



**Pride**  
**Guide**



@NorwichPride



norwichpride



# At Aviva we value difference, it's just good business.

Drawing from the widest pool of perspectives helps us do our best for our customers, our people and the communities we are part of. This is why we are striving to create a working environment where lesbian, gay, bisexual and transgender (LGBT) colleagues can thrive. We are proud to be the only insurer in Stonewall's top 100 employers 2018.

*“84% of our colleagues believe Aviva is a place where people from a diverse background can succeed”*

Aviva Pride now has over 5,000 visible LGBT Allies in the UK, and we're expanding the idea into other countries where we work. The Allies can show how important LGBT colleagues are to our success and help to raise the profile of Aviva Pride and issues affecting the LGBT community.

Inclusion is important to us. We're working on it together, and with brilliant partners, which is why we are honoured to be involved with OUTstanding to create a culture where LGBT leaders can shine.

@AvivaPride

@Avivapl



# Welcome to our tenth Norwich Pride!

Our vision has served us well over the years - to turn Norwich into a rainbow! What a party we have had and we have held onto our principles of putting on a free, inclusive and accessible event celebrating the LGBT+ Community that is for everyone.

As one of the founding members, I am proud to see how Norwich Pride has grown and developed over the years. We could not do it without all of you - thank you for attending, supporting, volunteering, organising, donating, buying your rainbow goods and parading with us since 2009.

Since we held that first event, we have seen same-sex marriage introduced across most of the UK. While this is welcome, we still have a lot to do to eradicate homophobia, biphobia and transphobia in schools, workplaces, on the street, everywhere.

Thanks to our key partners at Norwich City Council, the Forum and Red Card Comedy as well as our sponsors; Unison the Public Sector Union, Vodafone, Norwich City College and The Federation of Small Businesses. In 2018 we are delighted that Aviva are our main sponsor.

We have a new vision - to make Norwich a City of Diversity. We hope you will be a part of that.

We are Norwich Pride - see you on 28th July 2018

Julie Bremner  
Norwich Pride Chair 2018



NORWICH  
City Council



CITY COLLEGE  
NORWICH



We're absolutely delighted that Aviva is the main sponsor of the Norwich Pride 2018. Norwich is inextricably linked to the history of Aviva, dating as far back as 1792 with the formation of Norwich Union. Today we have thousands of colleagues here, many of which are members and allies of our LGBT employee network. We take pride in our role in this community, and we're overjoyed to be invited to support this wonderful, colourful event in its tenth year.

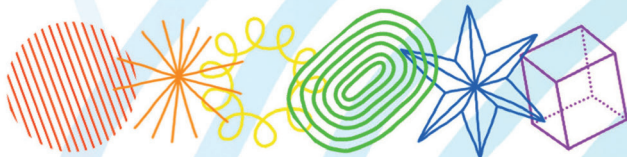
The visibility of Pride events has never been more important. In 72 countries, same sex relationships are illegal. In 28 American states you can still be fired for being out as LGBT. And 20 countries in Europe require trans sterilisation for legal gender recognition. As a global company, we have a part to play in these communities. Our role is to support Norwich Pride's work; and ensure Pride is a beacon of equality for those who cannot join us today. Have a fantastic day.

Benjamin Scotter

Aviva Pride Chair



AVIVA



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Fosters Solicitors are proud to support Norwich Pride





# Schools

Norwich Pride understands that life can be very hard for young LGBT+ people in school. 55% of young LGBT+ people experience homophobic bullying and 60% say their schoolwork is impacted by it. However, it is encouraging to see young people gaining in confidence and teachers working hard to make schools an inclusive place.

It was wonderful to see so many young people on the Pride Parade last year. Many schools have started to set up LGBT+ Support Groups, such as the one in the photo at Dereham Neatherd High School. Sewell Park Academy in Norwich and Horning Community Primary School both held their first ever Pride weeks this year. Things are changing. This year, there will be a young person's section in the traditional pride parade through our fine city! Look out for further details on our social media accounts.



## Access information

Norwich Pride is for everyone and we aim to be as accessible as we can. Check out the access page on our website for detailed information about access arrangements. Here are some of the things we have planned for the day...

- All our stewards have received disability awareness training
- There will be designated safe spaces on the parade if you wish to march with other disabled people and viewing places if you just want to watch.
- There will also be points along the route where you can leave the parade.
- There is a designated viewing space in front of the stage for the Pride Show.
- We have arranged Quiet Spaces at the Forum and Chapelfield Gardens and in local venues where you can rest.
- We are working with Norwich Mind and the Norwich Dandies to provide Wellbeing Tents in Chapelfield Gardens.
- We have booked accessible toilets.
- Speeches will be BSL signed.
- We have produced large-print copies of the the Pride Guide.
- We have got an Access Symbol designed by Reid Anthony Mason to help you identify access points.
- Our Access Champion is Sarah Taylor. You can message Sarah in advance via the Norwich Pride Access Group on Facebook or by emailing her at [info@norwichpride.org.uk](mailto:info@norwichpride.org.uk).

We hope you have a happy, inclusive Pride Day on 28 July 2018!



# Humanist Ceremonies

Humanists are committed to equality.  
We shape our own lives in the here-and-now.

Our celebrants are trained by Humanists UK to undertake non-religious ceremonies for every life event such as:

- commitment ceremonies for all couples – weddings, vow renewals, celebrations
- saying goodbye after a death – funerals and memorials
- saying hello to a new arrival – baby naming.

Come and visit the Humanist UK stand at Norwich Pride - we would love to chat with you



Find your nearest Humanist celebrant at [www.humanism.org.uk/ceremonies/find-a-celebrant](http://www.humanism.org.uk/ceremonies/find-a-celebrant)

F'SH

GROSVENOR  
FISH BAR



28 Lower Goat Lane, Norwich, NR2 1EL.  
Mon - Sat 10.45 am - 7.30 pm (ish)

## Norwich Mature Gay Community

We're an informal social group run by and for older gay men. We were formed seven years ago by two friends who felt socialising in later life was not always easy. Whether newly single, just coming out, or looking for friends and support, our group may be for you. Our events enable older gay men to meet face to face, rather than online. We meet once a month, on a Friday evening, at the Lollards Pit for drinks. We also have coffee mornings and afternoon teas (see Facebook for details). Other events include visits to the theatre, cinema, walks, photography, meals and trips out.

Facebook: Norwich Mature Gay Community  
email: [norwichmgc@gmail.com](mailto:norwichmgc@gmail.com)





# Quick Guide to Norwich Pride – 28 July 2018

**10am:** Stalls open at the Forum and Chapelfield Gardens - visit the Pride Shops to buy your rainbow goodies!

**1pm:** Parade leaves from outside City Hall. Don't forget to help keep Norwich Pride free for all – please give generously to our bucket collection.

**2pm:** The Pride Show starts on the main stage in Chapelfield Gardens and there's discussions and workshops in the Community Tent.

**5pm:** The Pride Show ends and the parties begin at venues across the city!

Please check our website: [norwichpride.org.uk](http://norwichpride.org.uk) and follow us on Facebook and Twitter for all the latest updates and further detail about entertainment, stuff for kids, Sing with Pride choir and other fantastic happenings throughout the day!



## Living Wage Norwich and the LGBT+ community



What is living wage? Why is it important? And why does it apply specifically to the LGBTQ+ community? Inadequate pay and exploitation have intersectional links with class, race, sexuality and gender. Although legislation exists in the UK, in the form of the Employment Equality (Sexual Orientation) Regulations act which offers protection against discrimination under the law, it is a sad fact that homophobia and sexual orientation discrimination is still rife in many sectors and discriminatory acts abound.

It is clear that companies and industry bodies need to do much more to make ALL of their employees feel more secure, safe and valued as individuals.

The real Living Wage is the only UK wage rate that is voluntarily paid by over 3,500 UK businesses who believe their staff deserve a fair day's pay for a hard day's work. Currently in Norwich we have 22 businesses and organisations which pay their employees the real Living Wage. For example, Aviva, The Grow Organisation, Norwich City Council, Future Projects, UEA SU (not UEA as an institution only the SU), City College Norwich and many more.

For more info, like Living Wage Norwich on Facebook or check out our website!

Nicholl Hardwick, Trustee  
Living Wage Norwich



# Running order for the big day!

The Forum: Stalls from 10:00 am

City Hall: Parade starts at 1:00 pm

Chapelfield Gardens: Stalls from 10:00 am

*and then...*

## Live on the main stage from 2pm!





# Activities in the community tent, Chapelfield Gardens

**12:00pm** - Alice d'Lumiere performs 'Speaking Out and Fitting In'. Alice is a spoken word artist, actor, and occasional Burlesque Performer. She is also a "Part-time girl". This verse work in progress explores two complimentary issues: the need for the gender-fluid performer to find their own voice and the decision to also learn non-verbal forms of self-expression to fit in.



**2:00pm** Natasha Curson Memorial Trans Talk: Katy Jon Went in conversation with CN Lester + live performance. CN is a trans activist and singer songwriter. (45 mins)



**3:00pm** Book Launch: Dr Elly Barnes MBE 'How to transform your school into an LGBT+ friendly place'. Elly is CEO of national charity Educate and Celebrate. Hosted by Helen McGuinness.



**4:00pm** Question Time:

- Peter Tatchell (lifelong Human Rights campaigner)
- Lady Phyll (founder member of UK Black Pride and member of PCS union)
- CN Lester (Trans activist)
- others TBC



# Sing With Pride

If you like singing in the shower, then you'll love singing with us. We are a friendly bunch of LGBT+ people and friends who enjoy singing all kinds of songs together and we welcome new singers of all abilities. Our mission is to sing in harmony to celebrate diversity and challenge inequality.



Our inspirational Musical Director Charlie Caine has many years experience of working in Musical Theatre. Find out more by chatting with us at our stall in front of the Forum on Pride Day.



You can follow us on Facebook and Twitter or visit [singwithpride.org.uk](http://singwithpride.org.uk)





# **SPEAKOUT at The Forum Auditorium**

**11:30am Saturday 28 July**

'Speakout' is a new animated film premiering at Norwich Pride which promotes the findings of SpeakOut - a national study of lesbian, gay, bisexual, trans and questioning (LGBTQ) young people's experiences of growing up in the care system.

The research, led by Jeanette Cossar at UEA, is the first and largest research project of its kind in England. A group of young researchers, who identify as part of the LGBT+ community and spent time living in care, made the film with UEA and Creative Research Collective. They will be attending the event and taking part in the Q&A session which follows the film.



LGBTQ Young People in Care Matter



## **Events at the Octagon Unitarian Chapel, Colegate**

**26 July, 7pm: 'We do!' An event to celebrate Equal Marriage**

Derek McAuley, Chief Officer of the Unitarian General Assembly, will speak with couples who have married at the Octagon, and the celebrants who perform the ceremonies.

**Voluntary donation in aid of the Octagon Unitarian Chapel New Facilities Fund**

**27 July, 8pm: Drag Queen Marcia D'Arc presents her 'Songs of Smut and Sparkle'**

In what may be a first for Norwich's many churches, the Octagon Unitarian Chapel celebrates Pride with Drag Artist Marcia. Ahead of her run at the Edinburgh Festival Free Fringe, Marcia D'Arc sings her own songs of smut and filth at her furry pink piano.

**£3, £5 or £7 – Pay what you can in aid of the Octagon Unitarian Chapel New Facilities Fund**

**29 July, 11am: Sunday service, 'Pride: vice or virtue?'**

The Rev Kate McKenna, Unitarian minister, returns to Norwich – her hometown – to preach. She still considers herself a Heartsease girl. All are welcome.

**Free**





**The Fat Cat Pub**  
Presents


# RAINBOW BEER FEST

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**SUPPORTERS OF NORWICH PRIDE AND THE LGBT COMMUNITY**





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**Lifestyle Clothing**  
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(opposite Debenhams)  
Norwich NR1 3QF  
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## Pride Parade route - sets off at

 Access information point  
 Short cut  
 Parade route

St Giles St

Bethel St

Chapelfield Gardens



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Photo courtesy of George Haywood's Photographs of Old Norwich

## frank's bar

Lovely job

### Franks Bar

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at 1pm



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WHEEL**

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69 - 71 Riverside Road, NR1 1TA

61 St Augustines St, NR3 3BG

Pride at



12 St Benedicts St  
NR2 4AG

5 minutes from  
Chapelfield  
Gardens!

Mon 23 • Transsocial: meet up for trans / NB  
people + their friends

Tues 24 • Pete Turrell - live classical guitar!

Weds 25 • Izzy Harjett - live and unplugged!

Thur 26 • Pride Quiz Night!

**Saturday 28 July**

**PRIDE MEGA PARTY!**

Bar open from midday  
with your hostess



**IZZY  
HARJETT**  
from 7:30pm

+ fabulous drag with

**THE SQUIRREL**

*Sisters*

**FULL  
LIVE  
SHOW!**

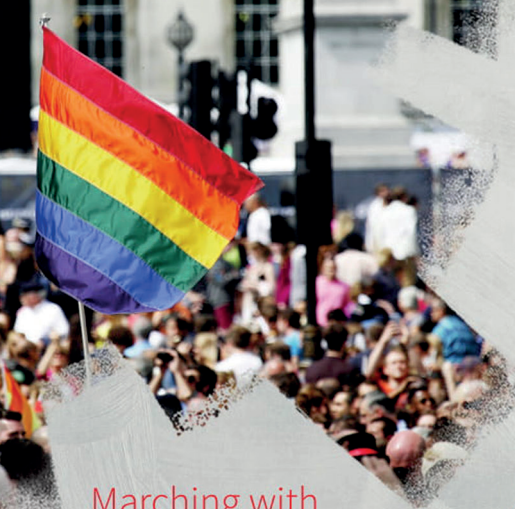
from 9pm



★ DJ!

★ Pride  
cocktails!

★ Fun and  
games!



**JLL**

*Achieve Ambitions*

JLL is proud to be represented at this year's Norwich Pride for a celebration of diversity and acceptance of the LGBT community.

We wish everyone taking part on 28 July a great day!

Marching with

*pride*

@JLLUK

[jll.co.uk/norwich](http://jll.co.uk/norwich)

01603 774 400 | Austin House, Stannard Place, St Crispin's Road, Norwich NR3 1YF

"As the Students' Union President, one of my main priorities is ensuring that City College Norwich is inclusive of all minority and liberation groups.

All students and staff are treated with the respect they deserve, regardless of how they identify, thanks to the friendly and welcoming working environment.

This is thanks to things like our Trans Equality statement, which makes sure staff and students are aware of trans issues and know how to support students that may need help".

Luke Mitchell, President of The Students' Union at City College Norwich



**Providing a welcoming and inclusive student experience for all.**





# Proud Canaries

Proud Canaries is the official NCFC fans and friends group. We challenge homophobia and transphobia home and away whilst enjoying the beautiful game. Our Honorary Patrons are Stephen Fry and Amal Fashanu. Our hero is Justin Fashanu, NCFC legend and the first professional footballer to come out during his career.

This year - via sponsorship from Aviva - we have set up our own football team, Proud Canaries FC, and hosted an LGBT+ football tournament on the pitch at Carrow Rd. Find us on facebook and Twitter @ProudCanaries and check out our website [www.proudcanaries.co.uk](http://www.proudcanaries.co.uk)



## PROUD CANARIES



<b>BOOKS</b>	<b>ENVIRONMENTAL ART</b>
<b>GREENHOUSE</b>	
<b>vegetarian cafe</b>	<b>CARDS PRINTS</b>
	<b>GALLERY</b>
<b>ORGANIC WINE</b>	<a href="http://www.Greenhousetrust.co.uk">www.Greenhousetrust.co.uk</a>
<b>42-46 Bethel St</b>	<b>VISIT THE STALL IN THE FORUM OR RELAX IN THE CAFE GARDEN</b>

## Proud to support Norwich Pride



Award Winning Fish & Chips  
Stalls 60-61 & 114  
Norwich Market

# Art at Norwich Pride

Pride Without Prejudice is returning with their eighth art exhibition aimed at celebrating the colourful creativity of our diverse city.

Open and inclusive, the exhibition is sure to be an eclectic mix, with something for everyone.

Launching at 7pm on Monday 23rd of July, then open daily from 10am-5pm until Saturday 4th August. Entry is free, and much of the work will be available to buy and keep. Further details :

[www.Art-of-Norwich.co.uk](http://www.Art-of-Norwich.co.uk)



There will also be a 2D art exhibition at the Playhouse Bar and Theatre, opening on Friday 27th July and showing through the month of August. The show will feature three queer artists including Kristy Campbell. The show will be curated by Marcus Dicky Horley from the Tate Modern.

**Throughout July: Interactive Art Display by David Shenton**

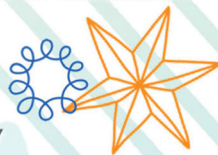
Local artist and cartoonist, David Shenton, has been published in national journals and British newspapers for over forty years. His style is humorous, fun and fresh. In the month leading up to Norwich Pride, David will be creating an art installation displaying gay icons in the style of Sgt Pepper album cover.

## Cinema

For more details, see [picturehouses.com/cinema/Cinema\\_City](http://picturehouses.com/cinema/Cinema_City)

**EVERYBODY'S TALKING ABOUT JAMIE** is on Thursday 5th July at 7.20pm (live) and Sun 15 July at 1.00pm (encore).

**MAMMA MIA! HERE WE GO AGAIN** opens on 20 July and will play all day every day for two weeks.





# Creative Pride

Please see: [theatreroyalnorwich.co.uk/Online/](http://theatreroyalnorwich.co.uk/Online/) for more details



**Tuesday 24th July, Stage Two: Out 140 performance**

**OUT140** is a micro-storytelling project that was created by Shelly Telly for the Norwich Pride celebrations featuring people's coming out stories in 140 characters or less.



**Wed 25th and Thurs 26th July, Stage Two: You've Changed, Kate O'Donnell**

Through song, dance, hard-won wit and wisdom. **You've Changed** sees Kate collaborate with choreographers, musicians and filmmakers to explore the ins and outs and ups and downs of of transitioning.



**Friday 27th July, Stage Two: Can't Think Straight, Stephen Bailey**

Everyone's favourite boy next door, Stephen Bailey is going back on tour with his friendly, open brand of gossipy humour which has made him one of the most enjoyable acts on the UK comedy circuit today.



**Friday 27th July, Norwich Playhouse: La Voix**

La Voix is one of the UK's Leading Variety Performers. Performing across the globe dazzling her audiences with stunning live vocals delivering sound alike singing performances of some of the world's biggest Divas such as Cher, Liza Minelli, Shirley Bassey & Judy Garland mixed in with hilarious comedy and finished off with the most magnificent gowns!



**Saturday 28 July: Theatre Crafts and Tales**

An opportunity for families to join in Pride celebrations through theatre crafts and storytelling. Join us for a riot of rainbow related craft activities. Face painting, make your own Pride flag, crown and much more! Suitable for ages 4 and up. All children must be accompanied by an adult. Free event, drop in at any time. 10am – 1pm



# Cultivating a workplace with a thriving LGBT+ community



At Vodafone, we're open to everyone and at the heart of this is understanding that each individual is unique, and as a whole we are diverse. We want every one of our people to be at their best when working for us. We connect & support all of our people in our LGBT+ Network – Stonewall's number 1 employee network group of the year.

To find out more visit  
[www.careers.vodafone.co.uk](http://www.careers.vodafone.co.uk)

The future is exciting.  
**Ready?**





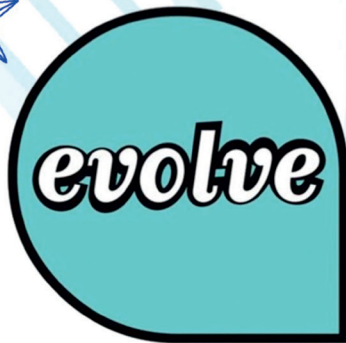
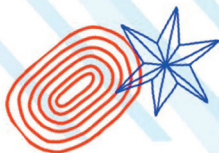
# Evolve



Evolve is MAP's gender identity support group in Norwich for young people (between 11 and 26) who identify under the 'trans umbrella' including - but certainly not limited to - those who describe themselves as transgender, mtf or male-to-female, ftm or female-to-male, crossdresser, non-binary, gender-fluid, genderqueer, intersex and gender-questioning.

The first Evolve session was held at MAP in March 2010 and has met monthly ever since. It is a safe space to meet and discuss trans issues, as well as a chance to make friends and socialise in a trans-friendly environment.

Feel free to get in touch:

01603 766994 / 01603 252746  
evolve@MAP.uk.net  
map.uk.net



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**NORTH LODGE PARK, CROMER - THE VENUE BESIDE THE SEA**

## Pride Day at the forum

**10:00am**

Join Mr Dod – Norfolk's Award Winning Best Fitness Instructor 2017 and 2018 for his colourful Powerhoop workout followed by a thirty minute session of Laughter Yoga.

**11.30am**

Zumba Sarah from North Norfolk will lead a Zumba class and Norwich Rising in a Break the Chain dance





# Norfolk LGBT+ MeetUp

A social group for keeping connected with LGBT+ people across Norfolk. Members host regular events and some one-offs. They happen about twice a week and include: Pub drinks (at LGBT+ bars and other friendly venues), canoeing, tea and cake, cycling, board games, meals out, quiz nights, a book group, walks, cinema trips, beach cleans, working the allotment, and even Dungeons & Dragons!

Newcomers welcome at any event. There's no fees and no commitment - just an opportunity to come out and socialise!

[meetup.com/Norfolk-LGBT-Meetup](http://meetup.com/Norfolk-LGBT-Meetup)



# Rainbow WHOLEFOODS

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**Proud to support Norwich Pride**

**Come and join us...**

Tuesdays 7-10pm at The Talk, Oak Street  
open workshops, no experience necessary



**[norwichsamba.org](http://norwichsamba.org)**



**Flaming  
proud**  
to support Norwich Pride 2018

**#NandosPride**



# Norfolk LGBT+ Project

Norfolk LGBT+ Project is a community based charity, providing support that is relevant to the health and wellbeing needs of the lesbian, gay, bisexual and transgender community since 2007.

Services vary from supporting an individual coming out to raising the awareness of bullying via our Think B4U Bully workshops in schools or working in partnership with Norfolk County Council to encourage members of the LGBT+ community to think about fostering or adoption.

We provide support via drop-in groups, email, telephone, 1:1 appointments or via social media.

Please feel free to contact us:

[info@norfolklgbtproject.co.uk](mailto:info@norfolklgbtproject.co.uk)

01603 219299, please leave a message if we are unable to take your call as we work throughout Norfolk.

NORFOLK  
**LGBT+**  
**PROJECT**  
SUPPORT INFORMATION ADVICE

[www.norfolklgbtproject.co.uk](http://www.norfolklgbtproject.co.uk)



EDUCATING  
WITH  
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Norfolk  
*Trans-Forum*



*timeOut*



Parent  
To  
Parent





# Equal Partners

Whether you bank with us or work with us, we believe that all partnerships are created equal. Our quest to make banking better includes creating a place where all our colleagues and customers feel welcome.

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Proud to support  
Norwich Pride 2018

