



It's Pride season!

In this edition we will be sharing news about Pride, which will be taking place in July. We will also be giving you an update on the Bristol 10k and thanking a member of staff for their service.

Enjoy reading, and we look forward to seeing you soon.

Team Brigstowe x

What's coming up...



Client Summer Social

Wednesday, 10th July

Bristol Pride

Saturday, 13th July

Why do we need Pride Month?

At its best, **Pride** month honours the LGBTQ+ members who risked their lives, lost their lives, and endured a lifetime of suffering in the hopes that one day their community would be treated with the dignity and respect that every human deserves. **Pride** is a call to action; it narrows the collective attention on the most pressing needs of the LGBTQ+ community and provides a resurgence of determination to fight for a better tomorrow.



Pride is a time for radical queer joy, an opportunity to be encompassed by community members and allies so that, for even a moment, we can take a breath from the perpetual violence and breathe in a wave of hope, relief, and celebration.



It's no longer illegal to be LGBTQ+, nor is it classed as a mental health disorder (since 1992), and the Equalities Act 2010 protects some, though not all, of the LGBTQ+ community against discrimination. Same-sex marriage and LGBTQ+ adoption is legal. Section 28 was

repealed, and local authorities can talk about LGBTQ+ lives. In the 2021 census, LGBTQ+ people could self-identify for the first time. We have made major strides in terms of rights. However, we still face many challenges, and rights that have been hard fought for can be taken away, as we have seen in the USA with the barrage of anti-LGBTQ+ legislation in many states. In Europe, anti-LGBTQ+ laws have been passed in Russia and Hungary, as well as in Africa, most recently in Uganda.



Bristol Pride

Saturday 13th July 2024, Castle Park

Bristol Pride is less than a month away and we're excited!

We're looking for more people to join the Brigstowe team at the Pride Parade! Everybody is welcome! Flags, banners and whistles will be available, of course.

Our lovely HIV Peer Mentor Coordinator, Tash, will be coordinating on the day, so please arrive at the bandstand in Castle Park around **10 am** ready to start marching from 10:45 am. The parade will take at least an hour and travels from Castle Park to Millennium Square.



Bristol Pride Cont'd...)

After the Parade, Bristol Pride moves to The Downs to carry on the celebrations. A full festival with over five stages, a Youth Area, Family Area and Community Area, there is lots to do for everyone.

Acts include the Human League, Claire from Steps, Ladytron, and many more.



Brigstowe will be in the Community Area, so please pop down to say hi and help us spread the word that **U=U!**

Pride is still a donation entry festival, ensuring people from any background can attend. If you can, please purchase a supporter wristband starting from **£9**. It offers discounts on food and drink, a dedicated entry gate, and FREE BUS TRAVEL all Pride Day.

Visit www.bristolpride.co.uk/wristbands/ to get yours!

Brigstowe's Equity, Diversity and Inclusion Strategy 2023 - 2026

Brigstowe is committed to promoting EDI in all aspects of our work and also in wider society. We had 68 responses from clients/volunteers/staff/trustees (many of whom are living with HIV) in relation to our EDI survey, which we carried out in 2022 and we have incorporated the feedback into our EDI strategy and action plan for 2023-2026 . It sets out Brigstowe's commitment, vision and ambition to do more to create an inclusive society and workplace and outlines the commitments we are making from 2023 to 2026.



EQUITY, DIVERSITY AND INCLUSION (EDI) STRATEGY 2023-2026

This is Brigstowe's first Equity, Diversity and Inclusion (EDI) Strategy.

It sets out Brigstowe's commitment, vision and ambition to do more to create an inclusive society and workplace and outlines the commitments we are making over the next three years. This strategy is a 'live' document that can be adapted in line with the changing needs of our beneficiaries, volunteers, and the external environment.

"We work in the 10th largest city in the UK with an increasingly diverse population. Bristol City Council has reported that Bristolians are from at least 187 countries of birth and speak at least 91 languages."

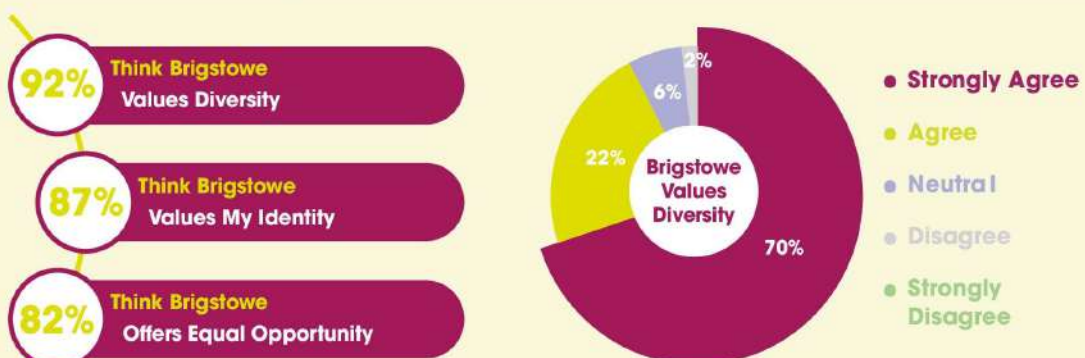


What We Believe

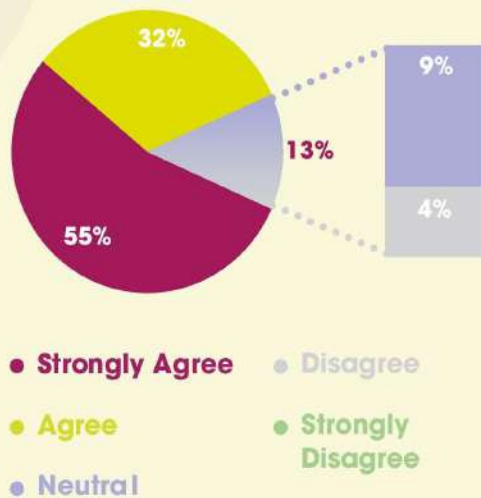
- We believe that everyone has the right to live without fear or prejudice regardless of characteristics, including their HIV status
- **Everyone should be able to make a full contribution to society in their own unique way**
- We want to live in a world which demonstrates respect and values diversity
- **We are committed to driving change within our organisation and beyond whilst always ensuring that our beneficiaries remain at the heart of our thinking and decision making**

"All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not."

From November 2021 to May 2022, Brigstowe undertook an EDI review of our organisation. We released a survey to all our clients, volunteers, trustees, and staff and received 89 responses. Our survey participants overwhelmingly view Brigstowe as valuing diversity, valuing the personal identities of the individual, and offering equal opportunities for people to advance their lives.



Brigstowe Values My Unique Identity



We were pleased to hear that our survey participants felt Brigstowe is doing well, but there is room for improvement.

"You're doing a great job, though I would like to see ALL types of diversity take the lead on events you are doing."

"Ensure staff and volunteer roles are advertised as widely as possible to encourage diverse applications."

"Include diversity training as part of the induction of volunteers."

"Focused work to be done for the organisation to be more trans-inclusive."

Our Vision

Brigstowe is committed to developing an organisational culture where everyone feels responsible for and contributes positively to the progress of equal opportunities, a culture that respects and values each other's differences, promotes dignity, equity and diversity, and encourages individuals to develop and maximise their true potential.

"We pride ourselves on treating our clients with respect and dignity, with the highest regard for confidentiality."

Our Priorities

1. Develop and annually review the strategy and action plan in line with data, and remain accountable through annual reporting
2. Focus on EDI in all recruitment, training and organisational policies
3. All communications speak to and on behalf of the diverse communities we work with and for
4. Recognise, understand and respond to the needs of the diverse communities we work with and for

Our Objectives

YEAR 1 - 2023/24	YEAR 2 - 2024/25	YEAR 3 - 2025/26
<ul style="list-style-type: none"> • Launch the strategy and action plan within our networks and partnerships • Review internal data and that of our clinic partners to identify gaps in representation • Develop targets and include them in the business plan • Appoint staff and board champions • Review our recruitment process, ensuring we are incorporating positive action measures • Develop a plan for improving board diversity • Develop a calendar of cultural events to celebrate diversity • Regularly include EDI statements in communications • Consider how EDI is kept live through specialist training, our networks, and close partnership working 	<ul style="list-style-type: none"> • Report on our progress and publish a summary in our annual report • Consider appointing additional champions for protected characteristics • Review the use of Equality Impact Assessments in our networks and other organisations and develop our own • Review all policies • Improve our recruitment process, and if necessary, appoint a partner to help increase applications from underrepresented people • Consider introducing maximum terms for trustees • Review our publicity materials • Develop and communicate a disability policy 	<ul style="list-style-type: none"> • Review and revise strategy, targets and action plan • Evaluate the effectiveness of champions • Consider reviewing some policies annually through an EDI lens • Seek feedback from applicants on the recruitment process • Consider recruiting trustees living with other long-term health conditions • Amend and update the calendar of cultural events • 100% of events to be fully accessible

What Will Our Measures Of Success Be?

- We want to see a 5% annual increase in recruitment applications from non-white British individuals
- Year on year, we want to see an increase in the proportion of volunteers who identify as non-white British
- We will ensure continued accountability by reporting on our progress in our Annual Report
- We will report annually to the Board of Trustees to enable the effective review of our progress



Peer Support Volunteer Opportunity

Are you living with HIV? Would you like to help others? Brigstowe is looking for volunteers to join our HIV peer support service.

Our HIV Peer Support Volunteers provide one-to-one support to other people living with HIV. As a peer mentor you will offer support, share your own experiences and motivate others who are newly diagnosed or going through a difficult time with their own diagnosis. You will receive full training, regular support and supervision, as well as being reimbursed for expenses up to a reasonable amount. You will also join a fantastic and welcoming community of volunteers who are all living with HIV as well!

We are looking for people interested in volunteering for at least one of the following roles:

Community Peer Support Volunteer: Providing one-to-one support to someone in the community for up to 2 hours per week for up to 4 months at a time.

Clinic Peer Support Volunteer: Providing peer support to patients at Gate 36 at the HIV clinic at Southmead Hospital during clinic times, for 3 hours, once or twice a month.

- **Closing date for applications:** 10 am on Tuesday 30th July 2024
- **Interview dates:** Thursday 8th August and Wednesday 14th August
- **Start date:** October 2024
- **Training for shortlisted candidates:** 18th, 19th and 20th October from 10am – 4pm at The Old Co-Op, 42 Chelsea Road, Easton, BS5 6AF. It is expected that you will be available to attend all 3 days

To apply for this role, please see our website: <https://www.brigstowe.org/support-our-work/recruitment/> where you will find the Information Pack and a link to our Application Form.

If you would like to know more about Brigstowe or the role, or if you would like help completing the form, we'd be really happy to talk with you!

Please contact Tash via info@bristol.org or by calling 0117 9555038.

Brigstowe is committed to reducing inequality, valuing diversity and enabling inclusion. We welcome applicants with the appropriate skills of any background or identity. We are particularly interested in hearing from young people and people of African or Caribbean heritage as these groups are currently underrepresented in our volunteer base.

We celebrate 10 years of service
of **Lauren Tittle – Brigstowe Legend**





Anyone who knows Brigstowe, knows Lauren. After 10 years of incredible service to Brigstowe, Lauren has become a legend in her own lifetime. From humble beginnings, Lauren started at Brigstowe as a social work student. She had such an impact on clients and the organisation that she was recruited as a support worker at the end of her studies.

Through her enthusiasm, skill and lots of hard work, Lauren piloted our peer mentoring service working closely with our wonderful volunteers, trustees and partner organisation, Positively UK. Lauren was an important part of securing Lottery funding and was appointed as Positive Voices Manager to lead these services which all include people living with HIV. Most recently, Lauren was appointed as Head of Operations which includes deputizing for the CEO.



There are no words to describe the care that Lauren shows to everyone she meets. This goes from trustees, staff and volunteers to someone on the street who looks like they're having a hard time. Regardless of her role or position, there's no task too big or small if it helps Brigstowe and the people who rely on us. Lauren is the first to arrive to prepare for an event and the last to leave, usually washing up. Lauren has had a very strong role in establishing Brigstowe's culture of ensuring that every person feels valued, respected and included.

We have all been cared for and supported by Lauren and so it's a real pleasure to celebrate Lauren's ten year anniversary at Brigstowe.

“Thanks Lauren for all you do you were my first contact with Brigstowe since then you have helped me to be myself and build my self confidence here’s to another ten years..” Ashley



“I first met Lauren at Brigstowe’s 21st anniversary where she talked about the mentoring program with true passion. This led to me wanting to become a mentor which I will be forever grateful to Lauren for!! Lauren is so passionate in everything she does for Brigstowe & Brigstowe would not be the same without her. It’s been a true pleasure getting to know her & I wish to thank her for everything she has done for me over the years.” Andy R

All In Summer Event



Brigstowe's Summer Celebration

Wednesday 10th July 2024

Chantry Community and Arts
Centre, 52 Castle Street,
Thornbury, BS35 1HB



This is Brigstowe's annual celebration event for clients, volunteers and staff in the grounds of Chantry Community and Arts Centre. Come join us for a day of relaxing in the award-winning gardens with entertainment and a luxurious lunch. This event is not to be missed! It's free of charge and fully wheelchair accessible. We will also be organising transport to and from the venue.

If you're interested in coming please email info@brigstowe.org or alternatively, call 0117 955 5038 to book your place!



Social Activities

July – December 2024

Come along to meet new people in a relaxed and fun environment, form friendships, share experiences and come 'All-In' together.

Brigstowe's Summer Celebration

Wednesday 10th July 2024, 9.45am – 3pm

**Meet at Easton Community Centre, Kilburn Street, BS5 6AW.
Return around 3pm**

Brigstowe's annual celebration event for clients, volunteers and staff in the grounds of Chantry Community and Arts Centre, Thornbury. Come join us for a day of relaxing in the award-winning gardens, entertainment and a luxurious lunch. Not to be missed!

This event is free of charge and fully wheelchair accessible.

Please ring Brigstowe on 0117 9555038 to reserve your space.

Friends & Family Day: Bowood House

Thursday 8th August 2024, 9.45am – 5pm

**Meet at Easton Community Centre, Kilburn Street, BS5 6AW.
Return around 5pm**

Come and enjoy the beautiful grounds of Bowood House with us. There is an adventure playground, waterfalls, a lake & lots more fun. Bring your packed lunch & appropriate footwear, there is a lot to look around! Limited to 14 places & is open to partners or significant friend and children.

There is a £5 deposit to pay in advance to reserve your space, which will be reimbursed to you on the day. If you are unable to pay the deposit, to discuss wheelchair accessibility or **to reserve your space please ring Brigstowe on 0117 9555038.**

Yoga and Meditation

Saturday 9th November 2024, 11.45am – 2pm

Bristol Venue TBC

A session where you can unwind and relax. We will lead a gentle yoga class and this will be followed by breathing, meditation and relaxation. Eight spaces available. The building has disability access. **Please contact THT to reserve a place by emailing kate.lemon@tht.org.uk.** Once your space has been allocated venue details will be given out nearer the time.

For more information on the activities,
please contact either Brigstowe on 0117 9555038
or Terrence Higgins Trust on 07835 855481.





Social Activities

July – December 2024

Come along to meet new people in a relaxed and fun environment, form friendships, share experiences and come 'All-In' together.

Christmas Party

Wednesday 18th December 2024, 4.30pm – 6.30pm

Easton Community Centre, Kilburn Street, BS5 6AW

We invite you, your partner or significant friend and children to our annual gathering to celebrate Christmas and enjoy a social time together. There will be delicious food, games for adults and children, a raffle and lots more fun.

This event is free of charge & fully wheelchair accessible.

Please ring Brigstowe on 0117 9555038 to reserve your space.

Workshops

July – December 2024

Eating Well with HIV

Tuesday 8th October 2024, 11am – 1pm

Brigstowe, The Old Co-op, 42 Chelsea Road, Bristol, BS5 6AF

Want to know more about eating healthy? How to maintain a good diet whilst living with HIV? Come to this 1 hour session delivered by a specialist Dietician from Southmead Hospital. After the session there will be a shared lunch.

This event is free of charge & fully wheelchair accessible.

Please ring Brigstowe on 0117 9555038 to reserve your space.

Yoga and Massage

Monday 18th November 2024, 10.45am – 3.30pm

Bristol Central Quaker Meeting House, Champion Square, Bristol BS2 9DB

Join in for an hour of yoga with Ailie Tam. The yoga can be done on a chair or standing up, suiting all levels of yoga. Twelve places available for yoga and six places available after the yoga for massage. Mats provided. **To book your place, please ring THT on 07835855481 or bonnie.holt@tht.org.uk.** Once your space has been allocated venue details will be given.

For more information on the activities,
please contact either Brigstowe on 0117 9555038
or Terrence Higgins Trust on 07835 855481.



Bristol 10k



The Bristol 10k was a huge success this year. We had 19 people take part in the Bristol 10k and 2 additional supporters running the Bristol Half Marathon for us. We had the Bristol Show Choir perform throughout the day, which both runners and cheerers seemed to thoroughly enjoy! We also had a fantastic group of cheerers who gave our runners an extra boost climbing up the hill. Thank you all for joining us!



A conversation with Evgeny, one of our amazing Bristol 10k runners



How did you hear about Brigstowe?

I first heard about Brigstowe when I went to the hospital to get my antiretroviral medications. A NHS social worker told me about a local HIV service organisation and strongly recommended contacting Brigstowe. The very next day, I visited their office and met a wonderful social worker named Miriam. Her support was incredibly important in my first year of immigration, especially in accessing necessary medical care.

Why did you decide to raise funds for Brigstowe?

I've worked in non-profit organisations supporting people with HIV for twenty years. In Russia, I led an organisation similar to Brigstowe. For me, volunteers play a crucial role in such projects, driving our work forward. Another reason was my personal gratitude to Brigstowe for the significant help I received. Now, I'm ready to contribute to their work by becoming a volunteer.

Have you participated in running competitions before?

My first experience with running competitions was in 2017. My friends, HIV activists, organised a major event in Kazan aimed at supporting people living with HIV. I accepted their invitation with great interest and internal challenge, as running was not a previous interest of mine. Over four months, I prepared for a half-marathon, which became my first and important step into the world of running. Since then, running has not only become a hobby but also a way to relax, unwind, and meditate.

Would you participate again in such a fundraising event?

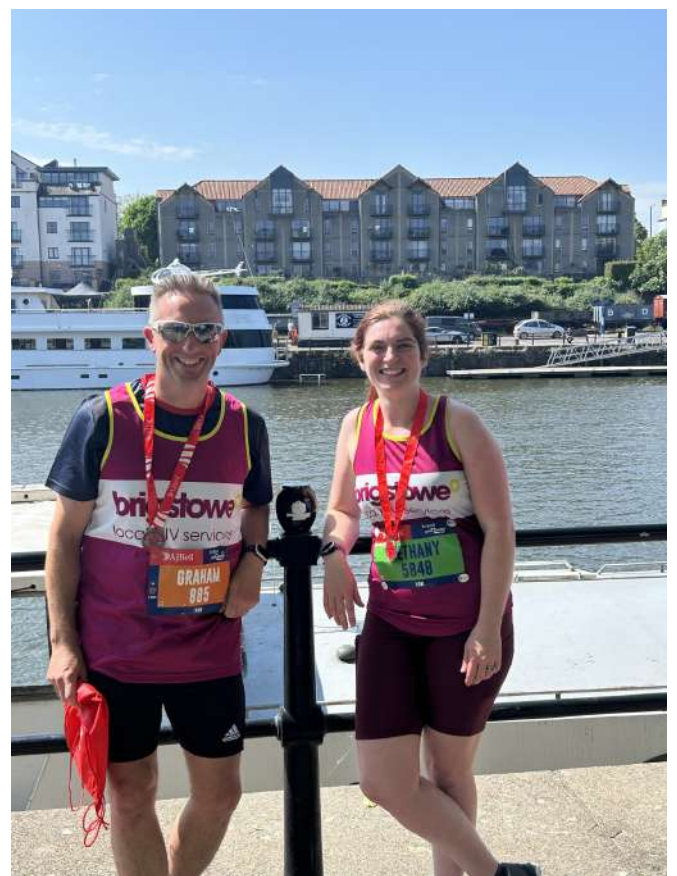
Yes, I've participated for three consecutive years now, and I thoroughly enjoy it. It allows me not only to be a client of Brigstowe but also to make my small yet significant contribution to their work. It inspires me and provides an opportunity to personally influence positive change.

What would you like to say to those considering whether to participate in such races and help raise funds for charities?

I believe participating in races and fundraising for charities is not only a chance to support those in need but also an opportunity for personal growth and development. It's a chance to join a community united by a common goal and make a difference in solving important social issues. Don't hesitate to get involved — your contribution can make a significant impact.



We raised over **£7,649** this year, which is the most we have ever raised! We set an initial target of £4,000 so to raise this amount is incredible! We want to say a HUGE thank you to all of our wonderful runners and to Osborne Clarke for sponsoring our running vests. You all went above and beyond with your fundraising efforts. We really appreciate your support.



HIV Awareness Training

Brigstowe's HIV Awareness Training empowers professionals with the skills and knowledge they need to work confidently with people living with, affected by or at risk of HIV.

Sessions will:

- Clarify the definitions and differences between HIV & AIDS.
- Explain HIV prevention and transmission.
- Provide up-to-date information on treatment.
- Explore stigma and prejudice.
- Outline testing services.
- Inform participants of support available.
- Promote best practice when working with a person living or affected by HIV.

"Such clear, concise & informative training"
(training participant)

All sessions will include a guest speaker living with HIV who will share their experience in order to help trainees better understand what it is like to live with HIV. Resources and ribbons are also provided for participants to take away.

For more information on costs, how to book & anything else please get in touch.

Brigstowe has been providing support for people living with HIV in the Bristol & surrounding areas since 1996.

brigstowe⁺
Local HIV Services



For more information scan



Easton Community Centre
Kilburn Street
Bristol, BS5 6AW

0117 9555 038
info@brigstowe.org
www.brigstowe.org

Facebook: @BrigstoweInfo
Twitter: @BrigstoweInfo
Instagram: @Brigstowe

Follow Us

Join in and follow all of the action

Want to join in with our activities and most recent updates? There are a whole load of platforms for you to engage in conversation.



www.facebook.com/brigstoweinfo



www.twitter.com/brigstoweinfo



www.instagram.com/brigstowe

