

Black History Wales Launch Event 2020

[REDACTED]@stonewall.cymru>

Mon 28/09/2020 11:21

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Black History Wales Launch Event 2020

Dear Stonewall Cymru,

We are delighted to announce that Black History Wales will be launching a year long programme on the 1st of October 2020

**Thursday 1st of October
2020**

1pm - 3pm

The programme this year is moving to Black History Wales - rather than 'Black History Month Wales' and is a full year of activity under the Black History Cymru 365 remit that we've been working towards these last few years. Launching 1st October 2020 and running until September 30th 2021.

The theme for this year is

| 2000 Nations | Celebrating Diversity |

People of African and Caribbean descent originate from around 2000 different ethnic groups with a range of over 2000 languages and multiple cultural traditions. A year to explore the interventions, educational achievements, innovative contributions and to celebrate and share this rich heritage through the Arts here in Wales.



The event will be live streamed through Twitter, Facebook, Instagram, Black History Wales and Race Council Cymru website.

Please see direct links are below:





In Loving Memory

We dedicate this years Black History Wales events in memory of Patti Flynn our Black History Patron who passed away 10th of September 2020.



FOLLOW US

Join the conversation on our social channels.



CONTACT US

PHONE : [\(+44\) 0330 229 0995](tel:+4413302290995)

EMAIL : info@racecouncilcymru.org.uk

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Catch Up's, Memberships, and DC Portal Access

[REDACTED]@stonewall.cymru>

Tue 09/02/2021 12:37

Hi

I hope you and yours are keeping safe and well? I wanted to reach out as the last few months have been particularly difficult for ourselves at Stonewall Cymru and more than likely for you too.

Changes to the way we work, continuous lockdowns, and a lack of capacity have meant I've not been in touch and as hands on with the organisations I support as I'd like to have been. Now that we have a few new starters, home working has become more manageable, and new internal systems are being introduced, I'd really like to rectify this. In the coming weeks you may see an increase in the amount of emails you'd normally receive, keeping you up to date on topics such as the WEI support series, LGBT History Month, and internal updates.

Arranging a digital meeting/catch up can be as formal or in-formal as you like and is a great way for us to ensure we're supporting you no matter what your current working structure looks like. Aside to this using the DC portal gives you access to loads of resources you can download or adapt. Finally keeping in the loop via our [website](#) or [social media channels](#) is a reliable source of information.

Due to the aforementioned capacity issues and migration to new internal systems over the next 2 weeks you may find it difficult to access the portal, If this is the case first try resetting your password. If a password reset email is not received within 48hrs your DC membership may have lapsed thusly locking you out, membership can be renewed simply by filling out this [typeform](#). If you're unsure as to when your membership is due for renewal or if it has lapsed, please do give me a nudge and I'll let you know the dates.

Diolch,

[Pronouns:](#) They/Them

Swyddog Rhaglenni / Programmes Officer

Stonewall Cymru



I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)


Direct: 029 2023 7744


Info Line: 08000 50 20 20


www.stonewall.org.uk

01/03/2021

Catch Up's, Memberships, and DC Portal Access - Paul Vincent

 [facebook](#) [stonewalluk](#)
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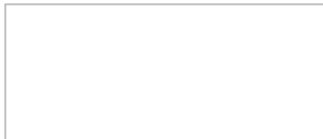
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Collab Group Stonewall Session

[REDACTED]@collabgroup.co.uk> on behalf of
[REDACTED]@collabgroup.co.uk>

Fri 24/01/2020 12:08

📎 1 attachment

Collab group 22 Jan 2020.pptx;

Hi,

On January 22nd Collab Group held a session with the charity Stonewall; we were joined by Mo Wiltshire: Head of Education and Youth. Mo presented Stonewall's latest research on the barriers that prevent LGBT young people from entering into education and training.

The research highlighted recommendations for how further education colleges could foster inclusive environments that champion diversity. The session allowed participants to engage in open discussions about how they could best support learners and develop policies to tackle anti-LGBT bullying. A copy of the slides from the presentation can be found attached.

Those present at the meeting thought that there could be value in forming a group amongst Collab Group college to share best practice and build connections. We will therefore set up a Microsoft teams group to allow people to connect.

In addition, we did discuss potentially linking LGBT+ Student Groups from different colleges together to create a wider LGBT+ network. Do let me know if that is of interest to your student groups and we will look to facilitate connections.

If you would like to find out more about how your colleges can engage in Stonewall's programmes please get in touch with [REDACTED] in relation to the [Diversity Champions](#) scheme. Please also follow the link to find out more about their [school report](#) and [College Champions programme](#).

Regards,



[REDACTED] | Chief Executive

[REDACTED]
07734 600374
[REDACTED]

Executive Assistant: [REDACTED] 07891 143 052



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[Check out](#) our infographic

Empowerment, WEI Webinars and Support During Lockdown

[REDACTED]@stonewall.cymru>

Tue 09/02/2021 12:40

Hi

I'm emailing with some really exciting opportunities, including some open Empowerment sessions, our new Index webinars, and an article from Stonewall about supporting LGBT employees during Covid-19.

Open Empowerment Workshops

Some exciting workshop opportunities are being delivered by our colleagues at Stonewall Scotland on Tuesday 23 February and Thursday 25 February 2021. As these sessions are digital, anyone from the UK is welcome to attend!

The Coronavirus pandemic has affected LGBT communities profoundly, with LGBT networks being a key support mechanism for LGBT staff and allies. However, too often marginalised communities do not feel welcome in LGBT spaces and are therefore unable to obtain support when it is needed.

Our [network empowerment sessions](#) are designed to support your network consider how you can create inclusive spaces for all LGBT people, with a focus on individual and collective actions. These workshops also provide a great opportunity to meet and share best practice with other organisations undertaking this work.

Ticket prices start from £80 + VAT for public sector and £100 + VAT for private sector Diversity Champions, with one ticket giving you access to **both** sessions below:

Session One: Stepping Up – Understanding your role in inclusive networks.

Date: Tuesday 23 February 2021

Time: 10am-12pm

Where: Zoom

Session objectives:

- Develop an understanding of intersectional LGBT identities and experiences to confidently advocate for more inclusive networks.
- Explore meaningful allyship to marginalised individuals and identify first steps that you can take to be a more active and visible ally.
- Hear from others and discuss the practical steps you can take to shape a network group which allows everyone to be themselves.

Session Two: Creating Inclusive LGBT Networks

Date: Thursday 25 February 2021

Time: 2pm-4pm

Where: Zoom

Session objectives:

- Understand mechanisms to ensure that network group activities are accessible and inclusive of employees who experience multiple marginalisation in LGBT spaces.
- Learn about structures and strategies that encourage and maintain high participation for all employees within your organisation.
- Explore ways to develop and sustain effective network activities in an increasingly digital environment.

[Secure your place now](#)

These sessions are perfect for network members, leaders, and committee members; as well as HR and D&I professionals looking to support their employee network groups.

If you have any questions about these workshops, you can email workplace@stonewallscotland.org.uk to find out more.

New Index Webinars

Over the past year, we've had the unique opportunity of introducing you to the new Workplace Equality Index criteria through the WEI support series. Bookings are now open for the third and final part of the series – the common challenge webinars.

[Book your place now](#)

These 40-minute webinars will bring together key challenges and areas for improvement that employers have identified in parts one and two of the series.

Eight short sessions running between 24 February and 1 April

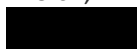
Over eight sessions, the team will break down the WEI requirements of each area and explore what best practice looks like. Spaces are limited and bookings will close 48 hours before each session. You are welcome to attend multiple sessions.

Other Learning Opportunities

Our HR Director has written [this great article about supporting LGBT staff during the pandemic](#), and [Learnest](#) are holding some sessions for LGBT people.

Hope you find this useful, and have a great week!

Diolch,



Pronouns: *They/Them*

Swyddog Rhaglenni / Programmes Officer

Stonewall Cymru



I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)

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Engage your staff around key LGBT inclusion dates

Stonewall <empowerment@stonewall.org.uk>

Wed 21/10/2020 16:30

To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>;

[View this email in your browser](#)

Dear colleague,

This October, we hope you've been making the most of the [Stonewall Black History Month Hub](#). It contains a wealth of information and resources to help you celebrate and educate.

To complement these resources and support your learning you can book your place on our upcoming digital workshop, 'Being a better ally to LGBT People of Colour'. This is the first in a series of workshops themed around key LGBT inclusion dates.

Being a better ally to LGBT People of Colour 29 October 11.00 - 13.00

You'll have the opportunity to take part in a best practice workshop and hear a live interview with Martha Awojobi from [Charity so White](#). This session will help you develop the knowledge and skills to step up as an ally.

[Find out more](#)

Upcoming Workshops

This workshop is the first in a series. All sessions last two hours and are delivered on Zoom, tickets cost between £40 and £60 using your Diversity Champions discount. Please see below for more dates and themes.

First Steps to Trans Inclusion 18 November 11.00 - 13.00

On Trans Day of Remembrance, this is an opportunity to learn more about the practical ways you can create a more inclusive workplace for trans people.

[Find out more](#)

Introduction to LGBT Allyship

3 February 11.00 - 13.00

During LGBT history month this workshop will help delegates understand more about the experiences of LGBT people at work and how to be an ally at work.

[Find out more](#)

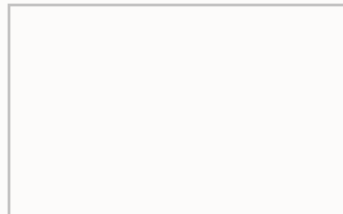
If you'd like to engage more of your colleagues we are able to offer these and many more digital workshops exclusively for your staff. If you'd like to discuss how this could work for you please email us empowerment@stonewall.org.uk

Thank you for your ongoing support of Stonewall and of the LGBT community.

Very best wishes,



Head of Empowerment



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FW: November Stonewall update from your Client Account Manager

[REDACTED]@stonewall.cymru>

Tue 24/11/2020 15:22

[REDACTED]@stonewall.cymru>;

📎 2 attachments

Rainbow Laces 2020 Activation Pack.pdf; RL Zoom background.jpg;

Hi All.

I hope you're keeping safe and well. Here's my latest update with news and resources from Stonewall and the Higher Education sector.

Rainbow Laces 2020

Our annual Rainbow Laces campaign promoting LGBT sports inclusion runs from this Friday 27th November until Sunday 13th December. The highlight will be **Rainbow Laces Day on Wednesday 9th December**.

This year, we're excited to launch a whole range of rainbow laces in different flag designs. As well as the 6-stripe rainbow laces, we have ace, bi, lesbian, non-binary, pan and trans laces! [You can buy the laces online here.](#)

Here's four ways you can take part in the campaign:

- Seek out and share positive stories of LGBT inclusion in sport/exercise, and the difference its made during the pandemic
- Share Stonewall's posts resources in your organisation. We'll be adding more to [our website here](#)
- Show off your laces on social media. Tweet using #RainbowLaces and [@StonewallUK](#).
- Use a virtual background for your online meetings. I've attached a background here.

I've also attached a campaign pack with more ideas and links to brand assets (graphics) you can use on social media and internal communications.

Do get in touch with your questions and ideas, so I can support you to take part in the campaign. I can also chat about how your support for Rainbow Laces could be included in your Workplace Equality Index submission.

Estranged Students Solidarity Week is this week

This week, 23rd to 27th November is Estranged Student Solidarity Week (ESSW).

Estrangement is a breakdown in relationship between an individual and their family, most often parents, for issues ranging from conflicts of world views and identity, changes in family forms to abuse and disownment. Estrangement effects a greater number of people than you'd think, and often goes undiscussed. So these complex family relationships are less understood than they should be.

One of the most marked impacts of estrangement is on education, making it difficult for those without family support to get into and get on within further and higher education. ESSW wants to draw attention to the impact of estrangement on students in higher education and the need for awareness and tailored support: accommodation and the barriers faced in accessing secure affordable housing, financial hardship, mental health, how people's traumatic experiences can shape their ability to succeed, and much more.

ESSW is run by Stand Alone. You can access resources [on their website here](#) and stand #WithEstrangedStudents.

OfS mental health funding competition

The Office for Students (OfS) has relaunched their new mental health funding competition. With funding of £1 million from the Department of Health and Social Care, this competition will focus on particular groups of students who may be at greater risk of mental ill health or who might experience additional barriers to accessing support. You can read more, access bidding guidance and watch a webinar about the competition [on the OfS website here](#).

Coming up at Stonewall

- We're marking **UK Disability History Month** (18th November – 18th December) with a list of LGBT disability organisations you should support [on our website](#).
- Following on from our WEI Criteria Consultancy sessions, we'll be holding **best practice and common challenges webinars in February and March 2021**. These webinars will share the work Diversity Champion organisations are doing, to further inspire your LGBT inclusion work. We'll share more details about the webinars in January.
- On Wednesday 3rd February, we'll be marking the start of LGBT History Month with our **Introduction to LGBT allyship workshop**. Places cost just £40+VAT. You can read more about the session and [book your place online here](#).
- We can also run this and other **digital empowerment workshops** in your organisation for up to 50 staff members for £550+VAT, which works out at just £11+VAT per person! Full details are [on our website here](#).

Thanks, Ffion

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Stonewall Cymru Diversity Champions Programmes: Business Case for Membership

LGBT EXPERIENCES IN THE WORKPLACE

Organisations succeed when their staff feel confident to be themselves at work. By creating an inclusive workplace, employers can recruit and retain a talented workforce where everyone is performing at their best.

Despite progress on lesbian, gay, bi and trans (LGBT) equality across the UK, **one in seven (14%) LGBT people say they can't be themselves at work**. Our LGBT in Britain Work Report highlights the discrimination and bullying LGBT staff and jobseekers continue to experience:

- Almost one in five LGBT people (18 per cent) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year.
- Almost two in five bi people (38 per cent) aren't out to anyone at work about their sexual orientation.
- Almost one in five LGBT staff (18 per cent) have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT.
- One in five trans people (21 per cent) wouldn't report transphobic bullying in the workplace.

About the Diversity Champions programme

Stonewall's Diversity Champions programme is the UK's leading employers' programme for ensuring all LGBT staff, customers, clients and service-users are accepted without exception. We work with over 750 organisations covering a range of sectors, including **The National Assembly for Wales, Cardiff University, University of South Wales, Swansea University, Coleg y Cymoedd, Qualifications Wales** and **Welsh Government**, all of whom share our core belief in the power of a workplace that is truly equal.

By joining the Diversity Champions programme, you'll receive tailored support and a framework to help you create a workplace where LGBT staff can thrive. Together we'll measure, track and celebrate your progress towards becoming a fully inclusive workplace. You'll learn best practice from leading employers and benefit from Stonewall's thirty years of expertise as the UK's largest LGBT equality charity.

PROGRAMME FEATURES

Cost and member benefits

Annual membership of Stonewall Cymru Diversity Champions is **£2,500 + VAT** and gives you access to:

Expertise and Resources

- **Dedicated point of contact** – an allocated client account manager, with knowledge of best practice within your sector. An induction meeting to get you started on your Diversity Champions journey with continued email and phone support for specific queries.
- **Library of research and best practice guides** – Our online programme hub, My Diversity Champions allows you to browse, filter and bookmark our library of resources, including exclusive member-only guides like *securing senior buy-in* and our *service delivery toolkit*.
- **Policy reviews** – our team will review your HR policies and give recommendations on how to ensure they are LGBT inclusive.
- **Monthly newsletter** – containing best practice resources, upcoming events, opportunities to get involved in Stonewall campaigns and Stonewall updates.

Benchmarking and Assessment

The [Workplace Equality Index](#) is our annual definitive benchmarking tool to assess your organisation's work on LGBT inclusion. We will give you:

- **Guidance and support** through the submission process.
- **A feedback meeting** face to face or over the phone to identify strengths and areas for development in your work to help you build an action plan.
- **A tailored feedback** report comparing your scores to the sector and region.
- **Employee survey analysis** to give you a temperature check of your employees' attitudes and opinions.

Visibility and Branding

- **Stonewall Cymru Diversity Champions logo** to use in your internal and external branding including job posts, emails and newsletters.
- **A listing about your organisation** on our [Proud Employers](#) website, a jobs board for LGBT candidates exclusively for Diversity Champions. This has 13,000 views per month and will help you to attract diverse talent for all levels of the organisation. You will receive five adverts for free in your first year of membership.
- Opportunity to participate in Stonewall Cymru's **Work Placement Programme** which provides young LGBT people with experience of working for an LGBT friendly employer.

Networking and Events

- **Seminars and webinars** – free for all employees of Diversity Champion members held in locations across the country or remotely. The sessions cover a range of topics to share ideas and keep you up to date with innovation in diversity practice.
- **Networking opportunities** – be part of a network of over 750 employers and get in touch with others in your sector or region to share ideas. Introductions can be facilitated remotely.
- **Discounted rates** to our CIPD accredited conferences and Role Model, Allies and Leadership programmes.

TESTIMONIES FROM DIVERSITY CHAMPIONS

“The Welsh Government is proud to be a Diversity Champion as part of its commitment to being an exemplar employer in equality and diversity. Working with Stonewall helps us deliver policies to support our LGBTI+ staff and gives us access to valuable advice and guidance.”

Shan Morgan, Permanent Secretary, Welsh Government

“Victim Support has been a Stonewall diversity champion for some years now and I would recommend the Stonewall Diversity Champions programme to anyone who wants to enhance LGBT practice within their organisation. The Stonewall team are knowledgeable and available to support you with any initiatives or activities you are developing regarding LGBT equality. The Diversity Champions programme and Workplace Equality Index are great tools to also see any areas for development in LGBT activities and next steps.”

Natasha Broomfield-Reid, National Lead – Equality, Diversity and Inclusion, Victim Support

“The National Assembly has been a member of Stonewall Cymru’s Diversity Champions programme for almost 10 years and it has undoubtedly contributed to corporate improvements in developing an LGBT-inclusive approach – both for our staff and customers. Sharing and implementing best practice, learning from others, networking and accessing a range of guidance has helped us mainstream equality issues into the planning and delivery of our services. It’s very clear to me that being a member of the Diversity Champion’s programme has helped drive improved performance.”

Craig Stephenson, Director of Commission Services, National Assembly for Wales

For further information contact Ffion Grundy: [REDACTED] [@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)

Gower College Logo

Paul Vincent

Wed 02/09/2020 14:45

To:memberships@stonewall.org.uk <memberships@stonewall.org.uk>;

📎 1 attachment

Logo GCS Stonewall.png;

Hi there

Please find attached our college logo to be submitted to show our commitment to supporting trans equality.

Kind regards

Paul

Paul Vincent Ext: 4158

Swyddog Cyfoethogi ac Amrywiaeth Myfyrwyr/ Diversity and Enrichment Officer

Coleg Gŵyr Abertawe / Gower College Swansea

Heol Tycoch / Tycoch Road

Abertawe / Swansea

SA2 9EB



192 St John Street
London
EC1V 4JY
Tel: 020 7593 1850

Gower College Swansea
Belgrave Road
Gorseinon
Swansea
SA4 6RD

Invoice No: 60803

Invoice/Tax Date: 29 Jan 2020

PO Number:

Account Ref: GOWERCOL

Invoice

Stonewall Cymru Workplace Conference 2020
Cardiff / Cynhadledd Gweithle 2020 Caerdydd

Net	VAT @ 20%	Total
450.00	90.00	540.00

Thank you

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Total Net: 450.00

Total VAT: 90.00

Amount Due: £ 540.00

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E. & O. E.

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London
EC1V 4JY
Tel: 020 7593 1850

Gower College Swansea
Belgrave Road
Gorseinon
Swansea
SA4 6RD

Invoice No: 62525

Invoice/Tax Date: 24 Nov 2020

PO Number:

Account Ref: GOWERCOL

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'Intro to Trans Inclusion' - 17 Dec 20
Delegate Place(s): 1
Booking contact: Paul Vincent

Thank you

Net	VAT @ 20%	Total
400.00	80.00	480.00

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VAT Reg No. GB 862 9064 05

E. & O. E.

Total Net:	400.00
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Amount Due: £	480.00

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STONEWALL CYMRU LGBT TRAINING FOR
GOWER COLLEGE
COST £1,000 + VAT = £1200

Net	VAT @ 20%	Total
1,000.00	200.00	1,200.00

Thank you

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Stonewall Diversity Champions Membership (Cymru membership) for the period
28/10/2019 - 27/10/2020

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Account No: 10585734
Please email remittance advice to:

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Total VAT @ 20%:	500.00
Amount Due: £	3,000.00

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E. & O. E.

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Telephone remains: 020 7593 1850

LGBT History Month - Tips & Common Challenge Webinars

@stonewall.cymru>

Tue 09/02/2021 12:39

Hi

February marks LGBT+ History Month, and this is opportunity to raise awareness of the LGBT+ people over the years who have helped us get to where we are today. Even though working digitally is our new normal, there are still lots of things you can do.

- Make your events digital: running an organisation-wide event is a great way to celebrate LGBT History Month. Even though they have to be run digitally this year, there are still plenty of things you can do. An LGBT history quiz, a panel of external speakers, or a social event paired with a fundraising goal are all great ways to mark the occasion.
- Use your voice externally: as an organisation, you have the chance to use your platform to push for positive change externally. Using your platform to talk this month can make a big difference. For example, at Stonewall, we'll be taking to TikTok to share important moments from LGBT history. You might decide to talk about a way in which your sector or organisation has played a role in LGBT history, to help share more knowledge with your audience!
- Take tangible actions: think of ways you can use your organisation's influence or the collective power of your staff to make a change. Whether you're fundraising for a small LGBT organisation, or becoming a sponsor for a key campaign, you may be able to make a very real, practical difference in the lives of LGBT people who need it.
- Remind your employees what you stand for: taking steps to become a more LGBT-inclusive organisation is essential – but some of that impact can be lost if change is communicated with your staff. LGBT History Month is as good a time as any to remind your employees about any Equality and Diversity policies you have in place, actions you've taken to make the world better for LGBT people, and ways to report any experience of discrimination they might have.

Other Events and Resources

- Romani Cultural & Arts Company
Gypsy, Roma and Traveller LGBTQ+ Spoken History Archive
Celebrating GRT Diversity
<https://www.romaniarts.co.uk/voices/grt-lgbtq-spoken-history-archive/>
- Twitter Thread of Events in Wales:
<https://twitter.com/QueerWelsh/status/1356319040579493889?s=20>
- Mas ar y Maes
<https://eisteddfod.wales/mas-ar-y-maes-celebrates-lgbt-history-month>

This month will see the publication of the first Wales-wide, fully bilingual, online LGBTQ magazine produced for the Qommunity by the Qommunity.

Over the past year, we've had the unique opportunity of introducing you to the new Workplace Equality Index criteria through the **WEI support series**.

We've really enjoyed meeting with you for the first two parts of the series – at the introductory webinars and during your criteria consultancy sessions.

Book your place now

These 40-minute webinars will bring together key challenges and areas for improvement that employers have identified in parts one and two of the series.

Over eight sessions, the team will break down the WEI requirements of each area and explore what best practice looks like. Spaces are limited and **bookings will close 48 hours before each session**. You are welcome to attend multiple sessions.

<https://email.gowercollegeswansea.ac.uk/owa/#viewmodel=ReadMessageItem&ItemID=AAMkADJINTM0NjEyLWViNzctNDU3Mi05ODU1LWVIYTcwM...> 2/3

[Pronouns:](#) *They/Them*

Swyddog Rhaglenni / Programmes Officer

Stonewall Cymru



I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)

Direct: 029 2023 7744

Info Line 08000 50 20 20

www.stonewall.org.uk



[stonewalluk](#)



[@stonewalluk](#)

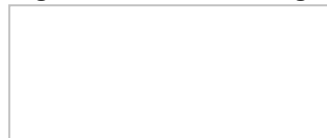


[@stonewalluk](#)

wall Equality Ltd, 192 St John Street, London EC1V 4JY

Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)

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Membership proposal for Gower College Swansea

Stonewall currently works with over 750 of the world's leading organisations to create fully inclusive workplace and educational environments by integrating diversity and inclusion into all parts of the organisation. We work closely with organisations to understand their needs and objectives and provide tailored guidance to support them on their path towards workplace equality.

There is a robust business case for organisations to develop inclusive workplaces. We will work with you to ensure you are maximising the business benefits of diversity & inclusion.

Gower College Swansea commits to the following Stonewall programmes:

Annual membership to Stonewall Cymru Diversity Champions Programme.

Stonewall Diversity Champions Programme provides:

- ★ Initial needs assessment and action plan, dedicated Account Manager to advise on best practice
- ★ Free places at Stonewall best practice seminars held across the UK exclusively for members
- ★ Guidance in compiling submissions to the UK Workplace Equality Index with a detailed feedback meeting each year.
- ★ A free listing in the Stonewall Starting Out Careers Guide.
- ★ Five free adverts in first year of membership on Stonewall Proud Employers jobs board
- ★ Use of the Stonewall Cymru Diversity Champions Logo
- ★ Access to the My Diversity Champions online hub
- ★ Free copies of Stonewall research and best practice publications.
- ★ Discounted rates for Stonewall conferences (London, Edinburgh, Cardiff and Leeds)
- ★ Discounted rates for Stonewall's flagship Leadership, Role Models & Allies Programmes.
- ★ Regular networking opportunities with the other member organisations

Summary

Diversity Champions Cymru membership	£2,500
Total:	£2500 + VAT

Proposal valid for 30 days

Signature: _____

Name & Position: _____

Date: _____

By signing this you agree to Stonewall's terms and conditions.

From: [REDACTED]
To: [REDACTED]
Subject: RE: Gower College Diversity Champions Membership Business Case.docx
Date: 14 October 2019 12:17:51
Attachments: [Proposal Gower College Swansea.pdf](#)
[T&Cs.pdf](#)

Hi [REDACTED],

Please see attached the Diversity Champion proposal and T&Cs.

If you could signed and date the proposal and scan and send back to me, then I will get everything processed for you.

Any questions, please let me know.

Diolch, [REDACTED]

[REDACTED]
Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau: hi/ei
Pronouns: she/her

-----Original Message-----

From: [REDACTED]
Sent: 11 October 2019 13:56
To: [REDACTED]
Subject: FW: Gower College Diversity Champions Membership Business Case.docx

Dear [REDACTED]

I am contacting you on behalf of [REDACTED] to advise that our Executive team have approved the go ahead with this. Therefore please can you forward the necessary paperwork to complete and progress.

Cofion cynnes
[REDACTED]

[REDACTED]
CP i'r Pennaeth / PA to the Principal
CP i'r Diprwy Bennaeth / PA to the Deputy Principal Tîm Cymorth Gweithredol /
Executive Support Team

COLEG GŴYR ABERTAWE / GOWER COLLEGE SWANSEA Heol Tycoch / Tycoch
Road Sgeti / Sketty ABERTAWE / SWANSEA
SA2 9EB

Rhif Ffôn / Tel No: 01792 284059

E-Bost / E-Mail: [REDACTED]

[REDACTED] - Mae'r e-bost hwn wedi'i fwriadu ar gyfer y derbynnydd(derbynnyddion) yn unig. Os ydych wedi derbyn yr e-bost ar gam, dylech ddileu pob copi ohono ac unrhyw atodiadau, a thrin y cynnwys fel cynnwys cyfrinachol. Ymddiheurwn am unrhyw anghyfleustra y gall hyn ei achosi. Mae'r barnau a safbwyntiau a fynegir yn y neges e-bost hon yn rhai'r awdur ac ni ddylid cymryd eu bod yn rhai'r coleg. Mae'r e-bost hwn wedi cael ei wirio gan feddalwedd gwrthfeirysau. Nid yw'r coleg yn cymryd unrhyw gyfrifoldeb am unrhyw niwed sy'n gysylltiedig derbyn yr e-bost hwn, sut bynnag y'i hachosir.

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From: [REDACTED]
To: [REDACTED]
Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS
Date: 23 September 2019 11:58:32
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.jpg](#)
[image006.png](#)
[image007.png](#)
[image008.jpg](#)
[image009.jpg](#)
[image010.jpg](#)
[image011.jpg](#)
[image012.jpg](#)
[image013.jpg](#)

Great, thanks!

Diolch, Ffion

[REDACTED]

Rheolwr Rhaglenni / Programmes Manager

Stonewall Cymru

Rhagenwau: hi/ei

Pronouns: she/her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

Cofrestredig yng Nghymru a Lloegr / Registered in England and Wales:

Stonewall Equality Ltd, 192 St John Street, London, EC1V 4JY

From: [REDACTED]

Sent: 23 September 2019 10:30

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED]

All noted in [REDACTED]'s diary. Please contact [REDACTED] on her direct line – 01792 284137

Cofion cynnes

[REDACTED]

CP i'r Pennaeth / PA to the Principal

CP i'r Diprwy Bennaeth / PA to the Deputy Principal

Tîm Cymorth Gweithredol / Executive Support Team

COLEG GŴYR ABERTAWE / GOWER COLLEGE SWANSEA

Heol Tycoch / Tycoch Road

Sgeti / Sketty

ABERTAWE / SWANSEA

SA2 9EB

Rhif Ffôn / Tel No: 01792 284059

E-Bost / E-Mail: [REDACTED]@gowercollegeswansea.ac.uk



From: [REDACTED]

Sent: 23 September 2019 10:09

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED]

I am available tomorrow at 9.30am if that suits you? Please can you let me know the best number to call?

Diolch, Ffion

[REDACTED]

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

[Rhagenwau](#): hi/ei

[Pronouns](#): she/her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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From: [REDACTED] [@gowercollegeswansea.ac.uk](mailto:[REDACTED]@gowercollegeswansea.ac.uk)>

Sent: 19 September 2019 16:34

To: [REDACTED] [@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

Dear [REDACTED]

Further to your email to [REDACTED], do you have any time on this date / times for a phone call:

- 24th September – 9.30am, 11am or 4.15pm

I look forward to hearing from you.

Cofion cynnes

[REDACTED]

CP i'r Pennaeth / PA to the Principal

CP i'r Diprwy Bennaeth / PA to the Deputy Principal

Tîm Cymorth Gweithredol / Executive Support Team

COLEG GŴYR ABERTAWE / GOWER COLLEGE SWANSEA

Heol Tycoch / Tycoch Road

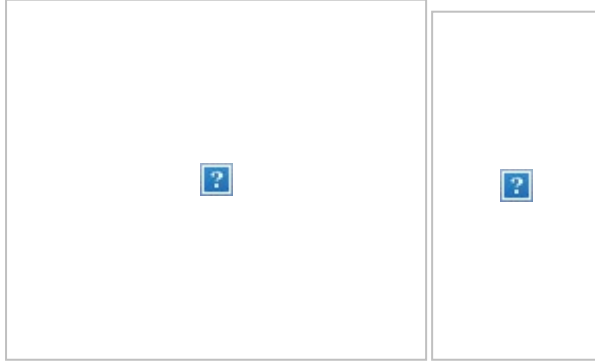
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SA2 9EB

Rhif Ffôn / Tel No: 01792 284059

E-Bost / E-Mail: [REDACTED]@gowercollegeswansea.ac.uk



From: [REDACTED]@stonewall.cymru]

Sent: 19 September 2019 12:33

To: [REDACTED]

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED],

Thanks for your email. This has now been forwarded onto me in the in the Cymru office.

Would you like to arrange a telephone conversation at some point? Please let me know what is convenient for you, and hopefully we can get something in the diary.

Diolch, [REDACTED]

Rheolwr Rhaglenni / Programmes Manager

Stonewall Cymru

Rhagenwau: hi/ei

Pronouns: she/her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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Stonewall Equality Ltd, 192 St John Street, London, EC1V 4JY

From: Memberships <xxxxxxxxxx@xxxxxxxxxx.xxx.xx>

Sent: 19 September 2019 11:27

To: [REDACTED]@stonewall.cymru>

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

From: [REDACTED]@gowercollegeswansea.ac.uk>

Sent: 19 September 2019 08:59

To: Memberships <xxxxxxxxxx@xxxxxxxxxx.xxx.xx>

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi,

Thanks you for your email, I have had a meeting cancelled this morning – I don't suppose you would be available sometime before 11am for a phone call?

Thanks

[REDACTED]

[REDACTED] Resources/ Cyfarwyddwr Adnoddau Dynol

Coleg Gŵyr Abertawe / Gower College Swansea

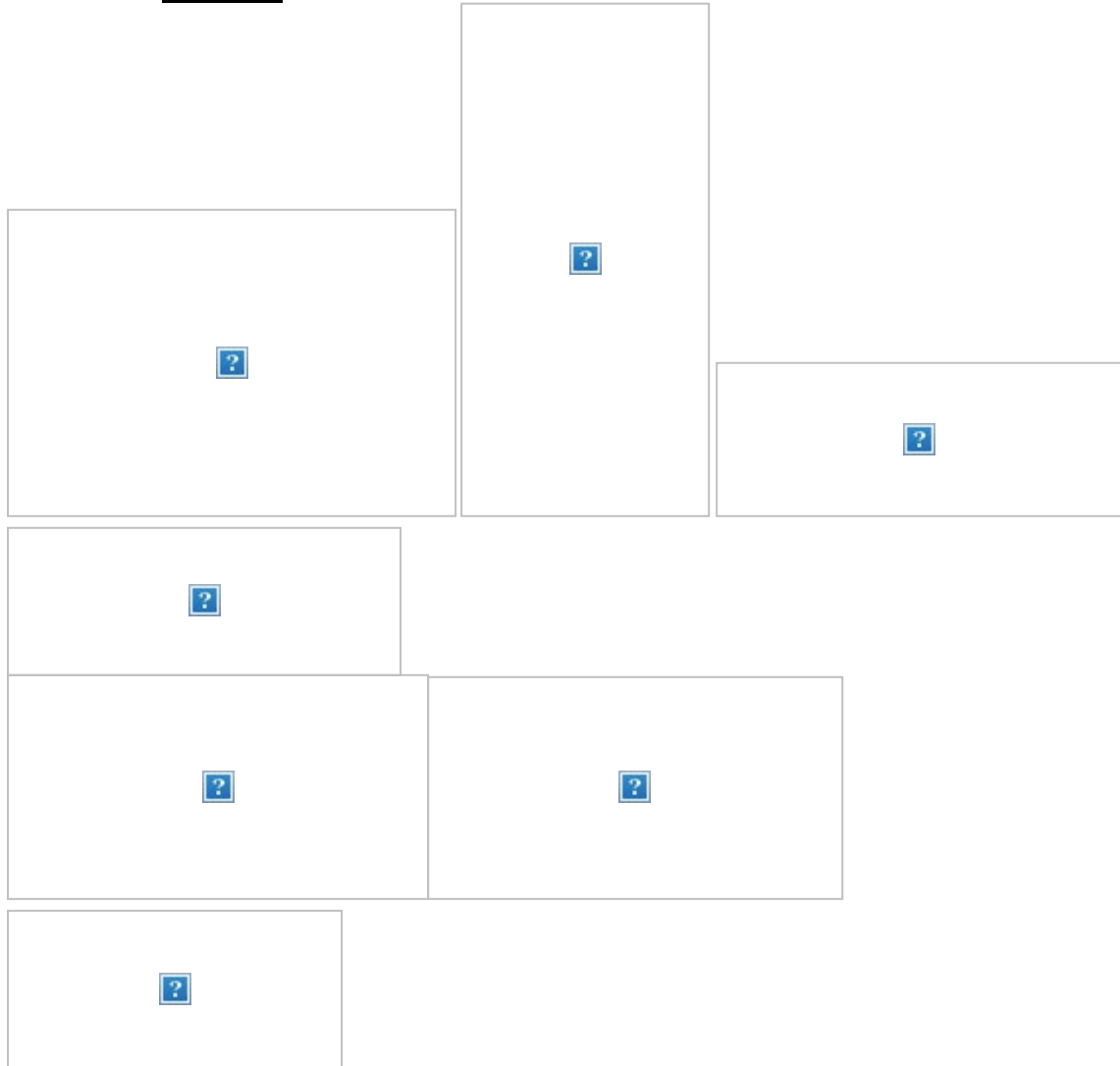
Heol Tycoch / Tycoch Road

Abertawe / Swansea

SA2 9EB

Ffôn / Phone 01792 284137

E-bost/email [REDACTED]@gowercollegeswansea.ac.uk



From: Memberships [<mailto:xxxxxxxxxx@xxxxxxxxx.xxx.xx>]

Sent: 19 September 2019 08:29

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Dear [REDACTED],

Thank you for your recent enquiry requesting further information about Stonewall's Diversity Champions programme.

Diversity Champions is a professional membership programme working to create inclusive and accepting workplaces for your LGBT staff and service users. We have over 770 members across Britain. If you join the programme, your dedicated client account manager will:

- An assigned Client Account Manager, who will be your dedicated point of contact to support you with the implementation of good practice
- Guide you through our library of research and best practice guides
- Support your entry to the [Workplace Equality Index](#), the definitive benchmarking tool for assessing your progress on LGBT equality
- Review your policies to ensure they're LGBT inclusive
- Give you access to Stonewall logos and branding, so you can demonstrate your commitment to LGBT equality both internally and externally

I've attached a brochure outlining further benefits of the programme. You may also be

interested in our [Top 100 Employers 2019](#).

If you are interested, we can arrange a 30 minute call with you to tell you more about the programme and answer any questions you may have.

Thank you again for your commitment to supporting your LGBT staff and service users.

We hope the above is of interest.

All the best,

[REDACTED]

[REDACTED]

Pronouns: they/them

020 7593 3473



We've come a long way, but the fight for equality is far from over. [Join us](#). Search #ComeOutForLGBT

Direct: 020 7593 3473

Switchboard: 020 7593 1850

Info Line: 08000 50 20 20

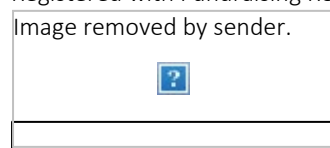
www.stonewall.org.uk

 [stonewalluk](#)  [@stonewalluk](#)  [@stonewalluk](#)

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Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)

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From: [xxxxxxxxxxxx@xxxxxxxx.xxx](#) <[xxxxxxxxxxxx@xxxxxxxx.xxx](#)>

Sent: 12 September 2019 12:34

To: Memberships <[xxxxxxxxxxxx@xxxxxxxx.xxx.xx](#)>

Subject: Typeform: New response for Diversity Champions Inquiry DCS

Your typeform Diversity Champions Inquiry DCS has a new respons@e:

- **First Name**

[REDACTED]

- **Last name**

[REDACTED]

- **Organisation name**
Gower College Swansea
- **Email address**
[REDACTED]@gcs.ac.uk
- **Contact number**
01792284037
- **Sector**
Further Education
- **My organisation is**
Public
- **Approximate number of employees**
500-2000
- **Do you have a specific Diversity & Inclusion role?**
Yes
- **Are you the budget holder / do you have senior buy-in?**
Yes
- **Does your organisation have a global footprint?**
No
- **Where is your organisation's headquarters based?**
Swansea
- **Which countries does your organisation have a presence in?**
Wales
- **Your role**
Director of HR
- **Reason for contact**
Interested in becoming a Proud Employer and Diversity Champion
- **I confirm I am happy to share my personal information with Stonewall in relation to further information about the Diversity Champions programme, including how we currently work with organisations in your sector, pricing, and further details. We take your privacy seriously. View our privacy policy here:**
<https://www.stonewall.org.uk/about-us/privacy-policy>
Yes

Log in to view or download your responses at
<https://admin.typeform.com/form/hAua81/results>


You can turn off or configure self notifications for this typeform at
<https://admin.typeform.com/form/hAua81/create/hash/notifications>

Team Typeform
How you ask is everything

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<https://admin.typeform.com/form/hAua81/configure>


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wedi derbyn yr e-bost ar gam, dylech ddileu pob copi ohono ac unrhyw atodiadau, a thrin y cynnwys fel cynnwys cyfrinachol. Ymddiheurwn am unrhyw anghyfleustra y gall hyn ei achosi. Mae'r barnau a safbwyntiau a fynegir yn y neges e-bost hon yn rhai'r awdur ac ni ddylid cymryd eu bod yn rhai'r coleg. Mae'r e-bost hwn wedi cael ei wirio gan feddalwedd gwrthfeirysau. Nid yw'r coleg yn cymryd unrhyw gyfrifoldeb am unrhyw niwed sy'n gysylltiedig  derbyn yr e-bost hwn, sut bynnag y'i hachosir.

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RE: GRA Update and Media Pack

Paul Vincent

Mon 07/09/2020 13:19

To: [REDACTED]@stonewall.cymru>;

No worries [REDACTED]

If he could get anything at all to me that would be great!

And no worries – I imagine it's all a bit crazy with everyone at the moment!

Kind regards

Paul

From: [REDACTED]@stonewall.cymru>
Sent: 07 September 2020 13:03
To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Subject: RE: GRA Update and Media Pack

Hia Paul

I've put this out to [REDACTED] who manages our campaigns and community side of things, will get back to you as soon as I hear anything from him. Unfortunately I'm not comfortable putting videos of myself out as I've had negative experiences in the past.

Apologies for the delay with this, normally we do a lot around students coming to / back to colleges an uni's but we are all at such capacity at the moment we haven't had a chance to strategise this year.

Diolch,

[REDACTED]
Pronouns: *They/Them*

Swyddog Rhaglenni / Programmes Officer
Stonewall Cymru



I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)

Direct: 029 2023 7744

01/03/2021

RE: GRA Update and Media Pack - Paul Vincent

Info Line: 08000 50 20 20

www.stonewall.org.uk

RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Paul Vincent

Thu 26/11/2020 14:19

To: [REDACTED]@stonewall.cymru>;

Hi [REDACTED]

Yeah of course, the finance team have received the invoice already I'll just let them know we can pay after training.

Many thanks!

Paul

From: [REDACTED]@stonewall.cymru>
Sent: 25 November 2020 19:53
To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi Paul,

Our systems are quite slow so it will take a couple of weeks for the invoice to be generated. Once this has been created it will be sent to you, but you do not need to pay it until after the training. Hope that's OK?

Diolch

[REDACTED]

[REDACTED]
Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 347 002

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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Stonewall Equality Ltd, 192 St John St, Clerkenwell, London, EC1V 4JY





Ysgrifennwch ataf yn Gymraeg neu Saesneg
Please write to me in Welsh or English

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Sent: 25 November 2020 15:34
To: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi

Hope you've had a nice afternoon.

Finance & HR have just asked me to check on whether payment is due before the session is carried out?

They've queried because apparently, invoices usually are issued after delivery?

Kind regards

Paul

From: [REDACTED] <[REDACTED]@stonewall.cymru>
Sent: 24 November 2020 13:17
To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

10-12pm on Zoom or Teams.....totally up to you! If you could send me a link when you have one, that would be great.

I'll get the invoice raised over the next couple of days.

The content is no problem. I get on the case with the content over the next week or so! Thanks!

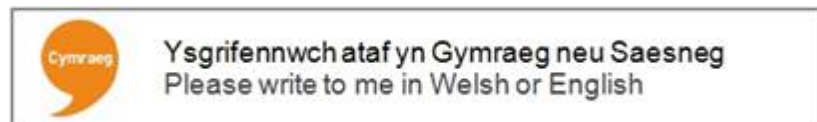
Diolch

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: *Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB*
Ffôn | Phone: *02920 347 002*
Llinell Wybodaeth | Info Line: *08000 50 20 20*
Gwefan | Website: www.stonewall.cymru

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From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Sent: 24 November 2020 13:02
To: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi [REDACTED]!

That's perfect thank you! The price is fine no problem.

It needs to be focused on Trans awareness going through the definitions of terms, offering some real life examples., importance of making staff and students comfortable, I suppose an opportunity to address any stereotypes or misconceptions etc. I hope that's enough to go on!

Would you prefer to deliver via zoom or Teams?

Diolch

Paul

From: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>
Sent: 24 November 2020 12:57
To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

17th at 10am is fine with me! You happy with the price? Once you confirm I can raise the invoice.

Can you let me know what topics you would like to cover just so I can ensure the content is as suitable as possible? Thanks!

Diolch

[REDACTED]

[REDACTED]

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru


Rhagenwau / Pronouns: hi / she / her

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INFORMATION SERVICE**

08000 50 20 20 | cymru@stonewallcymru.org.uk | www.stonewallcymru.org.uk

 Ysgrifennwch ataf yn Gymraeg neu Saesneg
Please write to me in Welsh or English

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Sent: 24 November 2020 11:01
To: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi [REDACTED]

Well If I'm honest looking at the diary I believe Thursday the 17th would be best! Probably around 10am?

From: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>
Sent: 23 November 2020 18:08
To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi Paul

Please see attached details regarding digital workshops. It includes different themed sessions as well as cost. It's £400 (+VAT) for a 2 hour session for up to 50 people. If you wanted to tailor a session to you specific needs, this is no issue.

What time on 14th December would you want? I just need to check diaries.

Diolch

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru
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-----Original Message-----

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>

Sent: 23 November 2020 15:13

To: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>

Subject: Re: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

I don't think the charge would be an issue. Am I correct in thinking it would be up to 50 people through an online platform? I'm guessing in person is out of the question for both sides right now. And could I check what platform we would be using? I think Teams would be the best option for ourselves if possible.

Kind regards

Paul.

From: [REDACTED] <[\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)>

Sent: 23 November 2020 12:17

To: Paul Vincent

Subject: RE: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi Paul.

Hope you're well.

We can absolutely deliver a session on any topic you would want. We are charging for sessions. Would this be an issue? Please see attached brochure for content offer and prices. Let me know your thoughts!

Diolch

[REDACTED]

[REDACTED]

Rheolwr Rhaglenni / Programmes Manager

Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

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www.stonewall.cymru <https://url6.mailanyone.net/v1/?m=1khAmb-0009pU-5s&i=57e1b682&c=L0kf5XhUYL8-OBgpw_Ab0hMurNB91bmkJXrDRVXL-Qq73WJuh5Vwm-GNRGgr3akgGLf9005FxsFTQwtWgKnUTIY7z9bA-Gmwkge9Ka7M_yzejhycCHsiLtCK3GZUL5RcPyOJqcj3yHvuqVknPtC-YXPGI20T7P9HKYsjht8ZVg7DeGi3NVcUYeucg2RRhqwgpFmmpmBd3rGBjLpjXQs9rVKDN_eO5xpntHI4tOFmfRw>

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-----Original Message-----

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>

Sent: 20 November 2020 16:08

To: Education Cymru <education@stonewall.cymru>

Subject: Re: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

Hi 

We were looking at perhaps hosting some training for some staff members in our last week of term. Do you know if you'd have any availability to host a training session on the week of the 14th December?

We'd be looking at Transgender awareness training if possible :-)

Many thanks

Paul.

From: Education Cymru <education@stonewall.cymru>

Sent: 14 October 2020 12:56

Subject: Stonewall Cymru modiwlau e-ddysgu / e-learning modules

English | Cymraeg

Hello all,

We wanted to contact you about the launch of Stonewall's new e-learning modules. We have been developing a module for staff at schools and colleges titled: Improving the mental health and wellbeing of LGBT young people <https://url6.mailanyone.net/v1/?m=1kSfP3-0008Yz-6E&i=57e1b682&c=WxNCW2Pg_e5_rDEvNgKRKhaMjvg5ObjRtoQx2Mob3PM8Rq6ySjQ0X2J0ZKu0330Okia00qg9Ndh9GdePdYqO0d28XTVH_vZ8VXm27B_S--msEzppdd8g6OtZHiKEJcbxcNHZjtGSZWxz3lXHrmmKgPX5uy9XzVLlr9ezPmPCkuEqFea05OH2qOnn8fcpTEWLEOYmWnp_iXj468-oSYQXRirIBxwzvKu3_ejCcS84MP1sI843FXdiBusocZd4GfVv3sMFsJShflvgtUGa1oBSJlbe5qvHi_CLYr8IHHwzN3VmlqWEhW8Bz4F31IJu2Bz1KI4LJnjKrVFryw3QLzxntmQ>. Our e-learning has been developed in collaboration with YoungMinds to provide staff in secondary schools and colleges with the skills and knowledge to better support the mental health of the LGBT young people that they work with.

There's overwhelming evidence of heightened vulnerabilities among LGBT children and young people. Stonewall's School Report (2017) shows that two thirds of LGBT young people, including 84 per cent of trans young people, have deliberately harmed themselves. A quarter of LGBT young people have at some point attempted to take their own life – this rises to 45 per cent for trans young people.

Our new e-learning is packed full of essential information, practical advice, and interactive activities. By completing the training, teachers and other educational staff will be able to:

- * Identify their role in keeping LGBT young people safe, and free from stigma and discrimination
- * Consider how LGBT inclusive practice and resilience can be embedded across their education setting
- * Consider how the intersections of LGBT identity, race and disability can affect risk and protective factors for positive mental health
- * Explore the importance of relationships and what LGBT young people say works in helping to support their mental health and build their resilience

What does it cost?

Our e-learning modules cost £35 (+VAT) per person.

Contact us on education@stonewall.cymru if you have any questions. There are more modules that will be introduced over the coming months that we will keep you informed of. For any more information on our e-learning please visit our website <https://url6.mailanyone.net/v1/?m=1kSfP3-0008Yz-6E&i=57e1b682&c=iCANVu5UOxmsM6JYPCS6I10yEMLPH6ZZlkjsm2aUIJ09z8yuJMmTIZa-d97Rxov4HqA4J7Kn_SRbnRun5hEGikiSa-D1BoSL6hotUW1y6jVc_CqH0Ah0hZcTKFBrcMwx_14IR6b0ZWIRJ1NFC3f8yoaxeoLMRexKCzwUdGUo1PvT7Vv0nXHLBJS-HjB4b1XGE0-9fK7pK3Z-Ajqy5UETTjHVxgMYQl24l_gaPDI_eksaz-uA1kp4tlaX9w-qkBE7>.

Thanks, 

Helo oll,

Rydym yn eich cysylltu â chi ynghylch lansiad modiwlau e-ddysgu newydd Stonewall. Rydym wedi bod yn creu modiwl o dan y teitl: Gwella iechyd meddwl a lles pobl ifanc LHDT <https://url6.mailanyone.net/v1/?m=1kSfP3-0008Yz-6E&i=57e1b682&c=oa66XKwbtxcB3Whi32uelynCKFwhjXEPOizcwiaLKVxvpH--RvcUr5LjH1u8EbIc9GRxse76kM8tCWA9GYKQ7zqH7liG6PedzVSK65SfATRUg_05_AbyF8xkOF3drjcg4NTmC0cyK_k0-4VdM9EGLie7dkOw_JylbouyiF3eDiaU0c0NtSuCalAIy3XVBboZx68JRi-RuCLHPnJW1RBzrPEmFg7H9G1FpVV3nS1pi_QYqY3LBEwWxwIpN5uDSQSWWCwPL7z-zC6uAv7AhMU04If7IG79my8lsnzuzu3aZr9G1rX4CiBUFi3_wlNqgiviC04p4JwWFYfgK4zF00f7KmicrptQDKVr nS4WDm8dggk>. Datblygwyd ein e-ddysgu mewn cydweithrediad â YoungMinds i roi'r sgiliau a'r wybodaeth i staff mewn ysgolion uwchradd a cholegau i gefnogi iechyd meddwl y bobl ifanc LHDT y maent yn gweithio gyda hwy yn well.

Mae tystiolaeth lethol o wendidau cynyddol ymhlith plant a phobl ifanc LHDT. Dengys Adroddiad Ysgol Stonewall (2017) fod dwy ran o dair o bobl ifanc LHDT, gan gynnwys 84 y cant o bobl ifanc traws, wedi niweidio eu hunain yn fwriadol. Mae chwarter o bobl ifanc LHDT wedi ceisio cymryd eu bywyd eu hunain ar ryw adeg – mae hyn yn codi i 45 y cant ar gyfer pobl ifanc draws.

Mae ein e-ddysgu newydd yn llawn gwybodaeth hanfodol, cyngor ymarferol a gweithgareddau rhyngweithiol. Drwy gwblhau'r hyfforddiant, bydd athrawon a staff addysgol eraill yn gallu:

- Nodi eu rôl o ran cadw pobl ifanc LHDT yn ddiogel, ac yn rhydd o stigma a gwahaniaethu
- Ystyried sut y gellir ymgorffori arfer gynhwysol LHDT a gwydnwch ar draws eu lleoliad addysg
- Ystyried sut y gall y rhyngadrannau o hunaniaeth, hil ac anabledd LHDT effeithio ar ffactorau risg ac amddiffynnol ar gyfer iechyd meddwl cadarnhao

· Archwilio pwysigrwydd cydberthnasau a'r hyn y mae pobl ifanc LHDT yn ei ddweud sy'n gweithio i helpu i gefnogi eu hiechyd meddwl a meithrin eu gwydnwch Beth mae'n ei gostio?

Mae ein modiwlau e-ddysgu yn costio £ 35 (+ TAW) y pen

Cysylltwch â ni ar addysg@stonewall.cymru <<mailto:%20addysg@stonewall.cymru>> i ofyn unrhyw cwestiynau.

Bydd mwy o fodiwlau'n cael eu cyflwyno dros y misoedd nesaf y byddwn yn rhoi'r wybodaeth ddiweddaraf i chi drosto. I gael rhagor o wybodaeth am ein e-ddysgu ewch i'n gwefan.<https://url6.mailanyone.net/v1/?m=1kSfP3-0008Yz-6E&i=57e1b682&c=3YQFgfUDnn-kX14pvf5jVYrrfTsP94ObR75LfIM3GWMJIdN5-P4_gUxH40cEgNPrg9IEi_ac1QSp3eceJ5dWwKINpJ4ZRXSpx3Li4kSnsGdpkAma5RdrZROLIrgLv-vSK7Id1sib4M0A-mCdRYfJakaAH6CNxlzL7UkscCiny-AGYpsox6cG_K4AJb1QR5dRCCiGBThajzsK65TYh9N3W1LTBkKPMOxLPGaEZr90oT3w2TRG6f4-km6lNBhle-H4DRKKyYGNmAHktwSV_4zN7MkzqyR1Bkmu1PMncH6ZGA>

Diolch



Rheolwr Rhaglenni / Programmes Manager

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Paul Vincent

To [REDACTED]@stonewall.cymru>;

From: [REDACTED]@stonewall.cymru>
Sent: 05 November 2020 12:13
To: Paul Vincent
Subject: RE: Stonewall DC Membership

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>
Sent: 02 November 2020 08:56
To: [REDACTED]@stonewall.cymru>
Subject: Re: Stonewall DC Membership

I spoke to [REDACTED] about this last month - I just wanted to confirm whether or not the renewal went through?

From: [REDACTED]@stonewall.cymru>
Sent: 01 October 2020 14:53
To: Paul Vincent
Subject: Stonewall DC Membership

<https://email.gowercollegeswansea.ac.uk/owa/#viewmodel=ReadMessageItem&ItemID=AAMkADJINTM0NjEyLWViNzctNDU3Mi05ODU1LWVlYTcwM...> 1/4

developed brand new e-learning packages, resources, and training to ensure that the fantastic work our members embark on can continue.

If you would like to renew your membership you can either reply to this mailing to confirm, or fill out our online form<https://url6.mailanyone.net/v1/?m=1kNz1T-0003lp-5M&i=57e1b682&c=Djl7kQD4velpv-u5gfVihyQVwRgSNmnvMzehfGFs6ZNG-AeqMltPfkYz49BvdeCtXrZMd0Yoh9b-xJXq6-Q5kcssX2O632j0h2Edf5KJAS59xNtxCwp9f6lkSxNM1Xp2Kf5rNPdzLnNQyamxPEKg0_HxNwz9WPXJC-Z4GJbohHnYAnNMervS_w0LHrV7g76ccZFjzBczlhl_8P6tc_uN-pBk1j3TuKa1FxxgKU6KhqqWyeiOw5Bsz6332ZO1f6dj>. If you have already begun this process or followed the links in our automated emails this reminder can be ignored.

Diolch,

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Swyddog Rhaglenni / Programmes Officer
Stonewall Cymru

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Direct: 029 2023 7744

Info Line: 08000 50 20 20

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jskkvG1J5LHh8>

[twitter:]<https://url6.mailanyone.net/v1/?m=1kNz1T-0003Ip-5M&i=57e1b682&c=X5ynfgBrbD-wWRYsGEvxL5dT2n2j-Fv2LMCDNlnW0rvUnl13epJnLmkgyWNIMcEy8t35PNowCfaC5HoUnY9VXs9Eer2ug9I2oYyExAhEDRECdkrSMsMPSb9txgBDCMP5ECAE
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@stonewalluk<https://url6.mailanyone.net/v1/?m=1kNz1T-0003Ip-5M&i=57e1b682&c=X5ynfgBrbD-wWRYsGEvxL5dT2n2j-Fv2LMCDNlnW0rvUnl13epJnLmkgyWNIMcEy8t35PNowCfaC5HoUnY9VXs9Eer2ug9I2oYyExAhEDRECdkrSMsMPSb9txgBDCMP5ECAE-
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@stonewalluk<https://url6.mailanyone.net/v1/?m=1kNz1T-0003Ip-5M&i=57e1b682&c=IROKT6zT_vD7cNmBNnngcNuXJCUTZrZQvsh405YsAsI5fYQWmr74Zl3mgqwMtJ9N1HzLVqQZK7zuF8gBE0cSk2gduiJJW83bPal7BRstfxr-o4sVsaRUULQRkmd4HzkSbZdEQ48UQ7YG-
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feddalwedd gwrthfeirysau. Nid yw'r coleg yn cymryd unrhyw gyfrifoldeb am unrhyw niwed sy'n gysylltiedig â derbyn yr e bost hwn, sut bynnag y'i hachosir

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RE: Stonewall Invoice

Paul Vincent

Thu 26/11/2020 14:22

To [REDACTED]@gowercollegeswansea.ac.uk>;

Hi [REDACTED]

I just got confirmation that payment is not required until after the training has been delivered!

Paul

From: [REDACTED]@gowercollegeswansea.ac.uk>

Sent: 25 November 2020 11:38

To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>

Subject: Stonewall Invoice

Hi Paul

I've noticed there is an invoice on the system from Stonewall for training which is due to be delivered on 17th December. It's very unusual to pay for something before its delivered. Can you query that with them? I think Finance may have an issue with this.

Thanks

[REDACTED]
[REDACTED]
Rheolwr Adnoddau Dynol / HR Manager
Coleg Gŵyr Abertawe / Gower College Swansea
Heol Tycoch / Tycoch Road
Abertawe / Swansea
SA2 9EB
Ffôn / Phone 01792 284292
E-bost/email [REDACTED]@gowercollegeswansea.ac.uk



01/03/2021

RE: Stonewall Invoice - Paul Vincent

Mae Coleg Gŵyr Abertawe yn croesawu gohebiaeth yn Gymraeg a Saesneg a byddwn yn sicrhau ein bod yn cyfathrebu â chi yn eich dewis iaith boed yn Gymraeg, yn Saesneg neu'n ddwyieithog dim ond i chi roi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn creu unrhyw oedi.

Gower College Swansea welcomes correspondence in English and Welsh and we will ensure that we communicate with you in the language of your choice, whether that's English, Welsh or bilingual, as long as you let us know which you prefer. Corresponding in Welsh will not lead to any delay.

RE: Trans training

[REDACTED]@stonewall.cymru>

Thu 17/12/2020 09:42

To [REDACTED]@stonewall.cymru>; Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>;

Hia Paul

All good for the training though I've not yet received a meeting link. Could you please forward it on to me and I join early to ensure everything is working 😊

Diolch,

[REDACTED]
Pronouns: They/Them

Swyddog Rhaglenni / Programmes Officer
Stonewall Cymru

I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. Archebwch le nawr.

Direct: 029 2023 7744
Info Line: 08000 50 20 20
www.stonewall.org.uk

stonewalluk

@stonewalluk

@stonewalluk

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-----Original Message-----

From: [REDACTED]@stonewall.cymru>
Sent: 17 December 2020 09:08
To: 'Paul Vincent' <Paul.Vincent@gowercollegeswansea.ac.uk>
Cc: [REDACTED]@stonewall.cymru>
Subject: RE: Trans training

Hi Paul,

Hope you're ok.

It will be [REDACTED] presenting today as we have 3 different training sessions going on this morning! [REDACTED] all ok for this morning and Gower College's training session?

01/03/2021

RE: Trans training - Paul Vincent

Diolch

Pennaeth Rhaglenni / Head of Programmes Stonewall Cymru Rhagenwau / Pronouns: hi / she / her Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB Ffôn | Phone: 02920 347 002 Llinell Wybodaeth | Info Line: 08000 50 20 20 Gwefan | Website:

www.stonewall.cymru

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Stonewall Equality Ltd, 192 St John St, Clerkenwell, London, EC1V 4JY

-----Original Message-----

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>

Sent: 17 December 2020 09:02

To: [REDACTED]@stonewall.cymru>

Subject: Trans training

Good morning [REDACTED]!

How are you today! Just wanted to check you were ok for everything this morning?

Ymwadiad - Mae'r e-bost hwn wedi'i fwriadu ar gyfer y derbynnydd(derbynyddion) yn unig. Os ydych wedi derbyn yr e-bost ar gam, dylech ddileu pob copi ohono ac unrhyw atodiadau, a thrin y cynnwys fel cynnwys cyfrinachol. Ymddiheurwn am unrhyw anghyfleustra y gall hyn ei achosi. Mae'r barnau a safbwyntiau a fynegir yn y neges e-bost hon yn rhai'r awdur ac ni ddylid cymryd eu bod yn rhai'r coleg. Mae'r e-bost hwn wedi cael ei wirio gan feddalwedd gwrthfeirysau. Nid yw'r coleg yn cymryd unrhyw gyfrifoldeb am unrhyw niwed sy'n gysylltiedig â derbyn yr e-bost hwn, sut bynnag y'i hachosir.

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From: [REDACTED]
To: [REDACTED]
Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS
Date: 23 September 2019 11:58:32
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.jpg](#)
[image006.png](#)
[image007.png](#)
[image008.jpg](#)
[image009.jpg](#)
[image010.jpg](#)
[image011.jpg](#)
[image012.jpg](#)
[image013.jpg](#)

Great, thanks!

Diolch, [REDACTED]
[REDACTED]

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau: hi/ei

Pronouns: she/her

Cyfeiriad | Address: *Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB*

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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From: [REDACTED]

Sent: 23 September 2019 10:30

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED]

All noted in [REDACTED]'s diary. Please contact [REDACTED] on her direct line – 01792 284137

Cofion cynnes

[REDACTED]
[REDACTED]

CP i'r Pennaeth / PA to the Principal

CP i'r Diprwy Bennaeth / PA to the Deputy Principal

Tîm Cymorth Gweithredol / Executive Support Team

COLEG GŴYR ABERTAWE / GOWER COLLEGE SWANSEA

Heol Tycoch / Tycoch Road

Sgeti / Sketty

ABERTAWE / SWANSEA

SA2 9EB

Rhif Ffôn / Tel No: 01792 284059

E-Bost / E-Mail: [REDACTED]@gowercollegeswansea.ac.uk



From: [REDACTED]

Sent: 23 September 2019 10:09

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED],

I am available tomorrow at 9.30am if that suits you? Please can you let me know the best number to call?

Diolch, [REDACTED]

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

[Rhagenwau](#): hi/ei

[Pronouns](#): she/her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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From: [REDACTED] [@gowercollegeswansea.ac.uk](mailto:[REDACTED]@gowercollegeswansea.ac.uk)

Sent: 19 September 2019 16:34

To: [REDACTED] [@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

Dear [REDACTED]

Further to your email to [REDACTED], do you have any time on this date / times for a phone call:

- 24th September – 9.30am, 11am or 4.15pm

I look forward to hearing from you.

Cofion cynnes

[REDACTED]
CP i'r Pennaeth / PA to the Principal

CP i'r Diprwy Bennaeth / PA to the Deputy Principal

Tîm Cymorth Gweithredol / Executive Support Team

COLEG GŴYR ABERTAWE / GOWER COLLEGE SWANSEA

Heol Tycoch / Tycoch Road

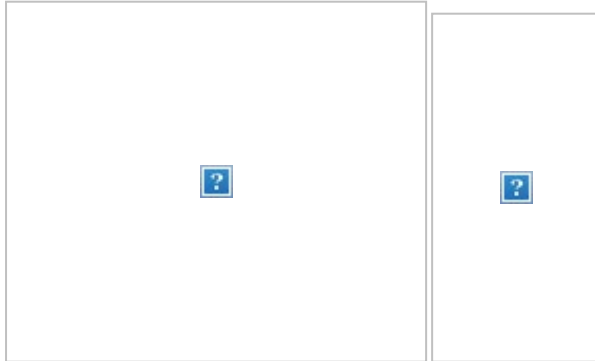
Sgeti / Sketty

ABERTAWE / SWANSEA

SA2 9EB

Rhif Ffôn / Tel No: 01792 284059

E-Bost / E-Mail: xxxxx.xxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxxx.xx.xx



From: [REDACTED] [\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)

Sent: 19 September 2019 12:33

To: [REDACTED]

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

Hi [REDACTED],

Thanks for your email. This has now been forwarded onto me in the in the Cymru office.
Would you like to arrange a telephone conversation at some point? Please let me know what is convenient for you, and hopefully we can get something in the diary.

Diolch, [REDACTED]
[REDACTED]

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau: hi/ei

Pronouns: she/her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 237744

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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From: Memberships <xxxxxxxxxx@xxxxxxxxxx.xxx.xx>

Sent: 19 September 2019 11:27

To: [REDACTED] [\[REDACTED\]@stonewall.cymru](mailto:[REDACTED]@stonewall.cymru)

Subject: FW: Typeform: New response for Diversity Champions Inquiry DCS

From: [REDACTED] [\[REDACTED\]@gowercollegeswansea.ac.uk](mailto:[REDACTED]@gowercollegeswansea.ac.uk)

Sent: 19 September 2019 08:59

To: Memberships <xxxxxxxxxx@xxxxxxxxxx.xxx.xx>

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Hi,

Thanks you for your email, I have had a meeting cancelled this morning – I don't suppose you would be available sometime before 11am for a phone call?

Thanks
[REDACTED]

Director of Human Resources/ Cyfarwyddwr Adnoddau Dynol

Coleg Gŵyr Abertawe / Gower College Swansea

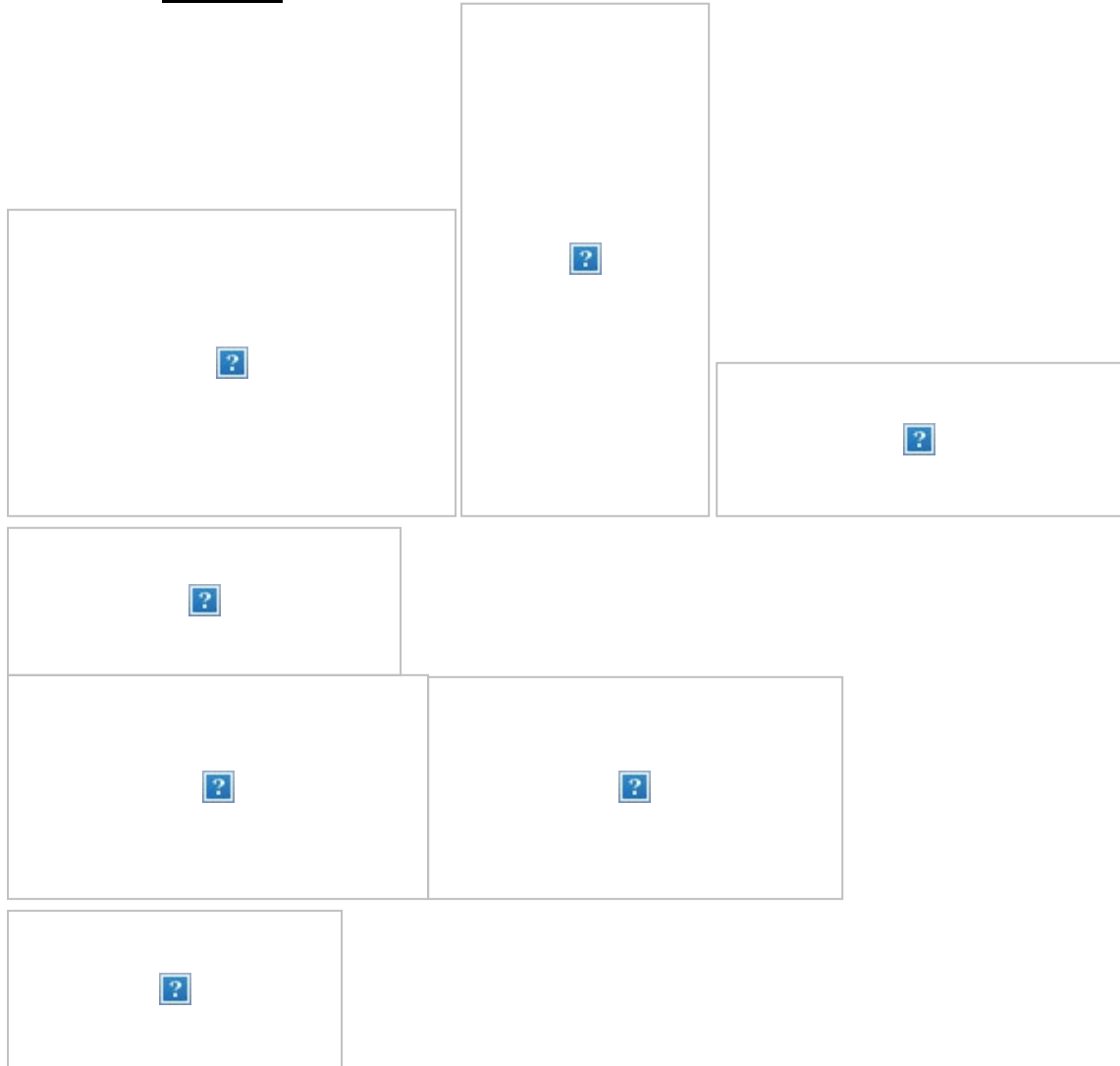
Heol Tycoch / Tycoch Road

Abertawe / Swansea

SA2 9EB

Ffôn / Phone 01792 284137

E-bost/email [REDACTED]@gowercollegeswansea.ac.uk



From: Memberships [<mailto:xxxxxxxxxx@xxxxxxxxx.xxx.xx>]

Sent: 19 September 2019 08:29

To: [REDACTED]

Subject: RE: Typeform: New response for Diversity Champions Inquiry DCS

Dear [REDACTED],

Thank you for your recent enquiry requesting further information about Stonewall's Diversity Champions programme.

Diversity Champions is a professional membership programme working to create inclusive and accepting workplaces for your LGBT staff and service users. We have over 770 members across Britain. If you join the programme, your dedicated client account manager will:

- An assigned Client Account Manager, who will be your dedicated point of contact to support you with the implementation of good practice
- Guide you through our library of research and best practice guides
- Support your entry to the [Workplace Equality Index](#), the definitive benchmarking tool for assessing your progress on LGBT equality
- Review your policies to ensure they're LGBT inclusive
- Give you access to Stonewall logos and branding, so you can demonstrate your commitment to LGBT equality both internally and externally

I've attached a brochure outlining further benefits of the programme. You may also be

interested in our [Top 100 Employers 2019](#).

If you are interested, we can arrange a 30 minute call with you to tell you more about the programme and answer any questions you may have.

Thank you again for your commitment to supporting your LGBT staff and service users.

We hope the above is of interest.

All the best,

[Redacted Signature]

Client Account Executive

Pronouns: they/them

020 7593 3473





We've come a long way, but the fight for equality is far from over. [Join us](#). Search #ComeOutForLGBT

Direct: 020 7593 3473

Switchboard: 020 7593 1850

Info Line: 08000 50 20 20

www.stonewall.org.uk

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From: xxxxxxxxxxx@xxxxxxxx.xxx <xxxxxxxxxxx@xxxxxxxx.xxx>

Sent: 12 September 2019 12:34

To: Memberships <xxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Typeform: New response for Diversity Champions Inquiry DCS

Your typeform Diversity Champions Inquiry DCS has a new respons@e:

- **First Name**

[Redacted Name]

- **Last name**

[Redacted Name]

- **Organisation name**
Gower College Swansea
- **Email address**
[REDACTED]@gcs.ac.uk
- **Contact number**
01792284037
- **Sector**
Further Education
- **My organisation is**
Public
- **Approximate number of employees**
500-2000
- **Do you have a specific Diversity & Inclusion role?**
Yes
- **Are you the budget holder / do you have senior buy-in?**
Yes
- **Does your organisation have a global footprint?**
No
- **Where is your organisation's headquarters based?**
Swansea
- **Which countries does your organisation have a presence in?**
Wales
- **Your role**
Director of HR
- **Reason for contact**
Interested in becoming a Proud Employer and Diversity Champion
- **I confirm I am happy to share my personal information with Stonewall in relation to further information about the Diversity Champions programme, including how we currently work with organisations in your sector, pricing, and further details. We take your privacy seriously. View our privacy policy here:**
<https://www.stonewall.org.uk/about-us/privacy-policy>
Yes

Log in to view or download your responses at
<https://admin.typeform.com/form/hAua81/results>


You can turn off or configure self notifications for this typeform at
<https://admin.typeform.com/form/hAua81/create/hash/notifications>

Team Typeform
How you ask is everything

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RE: You have been added as a guest to gowercollegeswansea.ac.uk in Microsoft Teams

[REDACTED]@stonewall.cymru>

Thu 03/12/2020 13:37

To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>;

Got it! Thanks!

Diolch

[REDACTED]

[REDACTED]

Pennaeth Rhaglenni / Head of Programmes

Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 347 002

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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Stonewall Equality Ltd, 192 St John St, Clerkenwell, London, EC1V 4JY

-----Original Message-----

From: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>

Sent: 03 December 2020 13:30

To: [REDACTED]@stonewall.cymru>

Subject: Re: You have been added as a guest to gowercollegeswansea.ac.uk in Microsoft Teams

?I've just sent a calendar invite with a link to the Teams page.

From: Ffion Grundy <Ffion.Grundy@stonewall.cymru>

Sent: 03 December 2020 13:18

To: Paul Vincent

Subject: RE: You have been added as a guest to gowercollegeswansea.ac.uk in Microsoft Teams

Hi Paul

I've received the below but any chance you can send me the calendar invite?

Diolch

[REDACTED]

01/03/2021

RE: You have been added as a guest to gowercollegeswansea.ac... - Paul Vincent

Pennaeth Rhaglenni / Head of Programmes

Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB Ffôn | Phone: 02920 347 002 Llinell Wybodaeth | Info Line:

08000 50 20 20 Gwefan | Website: www.stonewall.cymru <https://url6.mailanyone.net/v1/?m=1kkoVL-000B2c-4C&i=57e1b682&c=JoedoEwwgOO68LhRGQxDx-ea5QQWpCtT0nT7T9p9qBo2qgOkR_dRPvOHD65aYJD6ha_nMd2FRX3iHzmBB8tnvmUnQzNBPKQsFuJJxhs2naGEOg4DrdrCYtpkifLU9G25mX4bRPJLIJKwVNA6vS0bihV8a4fcTid9Pqx9h8-Hn5FBS3-FcY8raTbK2TwV8OST0UUN8R2OKvk7UJrD1drq1wXdVhdfCvk5bau_sdAo05nJbCV9pDgT3sm_Zt6XZiVu27Cp5u2TnKzSL8urrbzzNfc6jZ4pJ3hHcYOHqtWV6dsdwE1y5qQwcYDIVVQbPuAg5hT1vpe_pNeF5GFKI5p8YguuzlvamHdwDnHh7yiBrODvJ0BTqXK6656QqPDsDP2EMdk7JwZI36f-6iCLgemav1FY6FC6G7SRHUQyK0t6V-iJaurY8F6AB82oiU5xBhK6abRyR1DsSVwa1IYRpAICS2RFDGgb04fcfk-62xO6FzLOXUuRDWWAsUk8JUjiSHV5On4N8ZGFeOn1Z8FvmlI ZvtOkQ3xmlBYo1F6iQ8oJ2lPjBxuNmNILV2T_hDOno>

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[Cymru-Information-Service-Bilingual-Email-Signature]

[Image result for ysgrifennwch ataf yn y gymraeg]

From: Microsoft Teams <noreply@email.teams.microsoft.com>

Sent: 03 December 2020 07:15

To: Ffion Grundy <Ffion.Grundy@stonewall.cymru>

Subject: You have been added as a guest to gowercollegeswansea.ac.uk in Microsoft Teams

Microsoft Teams

Paul added you as a guest to gowercollegeswansea.ac.uk!

[Transgender Awareness Training]

Transgender Awareness Training

This training hosting by Stonewall Cymru, will cover the basics of Transgender Awareness, ...

Open Microsoft Teams<[\[Bring your team together\]](https://url6.mailanyone.net/v1/?m=1kkoVL-000B2c-4C&i=57e1b682&c=NX1TF8dnxDRI-NS4ybT7Aq5rGuY_ZwR6-HAdXA_YuXzyyLHY6rO9vxjvhQUbXJIUfONN4f-3x4ushLEwkQMwO5zWgzroltbQE-ut1i8dtPgcBUf7yM1csRSpKRE7wlk43tpII_icCkRgXsepExv_boTfWge7QkOQOnlzyXT5CokyF6Mdq6CyRfxXiqzW6SbzcWx27Jg10GA3x7LAFv_rMhaPKwINxK_3sagp95OKn2acxMKqDGovKgFUi7ds1fib84UzXVkfMnCXuWrDrrNBSiCedtsMXabJxlzWdriz3cy2WqNc77OL4OOkwHin9RxCb4JQjLVJKpNoWaPqKFBdk6lmpGtXDTJrU7KEF134xpQlqTGogcdy1xPvHGyfSMY7V4E7Qdhj-LQ4iYmtPRbtqOVIE4gPZAX5h1hUXQXBjpQVvrrHRw3C5Tbg2cElQbSQJZ5QOLpJ-EzQsjn-X3B95JUUDUBzNvwCN6eP5M_24qWwMJcbW9SqPte90J4403pVLpXYkbl2Dtbw9rZV1j5A9Shk-TYhbowclJtm_Xvt4></p></div><div data-bbox=)

Bring your team together

Create an open, collaborative workspace for your team. Use channels to organize conversations by topic, area, or anything else.

[Chat 1:1 with groups]

Chat 1:1 and with groups

Outside of open team conversations, chat privately and share files and notes with anyone in your organization.

[Make video calls and schedule online meetings]

Make video calls and schedule online meetings

Have impromptu or scheduled meetings in any channel. Or just call someone...

[Team files, notes, and apps in one place]

Team files, notes, and apps in one place

Your team's tools are organized and integrated in Microsoft Teams with the power of Office 365.

Open Microsoft Teams<[Get it now! Take it with you wherever you go.](https://url6.mailanyone.net/v1/?m=1kkoVL-000B2c-4C&i=57e1b682&c=NX1TF8dnxDRI-NS4ybT7Aq5rGuY_ZwR6-HAdXA_YuXzyyLHY6rO9vxjvhQUbXJIUfONN4f-3x4ushLEwkQMwO5zWgzroltbQE-ut1i8dtPgcbUF7yM1csRSpKRE7wlk43tpII_icCkRgXsepExv_boTfWge7QkOQOnlzyXT5CokyF6Mdq6CyRfxXiqzW6SbzrcWx27Jg10GA3x7LAFv_rMhaPKwINxK_3sagp95OKn2acxMKqDGovKgFUi7ds1fib84UzXVkfMnCXuWrDrrNBSiCedtsMXabJxlzWdriz3cy2WqNc77OL4OOkwHin9RsxCb4JQjLVJKpNoWaPqKFBDk6ImpGtXDTJrU7KEF134xpQlqTGogcdy1xPvHGYfSMY7V4E7Qdhj-LQ4iYmtPRBtqOVIE4gPZAX5h1hUXQXBjpQVVrrHRw3C5Tbg2cElQbSQJZ5QOLpJ-EzQsjn-X3B95JUUDUBzNvwCN6eP5M_24qWwMJcbW9SqPte90J4403pVLpXYkbl2Dtbw9rZV1j5A9Shk-TYhbowcJjTm_Xvt4></p></div><div data-bbox=)

[Microsoft Teams - Windows]

Windows

[Microsoft Teams - iOS]

iOS

[Microsoft Teams - Windows]

Mac

[Microsoft Teams - Android]

Android

Go to downloads page<[<https://email.gowercollegeswansea.ac.uk/owa/#viewmodel=ReadMessageItem&ItemID=AAMkADJINTM0NjEyLWViNzctNDU3Mi05ODU1LWVlYTcwM...> 3/4](https://url6.mailanyone.net/v1/?m=1kkoVL-000B2c-4C&i=57e1b682&c=wbs7aL72-vUTp7yd2JXBunjBnyHh_mA7qBAdE2c0YgQo4aydzGxulDRjSa2fkebP2a0q2neAPPXlkGokQGgvXiuenM0WnBPkVX-IKZWv6fNnQlCgltpaZqWo4EkeU01Wqx78IVVwqxHPNdbdOg9i0CQYNrx43ekGjvFCfnkPL_YR8sJ2ow8eLXiGDxXW7d1vh9E5keVbTh2_-EEcV35AZpum-YKlErJsMBSzsEWk4NU></p></div><div data-bbox=)

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Education Cymru <education@stonewall.cymru>

Wed 14/10/2020 12:57

English | [Cymraeg](#)

Hello all,

We wanted to contact you about the launch of Stonewall's new e-learning modules. We have been developing a module for staff at schools and colleges titled: [Improving the mental health and wellbeing of LGBT young people](#). Our e-learning has been developed in collaboration with YoungMinds to provide staff in secondary schools and colleges with the skills and knowledge to better support the mental health of the LGBT young people that they work with.

There's overwhelming evidence of heightened vulnerabilities among LGBT children and young people. Stonewall's *School Report* (2017) shows that two thirds of LGBT young people, including 84 per cent of trans young people, have deliberately harmed themselves. A quarter of LGBT young people have at some point attempted to take their own life – this rises to 45 per cent for trans young people.

Our new e-learning is packed full of essential information, practical advice, and interactive activities. By completing the training, teachers and other educational staff will be able to:

- Identify their role in keeping LGBT young people safe, and free from stigma and discrimination
- Consider how LGBT inclusive practice and resilience can be embedded across their education setting
- Consider how the intersections of LGBT identity, race and disability can affect risk and protective factors for positive mental health
- Explore the importance of relationships and what LGBT young people say works in helping to support their mental health and build their resilience

What does it cost?

Our e-learning modules cost £35 (+VAT) per person.

Contact us on education@stonewall.cymru if you have any questions.

There are more modules that will be introduced over the coming months that we will keep you informed of. For any more information on our e-learning please visit our [website](#).

Thanks, [REDACTED]

Helo oll,

Rydym yn eich cysylltu â chi ynghylch lansiad modiwlau e-ddysgu newydd Stonewall. Rydym wedi bod yn creu modiwl o dan y teitl: [Gwella iechyd meddwl a lles pobl ifanc LHDT](#). Datblygwyd ein e-ddysgu mewn cydweithrediad â YoungMinds i roi'r sgiliau a'r wybodaeth i staff mewn ysgolion uwchradd a cholegau i gefnogi iechyd meddwl y bobl ifanc LHDT y maent yn gweithio gyda hwy yn well.

Mae tystiolaeth lethol o wendidau cynyddol ymhlith plant a phobl ifanc LHDT. Dengys *Adroddiad Ysgol Stonewall* (2017) fod dwy ran o dair o bobl ifanc LHDT, gan gynnwys 84 y cant o bobl ifanc traws, wedi niweidio eu hunain yn fwriadol. Mae

chwarter o bobl ifanc LHDT wedi ceisio cymryd eu bywyd eu hunain ar ryw adeg – mae hyn yn codi i 45 y cant ar gyfer pobl ifanc draws.

Mae ein e-ddysgu newydd yn llawn gwybodaeth hanfodol, cyngor ymarferol a gweithgareddau rhyngweithiol. Drwy gwblhau'r hyfforddiant, bydd athrawon a staff addysgol eraill yn gallu:

- Nodi eu rôl o ran cadw pobl ifanc LHDT yn ddiogel, ac yn rhydd o stigma a gwahaniaethu
- Ystyried sut y gellir ymgorffori arfer gynhwysol LHDT a gwydnwch ar draws eu lleoliad addysg
- Ystyried sut y gall y rhyngadrannau o hunaniaeth, hil ac anabledd LHDT effeithio ar ffactorau risg ac amddiffynol ar gyfer iechyd meddwl cadarnhao
- Archwilio pwysigrwydd cydberthnasau a'r hyn y mae pobl ifanc LHDT yn ei ddweud sy'n gweithio i helpu i gefnogi eu hiechyd meddwl a meithrin eu gwydnwch

Beth mae'n ei gostio?

Mae ein modiwlau e-ddysgu yn costio £ 35 (+ TAW) y pen

Cysylltwch â ni ar addysg@stonewall.cymru i ofyn unrhyw cwestiynau.

Bydd mwy o fodiwlau'n cael eu cyflwyno dros y misoedd nesaf y byddwn yn rhoi'r wybodaeth ddiweddaraf i chi drosto. I gael rhagor o wybodaeth am ein e-ddysgu ewch i'n [gwefan](#).

Diolch

Rheolwr Rhaglenni / Programmes Manager
Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

Ffôn | Phone: 02920 347 002

Llinell Wybodaeth | Info Line: 08000 50 20 20

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GWASANAETH GWYBODAETH
INFORMATION SERVICE



08000 50 20 20 | cymru@stonewallcymru.org.uk | www.stonewallcymru.org.uk



Ysgrifennwch ataf yn Gymraeg neu Saesneg
Please write to me in Welsh or English

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Stonewall DC Membership

[REDACTED]@stonewall.cymru>

Thu 01/10/2020 14:53

To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>;

Hia Paul

I hope this message finds you safe and well in light of the current situation? I'm just reaching out to ensure you are aware that your current Diversity Champion membership is nearly up for renewal, you're renewal date is '**October 27th 2020**'.

I appreciate that working practices have been affected for many due to the pandemic and we're doing all we can to ensure the support we offer is still of the same standard and readily available to all of our members. We've developed brand new e-learning packages, resources, and training to ensure that the fantastic work our members embark on can continue.

If you would like to renew your membership you can either reply to this mailing to confirm, or fill out our [online form](#). If you have already begun this process or followed the links in our automated emails this reminder can be ignored.

Diolch,

Pronouns: They/Them

Swyddog Rhaglenni / Programmes Officer

Stonewall Cymru






I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)

Direct: 029 2023 7744

Info Line: 08000 50 20 20

www.stonewall.org.uk

 [facebook](#) [stonewalluk](#)  [twitter:](#) [@stonewalluk](#)  [twitter:](#) [@stonewalluk](#)

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Stonewall workplace conference

Fri 31/01/2020 12:13

 1 attachment

Joining instructions for Stonewall Cymru Conference | Cyfarwyddiadau ymuno Cynhadledd Stonewall Cymru;

catrin.lloyd@stonewall.cymru or on 029 2023 7744

Programme

9.15am	Registration and Refreshments
10am – 10.55am	Opening Keynote Speeches Andrew White, Director, Stonewall Cymru Steve Moore, Chief Executive Officer at Hywel Dda University Health Board Sophie Howe, Future Generations Commissioner for Wales Baroness Debbie Wilcox of Newport
11am – 12.30pm	Morning Sessions
12.30pm – 1.30pm	Lunch and Networking
1.35pm – 3.05pm	Afternoon Sessions
3.05pm – 3.25pm	Refreshment and Networking
3.30pm – 4.30pm	Closing Session
4.30pm – 5pm	Stonewall's Top 100 Employers 2020
5pm – 6pm	Drinks Reception
6pm	Event Ends

Membership proposal for Gower College Swansea

Stonewall currently works with over 750 of the world's leading organisations to create fully inclusive workplace and educational environments by integrating diversity and inclusion into all parts of the organisation. We work closely with organisations to understand their needs and objectives and provide tailored guidance to support them on their path towards workplace equality.

There is a robust business case for organisations to develop inclusive workplaces. We will work with you to ensure you are maximising the business benefits of diversity & inclusion.

Gower College Swansea commits to the following Stonewall programmes:

Annual membership to Stonewall Cymru Diversity Champions Programme.

Stonewall Diversity Champions Programme provides:

- ✦ Initial needs assessment and action plan, dedicated Account Manager to advise on best practice
- ✦ Free places at Stonewall best practice seminars held across the UK exclusively for members
- ✦ Guidance in compiling submissions to the UK Workplace Equality Index with a detailed feedback meeting each year.
- ✦ A free listing in the Stonewall Starting Out Careers Guide.
- ✦ Five free adverts in first year of membership on Stonewall Proud Employers jobs board
- ✦ Use of the Stonewall Cymru Diversity Champions Logo
- ✦ Access to the My Diversity Champions online hub
- ✦ Free copies of Stonewall research and best practice publications.
- ✦ Discounted rates for Stonewall conferences (London, Edinburgh, Cardiff and Leeds)
- ✦ Discounted rates for Stonewall's flagship Leadership, Role Models & Allies Programmes.
- ✦ Regular networking opportunities with the other member organisations

Summary

Diversity Champions Cymru membership	£2,500
Total:	£2500 + VAT

Proposal valid for 30 days

Signature: _____

Name & Position: _____

Date: _____

Director of HR
18.10.19

By signing this you agree to Stonewall's terms and conditions.

Trans training

Paul Vincent

Tue 01/12/2020 12:55

To [REDACTED]@stonewall.cymru>;

Hi [REDACTED],

Hope you're having a nice week. I'm just setting up the Teams group for our training session in a few weeks.

I was wondering if you could provide a brief description of the training if it all possible so I can include it in the advert going out to our staff.

Many thanks

Paul

Paul Vincent Ext: 4158

Swyddog Cyfoethogi ac Amrywiaeth Myfyrwyr/ Diversity and Enrichment Officer

Coleg Gŵyr Abertawe / Gower College Swansea

Heol Tycoch / Tycoch Road

Abertawe / Swansea

SA2 9EB

Pronouns: He/Him



**Am ddim i bob myfyriwr
FREE to all students**

Cymorth iechyd meddwl ar-lein, anhysbys ac ar gael 24/7.
Mental health support online, anonymous and 24/7.



RE: Trans training

[REDACTED]@stonewall.cymru>

Thu 03/12/2020 13:09

To: Paul Vincent <Paul.Vincent@gowercollegeswansea.ac.uk>;

Hi Paul,

Does the below sound OK?

Content

- Stonewall trans journey
- Stats
- Terminology
- Understanding identities
- Examples of transphobia
- Being a trans ally
- Action planning

Diolch

[REDACTED]
[REDACTED]
Pennaeth Rhaglenni / Head of Programmes
Stonewall Cymru

Rhagenwau / Pronouns: hi / she / her

Cyfeiriad | Address: Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB

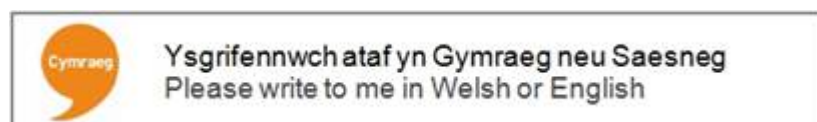
Ffôn | Phone: 02920 347 002

Llinell Wybodaeth | Info Line: 08000 50 20 20

Gwefan | Website: www.stonewall.cymru

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Subject: Trans training

Hi [REDACTED],

I was wondering if you could provide a brief description of the training if it all possible so I can include it in the advert going out to our staff.

Many thanks

Paul


Pronouns: He/Him



**Am ddim i bob myfyriwr
FREE to all students**

Cymorth iechyd meddwl ar-lein, anhysbys ac ar gael 24/7.
Mental health support online, anonymous and 24/7.



Ymwadiad - Mae'r e-bost hwn wedi'i fwriadu ar gyfer y derbynnydd(derbynyddion) yn unig. Os ydych wedi derbyn yr e-bost ar gam, dylech ddileu pob copi ohono ac unrhyw atodiadau, a thrin y cynnwys fel cynnwys cyfrinachol. Ymddiheurwn am unrhyw anghyfleustra y gall hyn ei achosi. Mae'r barnau a safbwyntiau a fynegir yn y neges e-bost hon yn rhai'r awdur ac ni ddylid cymryd eu bod yn rhai'r coleg. Mae'r e-bost hwn wedi cael ei wirio gan feddalwedd gwrthfeirysau. Nid yw'r coleg yn cymryd unrhyw gyfrifoldeb am unrhyw niwed sy'n gysylltiedig  derbyn yr e-bost hwn, sut bynnag y'i hachosir.

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01/03/2021

RE: Trans training - Paul Vincent

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```
@stonewall.cymru>
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Tue 08/09/2020 10:06

Good Diversity Champion Members

Over summer, we have had the pleasure of introducing you to the new Workplace Equality Index criteria through part one of our **support series**.

We hope you've enjoyed getting to know the new questions and meeting the team at the Q&A sessions.

Remember you can re-watch the ten introductory webinars at any time. If you are having trouble accessing the information, your DC membership may have lapsed. If so, it can simply be renewed [here](#).

Watch the webinars

Today I'm writing to let you know that expressions of interest are open for part two of the series – your criteria consultancy session.

This is a two-hour, in-depth session focusing on up to three index areas of your choice. You will provide details of your progress so far and a member of the

Stonewall team will support you to understand how this work can be improved in line with the new criteria.

The delivery of consultancy sessions will be shared across our team of expert account managers, to give you access to our widest range of skills, experience and knowledge and improve scheduling.

You have until 3 October to express your interest on [Stonewall Submit](#). A member of the Stonewall team will then be in touch within 10 working days to arrange your meeting for before the end of December.

[Express your interest now](#)

Please note: if you haven't entered the Workplace Equality Index before, you may need to register a new account on Stonewall Submit. If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

We look forward to meeting with you in the coming months.

P.S. To update your personal details or unsubscribe from all Stonewall communications, please contact us via memberships@stonewall.org.uk.

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