

# Covenant Bulletin



Welcome to the Covenant to EMBRACE A Culture of Inclusion in Shropshire, Telford & Wrekin. Whether you have been with us for a while, or have just signed up, the information below should help you to fulfil some of your Covenant commitments.

If you would like more information, a chat or to express interest in any of the specifics listed then please contact [sal@lgbtsand.com](mailto:sal@lgbtsand.com).

## Inclusion Matters - final call

We're on the verge of publishing our Inclusion Matters booklet, which will be a companion to last year's SAND Matters. 19 Covenant organisations have contributed a page to provide a snapshot of the fantastic work they have been doing to make Shropshire, Telford & Wrekin a more inclusive county. This draft will be a digital-only release initially, with a short window for updates or new submissions if you'd like to contribute. A finalised hard-copy edition will then follow in the spring. If you have sent an entry, please look out for this in the next week or so and let us know if you'd like to contribute or update your submission.

All enquiries to [james@lgbtsand.com](mailto:james@lgbtsand.com)

## Facilitator training



Some of the feedback from the last cohort:

*"This is a subject I thought I knew a bit about both professionally and personally. I knew nothing until I came on this course. I feel it's part of my responsibility both professionally and personally to make this work".*

*"For me particularly I've always been an ally but it's lit a passion in me. I want to be more than an ally, I want to be actively doing something. I want to see resolutions and I want to see change and that's what it's done for me".*

We are considering running another programme of Training for Facilitators. This follows 2 previous programmes and 24 individuals in 14 organisations across the county, already equipped to deliver training and facilitate conversations amongst colleagues to raise awareness about issues impacting on older and old LGBT+ people.

The programme consists of one 90 min zoom plus 2 full days and will run on Thurs 25th April 10am-11.30; and then 10-4pm on 9th and 23rd May 2024. The cost is £380 p/p

We need to gauge interest before we fully commit ourselves, so please do let us know if you are interested.

We will then request a £50 deposit p/p.

All enquiries to [james@lgbtsand.com](mailto:james@lgbtsand.com)

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[lgbtsand.com](http://lgbtsand.com)  
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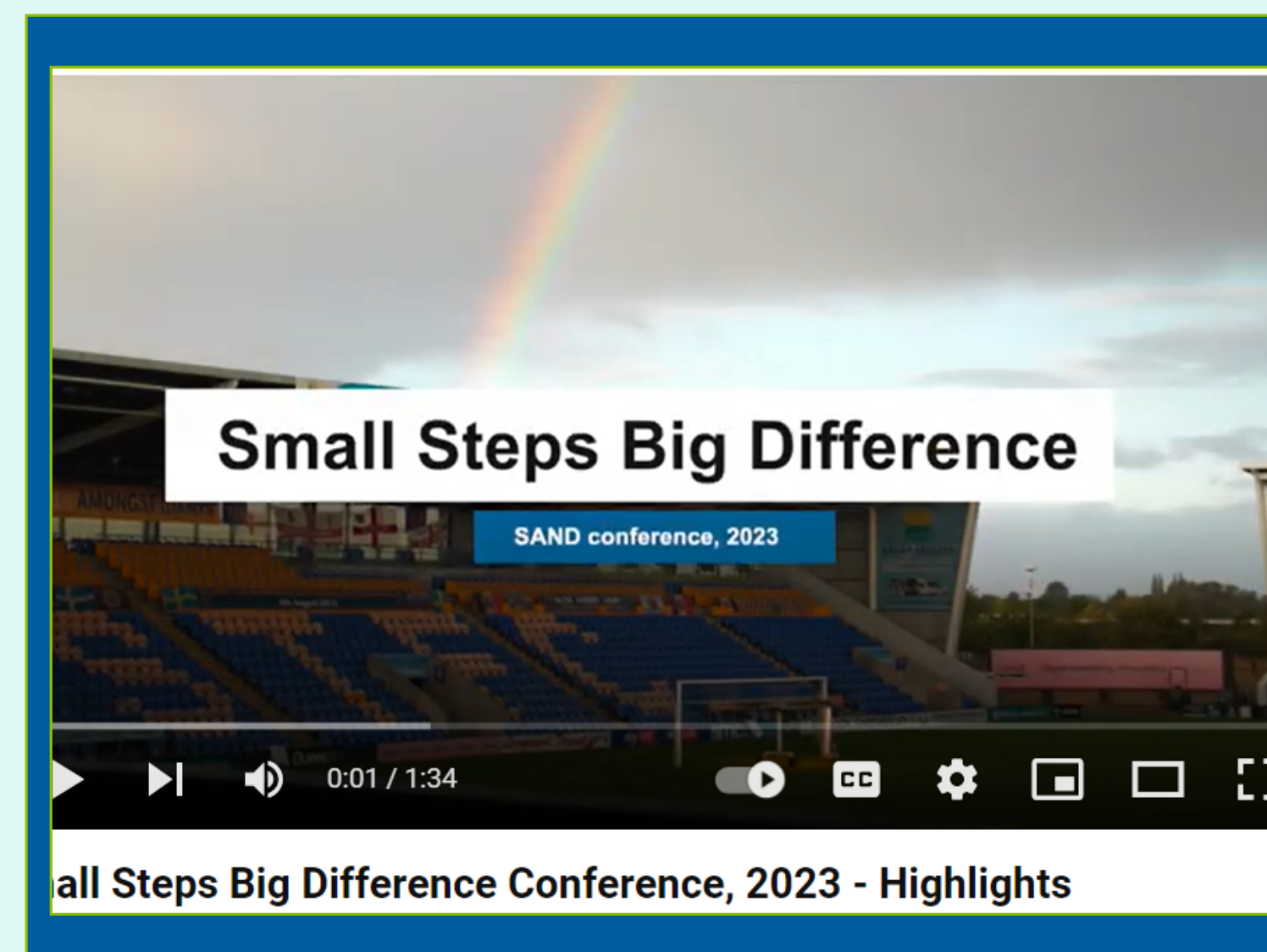


## Small Steps Big Difference

Date for your diaries - the next conference is booked for **15th October 2024**, at Shrewsbury Town Football Ground

If you'd like a reminder, or want to check out what happened last time then you can view the short showreel and presentations here from: Community Resource, Radfield Home Care, Cruse bereavement Support, Wrekin Housing Group, Much Wenlock & Cressage Medical Centre, AgeUK STW and Citizens Advice Shropshire, Coverage Care Services

**Click the picture to view**



The afternoon workshops provided lots of ideas and information for the development of resources to promote and EMBRACE A Culture of Inclusion. Already:

- Community Resource is leading on **Inclusion Lite** - a resource for smaller community-based groups to understand why inclusion matters and take steps to be more inclusive
- GP surgeries are discussing **generic inclusive actions** they can take across Primary Care Networks
- Cruse Bereavement Support is looking at how they can share understandings of **disenfranchised grief**
- Partners in Care is developing a practice-based guide to weaving a **golden thread of inclusion** through social care policies.

In direct response to a (very good) question raised in the workshop on Building in Sustainability, we have been looking at developing **Covenant 2**. The question was: 'what would our organisation need to look like in order for SAND to feel confident that our inclusive practice will continue without the current support?'

Covenant 2 (currently in draft form and out for consultation) consists of 10 pointers - where Covenantees:

1. Put "Covenant progression" into the Job Description of a senior postholder
2. Identify and publicise a 'complaint' or 'accountability' path for staff and service users
3. Develop effective EDI staff networks
4. Capitalize on, contribute to, and create - wider opportunities for talking about inclusion
5. Link Covenant actions into existing learning frameworks, such as Skills for Care and/or organisational workforce development plans
6. Feed achievements into existing quality standards reports, such as CQC
8. Celebrate actions, outcomes and learning from EMBRACE
9. Put the branding of EMBRACE at the heart of promotion and communications
10. Contribute to the second Small Steps Big Difference Conference, Autumn 2024

## LGBT+ History Festival

15th - 17th March 2024 - mainly at The Hive, 5 Belmont SY1 1TE, although sneak previews of the 'SEE ME' exhibitions are already available to view at:



Theatre Severn (top floor gallery) - PORTRAITS (example on right)  
Shrewsbury Museum & Art Gallery (balcony) - HERITAGE

Other events include a solo play, film and presentations  
More information here: [HISTORY](#)



**Keep up to date with SAND - [subscribe to our monthly e-newsletter](#)**

THE ONE PLACE TO GO

Please also note that all of this information, plus everything else to do with the Covenant is on your Password Protected Webpage:

[lgbtsand.com/covenant-information](https://lgbtsand.com/covenant-information)

Password: We are in

[Click here to see who else has signed up - Covenantees](#)

