

LGBTQ+ Impactful Hertfordshire



IMPACTFUL GOVERNANCE
Community Interest Company



www.ig-cic.org.uk

Andrew Waite (He/Him)

ceo@ig-cic.org.uk

Chief Executive



www.il-org.uk

Andrew Waite (He/Him)

ceo@il-org.uk

Chair of Trustees

Tel: 01923 231660

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Community Interest Company 2024

Andrew Waite (He/Him)

- Qualified Integrated Centre Leadership (NPQICL)
- Qualified Teacher Status (QTLS)
- Post Graduate Teaching Certificate (PGCE)
- Diploma in Teaching Adults (DTLLS)
- Qualified Mentor (Education & Training Foundation)
- Mental Health 1st Aider
- DASH Domestic Abuse (certificate)
- Chair of Trustees – Impactful Lives (Charity)
- Former Chair of Trustees – Barnet Mencap (Charity)
- Former CEO – Greenwich Mencap (Charity)
- Former CEO – Sunshine Children's Centre (Charity)
- Former Board of Governor – Oxleas NHS Mental Health Hospital
- Blankety Snatch Quiz Host
- Eurovision Watch Party Organizer
- Watford Pride Picnic Maker
- Santa's Ball & Winter Rainbows Creator




**IMPACTFUL
GOVERNANCE**

Supported by:


**Police & Crime
Commissioner
FOR HERTFORDSHIRE**

LGBTQ+ MENTORING FREE COURSE

**FOR LGBTQ+ PEOPLE,
BY LGBTQ+ PEOPLE FREE**

FOR HERTFORDSHIRE LGBTQ+ RESIDENTS

Start Date:
January 2027
End Date: June 2027
10:00 AM – 3PM
Fee: £877 (if outside Hertfordshire)

MODULES:

- ✓ Preparing for Mentoring
- ✓ Demonstrating Mentoring Skills
- ✓ Role of a Mentor

REGISTER NOW

01923 231660
www.ig-cic.org.uk
admin@ig-cic.org.uk

Accredited by:



- Practical mentoring experience
- Tools for inclusive communication
- Personal and professional growth
- Level 1 National Qualification
- Supporting an LGBTQ+ network.



Spaces are limited — apply early!
"Great mentors create change."
Join us and be that change in your
LGBTQ+ communities.



Alex Oliveira (He/Him)

Impactful Lives – Charity Manager

AATQB Qualified



Mental Health 1st Aider

HCC Suicide Prevention (certificate)

HCC Safeguarding (certificate)

Zero Suicide Alliance (certificate)

Samaritans Suicide Prevention (certificate)

DASH Domestic Abuse (certificate)



SUICIDE PREVENTION. LET'S TACKLE THIS TOGETHER

www.il-org.uk
Phone: 01923 231660
email: admin@il-org.uk

- 1 LGBTQ+ people can feel more isolated, lost or confused than other people in society...
- 2 **NO!** **YES!** We may not always agree so how do we compromise?
- 3 Abuse can take many shapes and disguises and you are not alone.
- 4 We are here to support all LGBTQ+ people, their Carers or Parents of LGBTQ+

Confidential Support

Provided by:

Supported by:




Who is Impactful Lives?

Charity No. 1203136

WATFORD PRIDE PICNIC 2026

CELEBRATING COMMUNITY, DIVERSITY & PRIDE!

SATURDAY 20 JUNE 2026 **14:00 - 18:00** **WATFORD HEATH PINNER ROAD, WATFORD HEATH WD19 4EU** **FREE ENTRY!**

BRING YOUR PICNIC, YOUR FRIENDS & YOUR PRIDE!

- MUSIC & DJS
- DRAG RACE
- GAMES & ACTIVITIES
- LGBTQ+ SAFE SPACE STALLS
- FOOD, DRINK & GOOD VIBES
- INCLUSIVE, WELCOMING, FOR EVERYONE.

A JOYFUL LGBTQ+ COMMUNITY CELEBRATION FOR ALL!

Impactful Lives SUPPORTING LGBTQ+

TOGETHER WE ARE STRONGER

www.il-org.uk

admin@il-org.uk facebook.com/ImpactfulLives instagram.com/impactfulgov/

Registered with FUNDRAISING REGULATOR

Dementia & LGBTQ+

Dementia affects everyone.

The social and emotional impact can differ for LGBTQ+ people.

Barriers and unique experiences may feel isolating.

Don't ignore it, don't hide it, call us - we can help.

www.il-org.uk
01923 231660
admin@il-org.uk

Supported by:






Impactful Lives
 SUPPORTING LGBTQ+
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS

EMAIL: ADMIN@IL-ORG.UK
 TEL: 01923 231660



Monthly get together

WATFORD
 Second Tuesday of the month 7-9pm
 Tesco Community Space

Supported by:



Impactful Lives - Charity No. 1203136



Trans Gender



Intersex



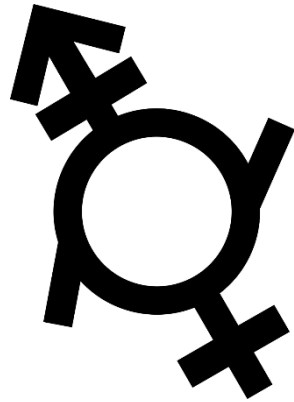
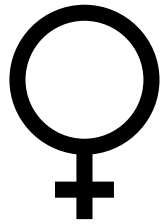
Non-Binary



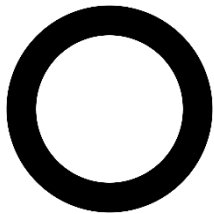
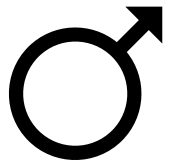
IMPACTFUL GOVERNANCE
Community Interest Company



- 1 - Research LGBTQ+
- 2 - Education, Training & Qualifications
- 3 – Employability & Environmental
- 4 - Mentoring LGBTQ+
- 5 – Qualifications (Training Centre)



Gender Fluid



Asexual



Gay Male



Gay/Lesbian

- Impactful Governance are Asset-locked to Impactful Lives (charity No. 1203136) meaning that the two are inextricably linked and secure.
- There is a clear working together agreements that outline how the two work collaboratively together to achieve common objectives.

Impactful Governance – LGBTQ+ Work

LGBTQ+ work:

2021 – LGBTQ+ Research Watford & Three Rivers

2022 – LGBTQ+ Research “Where’s the ‘T’?”

2023 – LGBTQ+ Research Hertfordshire Health Inequalities

2023 – LGBTQ+ Charity established “Impactful Lives”

2024 – Gender Identity Policy (NHS co-writing policy)

2024 – LGBTQ+ HCC Carers Research

2025 – LGBTQ+ Research Impact of the Cass Report

2026 – LGBTQ+ Research Why masculine presenting people
don’t seek support during Domestic Abuse crisis.

* LGBTQ+ Domestic Abuse & Unpaid Carers Support - projects

links to other Impactful Lives (Charity) - projects



IMPACTFUL GOVERNANCE
Community Interest Company

One hour a week online:
Work, relationships, safety, security or sleep.
Income or housing.
Health, family, friends, love, trust, fun or desires.
Hobbies or just interests.

Achieving your ambition:
We all have different needs.
Helping you find a clearer way to achieve your own goals and for you to form your own conclusions.

OUTCOME
Agreeing outcomes:
Agreement at the outset.
Delivered online for privacy.
Four one hour sessions a week.
Focus on you and your topic.

People who will “get it”
Confidential and supportive.
All sessions are led by LGBTQ+ people, for LGBTQ+ people.

Where we are:
The Old Free School,
George Street,
Watford,
Hertfordshire
WD18 0BX
Tel: 01923 231660

How much it costs:
FREE
admin@ig-cic.org.uk

LGBTQ+ HEROES
Do you care for someone who would not cope without you?
You care for others. We're here for you.

A welcoming monthly meet-up for unpaid LGBTQ+ carers including Trans & non-binary carers.

Whether you care for a partner, friend, child or family member, you can join us.

• Free support
• Free carers' pack
• Free carers' pack

ST ALBANS MUSEUM
Third Saturday of each month
1pm - 3pm

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MILL GREEN MUSEUM & WATERMILL, HATFIELD
Third Friday of each month
1pm - 3pm

Dual Spirits
DOMESTIC ABUSE SUPPORT FOR LGBTQ+
www.ig-cic.org.uk



01923 231660

Email:
admin@ig-cic.org.uk





Support for LGBTQ+



**Flowchart
using
person-
centred
support.**

LGBTQ+ people in
Hertfordshire



IMPACTFUL GOVERNANCE
Community Interest Company

**EDUCATION
RESEARCH**

www.ig-cic.org.uk



**DUAL
SPIRITS
MENTORING**

**UNPAID
CARERS**

01923 231660



Hertfordshire
Partnership University
NHS Foundation Trust



**SUICIDE
PREVENTION**

**QUEERS &
PEERS**

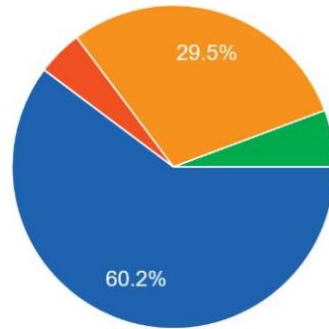
**DEMENTIA
SUPPORT**

www.il-org.uk

Confidence (of those who came forward to participate)

Are you openly "Out" with your LGBTQ+ identity?

88 responses



Openly "out" with your sexuality
Partly i.e. only at work or only at home
Not "Out"

60%
29%
5% (+ N/A 6%)

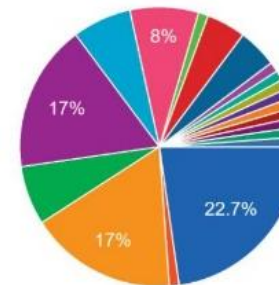


Sexuality is different to Gender

Sexuality

How would you describe your SEXUALITY

88 responses



Gay Male
Gay Female
Lesbian
Straight and have same sex
Bisexual
Queer
Pansexual
Curious

▲ 1/3 ▼

Gay Male	23%
Bisexual	17%
Lesbian	17%
Pansexual	8%
Queer	7%
Straight and have same sex	7%
Asexual	5%
No labels	5%
Curious	1%



Mentoring Support for Hertfordshire's LGBTQ+ individuals



One hour a week online:

Work, relationships, safety, security or sleep.

Income or housing.
Health, family, friends, love, trust, fun or desires.
Hobbies or just interests.



Achieving your ambition:

We all have different needs.

Helping you find a clearer way to achieve your own goals and for you to form your own conclusions.



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Tel: 01923 231660



How much it costs:



admin@ig-cic.org.uk

WWW.IG-CIC.ORG.UK

Supported by:



INDIVIDUAL MENTORING (REMOTE)

Tailored support to listen and help you form your own conclusions. We all have different support needs.
Individual sessions are *not Counselling*, rather ways of you finding a clearer way to achieve your own goals.

Work, relationships, safety, security, sleep, income, housing, health, family, friends, love, trust, fun, desires, hobbies, interests and much more...

- A clear agreement is made at the outset.
- Delivered online (zoom) for your privacy.
- 4 x 1 hour to focus on you and your topic.
- Confidential and supportive - see www.ig-cic.org.uk
- All sessions are led by LGBTQ+ people and for LGBTQ+ people.

Tel: 01923 231660 email: admin@ig-cic.org.uk



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LGBTQ+
CARERS
SUPPORT



Tailored support to listen and help you form your own solutions. We all have different support needs. Individual sessions are support for you and ways of overcoming obstacles or you finding a clearer way to achieve your own goals. An empathetic ear from people with lived LGBTQ+ experiences.

MENTORING FOR LGBTQ+ CARERS

Work, relationships, safety, security, sleep, income, housing, health, family, friends, love, trust, fun, desires, hobbies, interests and much more...

- Needs identified with you in session one.
- Delivered online (zoom) for your privacy.
- 4 x 1 hour to focus on you and your topic.
- Confidential and supportive - see www.ig-cic.org.uk
- All sessions are led by LGBTQ+ people and for LGBTQ+ people - Tell us what you need: www.il-org.uk

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email: admin@ig-cic.org.uk



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Mild Case Study

Other case studies are too triggering to share publicly, involving support around Domestic Abuse, Unpaid Carers, Suicide and more.

PARENTING LGBTQ+ A CASE STUDY



THE CHALLENGE

A parent came to us after losing her job following transphobic comments in the workplace. At the same time, her child faced barriers accessing support as a trans and autistic young person.



HOW WE HELPED

We supported the parent through depression, anxiety and social isolation, helping them stay connected to a community that cares for one another.



ONGOING SUPPORT

We continue to support the family as they navigate challenges and advocate for their child's needs.



*Your moral support
has made a big
difference to my
family.*



THE IMPACT

- ✓ Child returned to school and is accessing education again.
- ✓ The family stayed connected to ongoing support and community during a period of crisis.

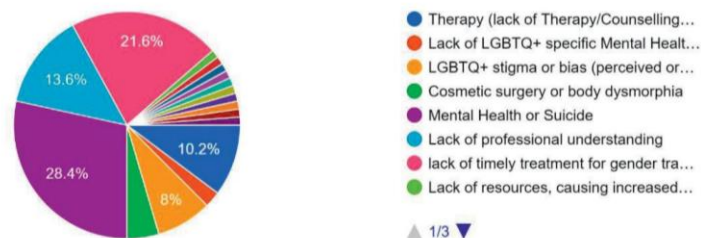
Thank you to Impactful Governance for their input, support and collaboration with this case.



Biggest single Health issue facing LGBTQ+ people today?

What is the biggest health issue facing LGBTQ+ people today (you can only select one)?

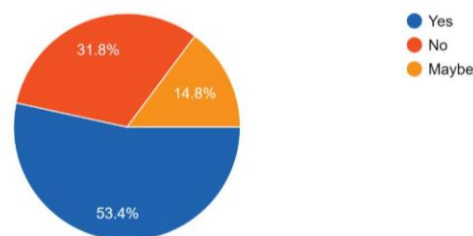
88 responses



1. Mental Health & Suicide	28%
2. Lack of timely treatment for gender transition care	22%
3. Lack of professional understanding	14%
4. Lack of Therapy/Counselling (or Conversion Therapy Abuse)	10%
5. Stigma or Bias	8%
6. Cosmetic surgery or body dysmorphia	5%
7. Lack of LGBTQ+ Mental Health venues or facilities	2%
8. Other	11%

Have you ever had any suicidal thoughts?

88 responses



53% of respondents have had suicidal thoughts and a further 15% replied “maybe” meaning up to **68% of the LGBTQ+ community** who responded have felt vulnerable or at risk of suicidality.

Our research showed the biggest LGBTQ+ issue in years: 2024, 2025 & 2026 – was suicide.

The ONS report dated January 13th 2026 states that suicide “intentional self-harm and events of undetermined intent” represents 7.1% of all LGBTQ+ deaths in their report –

All-cause and cause-specific mortality by sexual orientation, England and Wales: March 2021 to November 2024

It is the **second highest cause of death in the LGBTQ+ community**, something Impactful Governance have been saying since 2022.

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthinequalities/bulletins/allcauseandcausespecificmortalitybysexualorientationenglandandwales/march2021tonovember2024>

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Community Interest Company 2024



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LGBTQ+ MENTORING FREE COURSE

FOR LGBTQ+ PEOPLE
BY LGBTQ+ PEOPLE **FREE**

FOR HERTFORDSHIRE LGBTQ+ RESIDENTS

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- Level 1 National Qualification
- Supporting an LGBTQ+ network.



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Join us and be that change in your
LGBTQ+ communities.



Accredited by:

NCFE

Our response – train local LGBTQ+ people to support more LGBTQ+ people

This is a unique programme “Mentoring Skills” which was designed specifically by LGBTQ+ people through Impactful Governance as an LGBTQ+ led organisation known as a “by and for” not-for-profit.

It is for LGBTQ+ people, to enable them to go on and support other LGBTQ+ people in the Hertfordshire wider community. Eight people gained their qualifications with some achieving their first ever vocational qualification.



Impactful Governance provide LGBTQ+ Gender Identity Awareness workshops and could open up discussions that will allow everyone to be safe at work and home.

The Crime Survey for England and Wales estimated that approximately 3.8 million people (7.8%) aged 16 years and over experienced domestic abuse in the survey year ending (YE) March 2025.

- An estimated 2.2 million females (9.1%) and 1.5 million males (6.5%) experienced domestic abuse in the last year.

Gender Identity Awareness

Do you really know your LGBTQ+ community?

Explore the issues surrounding Gender Identity and how to support your LGBTQ+ community.

Inclusion, Equality and Diversity.



In partnership with





www.ig-cic.org.uk

Andrew Waite – CEO ceo@ig-cic.org.uk

Tel: 01923 231660



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