

LIBERATE



Liberate

Vision and Strategy

2024-2027

## Contents

1. Who we are
2. Our vision
3. Achievements so far
4. Our mission
5. Objectives and priorities for 2024 -2027
6. Resources & Funding

Liberate was founded on 15<sup>th</sup> February 2014  
[www.liberate.gg](http://www.liberate.gg) | [hello@liberate.gg](mailto:hello@liberate.gg)  
Guernsey Registered Charity CH468  
Association of Guernsey Charities No. 399

## **1. Who we are**

Liberate (“the Charity”) is a Guernsey registered charity established in 2014 to promote fairness and equality, as well as support, for the Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (“LGBTQ+”) community, their friends and families within the Bailiwick of Guernsey.

Liberate is governed by the Trustees, Chief Executive Officer (CEO), Treasurer and Secretary.

We currently have two members of staff, one full time CEO and one part time communications officer, the rest of our team contribute on a voluntary basis. We have approximately 35 active volunteers.

We encourage individuals from every walk of life to join us with the aim of promoting diversity within the Charity and the wider community.

## **2. Our vision**

Our vision is to have a fair and equal society, where each LGBTQ+ person living in the Bailiwick is treated with dignity and respect.

We campaign for positive change in laws and opinions with the aim to promote acceptance of everyone identifying as LGBTQ+. We aim to do this with the input and support of the LGBTQ+ community.

We want to stand as positive role models and provide a voice for the Bailiwick's LGBTQ+ community.

We wish to put in place support services for LGBTQ+ people growing up and growing old within the Bailiwick of Guernsey.

We wish to create an island community where everyone stands on an equal footing with their neighbours, regardless of their ability, age, religious belief, ethnicity, gender identity, race, sex or sexuality.

Our ultimate achievement is for the Bailiwick of Guernsey no longer to require an organisation such as Liberate to campaign for equal rights of LGBTQ+ individuals.

### 3. Achievements so far

Since the Charity's inception we have campaigned for, and created, many positive changes for the Bailiwick's LGBTQ+ community.

- i. Guernsey (and Herm) introduced same sex marriage in May 2017, with Alderney following in 2018 and Sark in 2020;
- ii. The States of Guernsey changed the law to allow same sex couples to adopt;
- iii. The States of Guernsey have updated the Income Tax Law so that LGBTQ+ people are treated equally;
- iv. The Charity staged the first Guernsey based Channel Island's Pride event in 2016 - the event is hosted every two years in Guernsey and is currently the islands largest free community event;
- v. Liberate, in partnership with the Youth Commission and supported by TMF Group, deliver LGBTQ+ youth services across the islands including PSHCE lessons and assemblies in the island's secondary schools;
- vi. We have a dedicated peer led trans and gender non-conforming adult support group;
- vii. As part of our outreach work we have created multiple groups for LGBTQ+ people and allies which include, or have included, an Art Club (supported by Co-Op & JT), Book Club (with the Guille-Alles Library), Choir, Creative Arts Club, Softball team (supported by Concept and UAP Group) as well as youth groups in partnership with the Youth Commission;
- viii. Gay men can donate blood if they have had the same sexual partner for 3 months, bringing the rules around blood donation for gay men inline with the guidelines for straight men;
- ix. States of Guernsey Health Department have ensured that all members of the LGBTQ+ community are treated equitably. This has included funding timely gender affirming care via a private healthcare agreement, the option for people to freeze and store (for up to ten years) eggs/sperm if medically transitioning and the updating of the way medical records are viewed and stored so that

- they do not 'out' people while accessing healthcare, while also making sure members of our trans community do not miss vital screening.
- x. Provided support for hundreds of LGBTQ+ individuals, their family and friends through our confidential support service, groups and online platforms;
  - xi. We have delivered LGBTQ+ diversity, equality and inclusion training to hundreds of the island's businesses, organisations, States bodies, schools and other charities;
  - xii. Intersex birth registrations are allowed (this is by default as the current system does not restrict the sex entry to the binary of male or female);
  - xiii. We have developed strong and effective relationships with many local charities and organisations including Autism Guernsey, Action for Children, the Youth Commission of Guernsey & Alderney, Safer, Guernsey Disability Alliance, Town Church and the Mill Street Community Cafe to ensure we can support the intersectionality of the LGBTQ+ community;
  - xiv. Liberate won the 2020 Guernsey Community Foundation Award for Organising Committee of the Year for Channel Islands Pride. In previous years we have been shortlisted for Charity of the Year and our CEO Ellie Jones was shortlisted for Outstanding Individual Achievement;
  - xv. 'Pride in Sport' launched (Supported by EY) across the Channel Islands as an event to coincide with Channel Islands Pride to promote awareness of/and tackle homophobia, biphobia and transphobia in sport;
  - xvi. Liberate is a key stakeholder group for consultation within the States of Guernsey and has contributed to multiple work streams including the same sex marriage law, anti-discrimination legislation and work on inclusion within education;
  - xvii. Liberate is an integral part of Equality Guernsey, a well-established consortium of 3rd sector organisations and individuals who want to ensure that 'equality and equity' stays a firm focus for the States of Guernsey over the coming years;

- xviii. An interim solution was found for same sex parents to be included on their child's birth registration documents. Birth certificates will then be retrospectively changed when the law is updated (the law allowing same sex couples to be named on their children's birth certificates should be updated in 2025/2026);
- xix. We have worked with liaison officers for the LGBTQ+ community within the police, prison and probation services so that the LGBTQ+ community are more confident when dealing with these departments.

## **4. Our mission**

We educate and inform on a wide range of LGBTQ+ issues and support those who identify as LGBTQ+, their families, friends and colleagues.

We campaign to reform related laws and policies to ensure that LGBTQ+ people can enjoy the same freedoms and protection as everyone else in the Bailiwick of Guernsey.

We question social attitudes and behaviours which discriminate against LGBTQ+ people.

We offer advice and support to help tackle discrimination, in all its forms, against LGBTQ+ people.

We positively promote awareness of the LGBTQ+ community and encourage support from all social, professional and political entities.

We host events and groups where LGBTQ+ people can meet in a safe and supportive environment.

We stage fundraising events to support the ongoing costs of running the Charity and other specific projects.

## 5. Objectives and priorities

The following is a list of works that Liberate will be focusing on during the term of this document:

- Continuing to develop loneliness and inclusion projects via our outreach groups with the aim of engaging people who may be isolated or who do not want to/or cannot engage in the more social events that we put on. These 'activities with purpose' will include but are not limited to: Art Club, LGBTQ+ book club, OUT social group and ad hoc Performing Arts group.
- Ensuring all members of the LGBTQ+ community can access our services by increasing the visibility of the work we do, and working with other intersecting minority groups via the close links we have developed with other charitable and government organisations;
- Creating an 'LGBTQ+ friendly organisation' Rainbow Kite-mark program that will help reduce harassment and discrimination and create more acceptance and understanding of the LGBTQ+ community;
- Developing additional income and work streams through our existing training sessions by creating a new LGBTQ+ business network for organisations - including a 'Pride Certified' accreditation;
- Continuing to support and help schools develop their own LGBTQ+ youth groups and grow the LGBTQ+ support network for young people in partnership with the Youth Commission;
- Ensuring that work we do in education settings around LGBTQ+ identities continues via lessons and assemblies in schools (in partnership with the Youth Commission) to create better inclusion and acceptance with the hope of reducing bullying for young LGBTQ+ people;
- Continuing to work with the States of Guernsey liaising with and helping shape LGBTQ+ inclusive policies and laws, and being a critical friend when needed;
- Lobbying the States specifically to update discriminatory laws on the birth rights of children of same sex parents, introducing hate crime laws, looking at a Civil Partnerships law so that Civil Partnerships can be dissolved in Guernsey and ensuring that Phase two of the anti-discrimination legislation is introduced;



# LIBERATE



- Developing further outreach groups for LGBTQ+ people, in particular for the older LGBTQ+ community, younger trans community and the neurodiverse LGBTQ+ community;
- Ensuring we have positive LGBTQ+ role models and allies who are visible in the wider community, especially within schools, sport and the government;
- Organising fundraising and community events - including Channel Islands Pride - which create wider visibility and therefore acceptance of LGBTQ+ people in the community;
- Continuing to work with health professionals and charities, doctors and the States of Guernsey Health Department, especially regarding inclusive care for the trans community, and providing clear, effective and comprehensive care pathways;
- Continuing to work with officers within the police, prison and probation services;
- Developing our online resources, including webpages and social media, to educate and support LGBTQ+ individuals, allies, friends, families and colleagues;
- Liaising with government and professional services to provide training on the specific needs and requirements of LGBTQ+ people including passport officials, doctors' surgeries, police and prison officers, teachers, youth and healthcare workers;
- Supporting LGBTQ+ individuals suffering discrimination or prejudice in the work place or within education;

## 6. Resources & Funding

Liberate (as of writing Feb 2024) has two members of staff (one full time, one part time) and approximately 35 active volunteers. With ongoing dedicated financial resources the Charity would have the opportunity to realise our objectives. Please see our annual reports to see the scope of work we cover each year, these can be found on our [website](#).

Both of our paid members of staff are supported by grants from the Lloyds Bank Foundation, the Guernsey Community Foundation and the Social Investment Fund, as well as support for our youth work from the Youth Commission of Guernsey and Alderney, and sponsorship from TMF Group specifically for the youth work we do with in partnership with the Youth Commission. These grants have to be reapplied for on rotation every few years but this income is not guaranteed and there are more and more charities applying for these grants each year. Our aim is to become less reliant on grants and we are focusing some of our efforts on trying to make Liberate more self-sufficient.

Many businesses are very supportive of the work that we do, but have been reluctant to sponsor an LGBTQ+ charity as some organisations worry that they may alienate clients or other businesses who are not supportive of the LGBTQ+ community. This has historically made it difficult to get support for LGBTQ+ projects outside of Channel Islands Pride. We are seeing this start to change and hope to have more financial support from corporate organisations over the next few years. We would like to say a massive thank you to the organisations mentioned in the document for supporting our work currently or historically. Businesses are starting to realise that the next generation who will be entering to workforce are not only very supportive of the LGBTQ+ community but that 28% of that generation locally identify as LGBTQ+ (the Guernsey Children and Young People Survey 2022), and these young people will be looking for businesses to support and work for who support the issues they care about.

# LIBERATE



We fundraise for our general running costs of c.£10,000 through events, corporate sponsorship, monthly (and one off) donations from individuals and charging for training, presentations and talks. Liberate currently costs c.£85,000 a year to operate with, salaries being covered currently by charitable grants as mentioned above.

Channel Islands Pride and it's supporting events sit as standalone events. We expect these to cost c.£100,000 in 2024 & 2026. These costs will be covered by corporate sponsorship. Any profit from Pride is used to support the work that Liberate does.