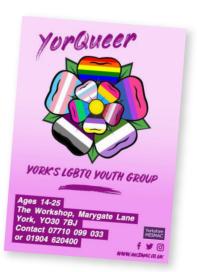
We can also deliver assemblies and classes to over 14s on LGBTQ+ issues, bullying and support. Your school just needs to get in touch with us to book it!

STAFF TRAINING

Our staff can offer training on LGBT+ awareness and homo / bi / trans phobic bullying and how to tackle and prevent it in schools.

Yorkshire MESMAC has been working with LGBT+ young people for nearly 30 years so we have a lot of experience in the work we do! If you have any questions, or aren't sure about what we do, you can find us on Facebook, Twitter and Instagram too!

You can call the office on **01904 620 400** or email **york@mesmac.co.uk** for more information on any of the above.



York Pride

YORK PRIDE

York Pride is a registered charity that raises awareness of LGBT+ issues by promoting and staging York Pride and other local events for our community, taking part in campaigning and commentary in the media and providing support to other LGBT+ charities and voluntary organisations.

York Pride promotes the provision of information, advice and support that celebrates LGBT+ lives and history. Our aim is for York and the surrounding area to be a place where the diversity offered by the LGBT+ community is something to be celebrated; we want York and the surrounding area to be a place where LGBT+ people can feel safe and accepted and valued. We believe that inclusiveness improves self-esteem and provides a sense of belonging, which helps to diminish the psychological effects of discrimination faced by individuals in daily life.

Our summer Pride event normally takes place in June and is the culmination of a Pride festival week. York Pride provides our main platform for a celebration of the diversity of the LGBT+ community in a context of entertainment, inclusivity and fun. The event is a focus for the visibility of the LGBT+ community in York, North Yorkshire and East Riding and provides an opportunity to draw attention to important LGBT+ issues. We encourage local organisations and businesses to be involved and show their support for the event and, in doing so, send a positive message to everyone, including their own LGBT+ employees.

We are particularly proud of our work with local schools and in 2017 we became the first city to hold a Pride that included students and teachers from each of its state secondary schools in its Parade - see a video at https://photos.app.goo.gl/WP2NAWn38KqiMH608

This involvement of schools is still growing, with schools from the market towns that surround York and from the independent sector now also getting involved in York Pride and the Pride Parade. We encourage schools to focus on LGBT+ issues during Pride week and to celebrate LGBT+ lives as part of a wider message about equality and inclusivity. Please use your schools involvement in York Pride as a way of showing your LGBT+ students that they are valued as much as any student.

YOU CAN GET A FLAVOUR OF THE 2018 PRIDE PARADE BY VIEWING



York Pride is operated by a small team of unpaid volunteers who are working hard to continue to improve Pride for the benefit of the LGBT+ and wider community. It costs over £40,000 to hold each York Pride. We depend upon sponsorship, donations from events, local businesses and supporters and the money we raise through our fundraising activities. As York Pride is a free event, wristbands are one of our main sources of funding and are a great way for individuals to show their support (they are available for pupils and students at a discounted rate). They'll also get you great discounts at supporting retailers and attractions for the two weeks before and after York Pride









To see a famous supporter of York Pride and our work with local schools please visit https://www.facebook.com/York-Pride/videos/1426057467452576/

YORK PRIDE 2019

York Pride 2019 took place on Saturday 8th June and, despite the rain, the streets were alive with colour and celebration as the biggest ever York Pride Parade moved through the city to its festival home at The Knavesmire. 25 local schools and colleges took part in the 2019 Pride Parade – more than ever before – and the free family afternoon at The Knavesmire was again filled with live music and entertainment on two stages, a funfair, food and drink stalls plus local traders and charities. Gareth Gates and Rozalla headlined.

Each year in March / April, York Pride holds a launch event in York where sponsors and supporters come together to reflect on and celebrate the previous year's Pride and share plans on how to involve even more organisations, businesses, schools and community groups in the next Pride.

York Pride is North Yorkshire's biggest LGBT+ celebration, with around 4,000 people in the 2019 Pride Parade. We normally expect around 10,000 people at the Knavesmire event that follws the Parade.

We would love to see even more local schools get involved with **York Pride** in 2020 and beyond. This is one of the strongest ways that a school can show its support for LGBT students and staff. Please email **schools@yorkpride.org.uk** to take part in **York Pride** and learn how schools can use Pride as a focus for learning and activities around LGBT issues

Jork JGBT HISTORY



York LGBT History

is a registered charity that serves to increase public awareness of the place of LGBT people in history.



LGBT stands for lesbian, gay, bi and trans, but we take it to include all non-normative/marginalised gender, romantic and sexual identities and intersex.

We bring to light stories that might traditionally have been ignored, working to develop inclusivity, challenge stereotypes and promote understanding. Our programme of events provides a wide variety of ways for the public to learn about these stories, and our school outreach serves to promote the benefits of inclusion at a key stage in children's social development.

PROJECTS

ANNUAL FEBRUARY EVENTS

Every February we hold LGBT awareness events across the city. In 2019 we had over 50 events. Young people are welcome to attend these events (note if a young person is under 16 we ask for them to have an appropriate adult with them as some of the events are aimed mainly at adults). It is a great way for young people to learn about LGBT history.

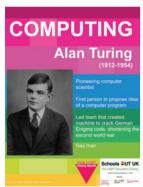
OUTWORD BOUND (PARTNERSHIP WITH YORK LGBT FORUM)

This is our joint project with York LGBT Forum. Information about this project has been mentioned earlier in this pack.

RESOURCES

LGBT HEROES POSTERS

This set of posters provides the perfect way to make LGBT history visible in every area of the curriculum. Each poster features an inspiring historical figure for every subject area, with details of their achievements and a mention of where they fit on the LGBT spectrum.





York LGBT Forum can provide schools with copies of these images for display or distribution on request. Please contact James at york@nettl.com for details.

LGBT HISTORY MONTH WALLCHART

Produced by the Forum for Sexual Orientation and Gender Identity Equality in Further and Higher Education and a group of trade unions in association with the national LGBT History team, this wallchart highlights legal and social milestones in the UK's LGBT history. It can be downloaded free from the national LGBT History website.



Additional Contacts & RESOURCES

If you would like to contact the York LGBT Forum to discuss any of the projects outlined in this brochure or to find out how we can assist you more broadly with assemblies, classroom-based modules or providing resources to the students. please contact us via any of the methods below.



07731 852 533



schools@yorklgbtforum.org



York LGBT Forum York CVS 15 Priory Street York **YO16ET**







FIND OUT MORE

For more information about York LGBT Forum please visit our website at www.yorklgbtforum.org.uk









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The York LGBT Forum is a registered charity. Charity Number: 1162234