

PRiDE

OUT

PRiDE OUT
VALUES & OBJECTIVES

V2. 26 JUNE 2020

Thanks for the support



Helping us spread the word



Challenges the LGBTQ+ community face

Stonewall: 'Half of LGBT people (52 per cent) experienced depression in the last year'.

LGBT Foundation: 'Statistics consistently show that LGBT people are more at risk of feelings of loneliness or being socially isolated.'

UK Drug Policy Commission: 'Drug use among LGBT groups is higher than among their heterosexual counterparts, irrespective of gender or the different age distribution in the populations.'

<https://www.stonewall.org.uk/lgbt-britain-health>

<https://lgbt.foundation/news/how-isolation-leads-to-loneliness/317>

[https://www.ukdpc.org.uk/wp-content/uploads/Policy%20report%20-%20Drugs%20and%20diversity_%20LGBT%20groups%20\(policy%20briefing\).pdf](https://www.ukdpc.org.uk/wp-content/uploads/Policy%20report%20-%20Drugs%20and%20diversity_%20LGBT%20groups%20(policy%20briefing).pdf)





The LGBTQ+ community is disproportionately lonely compared to the general population; Many rely on apps, websites, bars or nightclubs to relieve isolation or meet new people. We believe these avenues may not be the best options in large doses or long-term.

Our mission is to offer a viable alternative where people feel valued and can connect with others in a rewarding and relaxing environment; One which feels natural, healthy and most importantly, enjoyable.

The logo for 'PRIDE OUT' features the word 'PRIDE' in a bold, white, sans-serif font above the word 'OUT' in a similar font. A horizontal bar with a rainbow color gradient (red, orange, yellow, green, blue, purple, pink, brown, black) is positioned between the two words. The letters have a dark purple drop shadow.

PRIDE
OUT

Our aim is to make cycling and related outdoor social activities more accessible for the LGBTQ+ community in and around the North West – no matter what their identity or ability.



Our reach extends from young LGBTQ+ adults looking for a way to be active outdoors and to improve their lifestyle, to older LGBTQ+ people looking for a low impact way to keep fit and have a social outlet.

The logo features the words "PRIDE" and "OUT" in a bold, white, sans-serif font. The letters are set against a dark blue, 3D-style shadow. A horizontal bar of rainbow colors (red, orange, yellow, green, blue, purple, pink, brown) is positioned behind the letters of "PRIDE".

**PRIDE
OUT**

Our communications will celebrate the diversity of the community we operate in. This includes but is not limited to: men, women, non-binary, gay, lesbian, trans, queer, intersex, asexual and people of all races and ethnicities (plus everyone else in between).



Our responsibility is to ensure a safe and welcoming environment for all members of the LGBTQ+ community and their allies...

Plus we will promote and encourage the benefits of positive mental health and exercise for all members of the LGBTQ+ community and their allies.

**PRIDE
OUT**

The group respects the equal rights, dignity and worth of every person regardless of ability, sex, race, ethnicity, personalities, religion or belief, sexual orientation, gender identity, age, disability, socio-economic status or any other characteristic.

PRIDE OUT

Driven by our experiences, we are aware other social and sporting groups can be a 'clique' and intimidating to newer members, even if unintended.

We aim to focus communications on making new members feel welcome, especially those feeling more vulnerable or nervous about the challenge of joining a new social group.

We do this in many ways including the use of social media messaging, one-to-one online conversations and establishing a buddy system; This operates by connecting new members with an event guide (or member) prior to their first event - the goal is that there is a familiar face upon arrival which helps them feel at ease in taking the first step.

What impact does physical activity have on wellbeing?

'Physical activity has a huge potential to enhance our wellbeing. Even a short burst of 10 minutes' brisk walking increases our mental alertness, energy and positive mood.

Participation in regular physical activity can increase our self-esteem and can reduce stress and anxiety. It also plays a role in preventing the development of mental health problems and in improving the quality of life of people experiencing mental health problems.'

<https://www.mentalhealth.org.uk/publications/how-to-using-exercise>



What have we achieved so far

- 1** PRiDE OUT provides organised bike rides around the North-West which at present has no cost to the participant. Events vary in length and skill and we run a buddy system for new members who may need some encouragement.
- 2** PRiDE OUT has held its first “no bike required social” that allows members of PRiDE OUT and people interested in finding out more about the group. The goal is to provide a welcoming and friendly meeting place to help people socialise and meet new LGBTQ+ people.
- 3** PRiDE OUT has an established following across all the key social channels, which has allowed a community of like-minded LGBTQ+ individuals to come together in a safe environment to talk all things relating to the group.*

*It has also provided a platform for new members (some who potentially feel overwhelmed about joining a 'sports group'). The opportunity to talk to 'ride captains' directly can help them feel confident enough to join a PRiDE OUT event.



What have we achieved so far



PRIDE
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PRiDE OUT's future goals

- To become established nationally as a household name in the LGBTQ+ community where people can meet new friends in an enjoyable setting.
- To be a facilitator and champion of positive mental health promotion within the LGBTQ+ community.
- To be renowned as the gold standard for inclusive, friendly, and professional social, outdoor or sporting events.
- Our ambition is to help as many people as possible; thus we aim to have a membership which is at least 10% of the UK's total adult LGBTQ+ population.
- To establish a paid membership fee structure to cover all expenses by the group such as insurance, training courses and potentially paid staff.
- Growing and promoting PRiDE OUT will require a significant investment of time and energy that may not be achievable by unpaid volunteers alone. Becoming a Community Interest Company (CIC), or similar entity, will ensure that the group is established and managed correctly.
- A key objective is that PRiDE OUT gives back to the community, be it paid employment for essential staff or directors, direct investment into members personal development or other local schemes.

Some of the feedback we've received so far

 **Andrew Jancey** recommends PRIDE OUT.
9 February · 🌐

I attended my First ride on the 8th of February. To be honest, I was nervous as a fairly new rider, I really did not have to have any worries, the welcome was awesome. Everyone was so welcoming, all introducing themselves individually and made me feel at ease. This group is very conscious of Safety and tyres were checked before we started and a thorough brief took place. During the ride my back tyre was not quite inflated properly and in a very kind way, it was suggested I might want to inflate the tyre. I learnt so much as a new rider, tips and a better way to ride. We stopped halfway for a coffee and was a great chance to learn about the wide diversity of the group and its inclusivity. Along the route points of interest were pointed out and also a charity bike repair workshop. I have just lost my father and this was my first outing and wanting to start to build my social circle This group is a perfect way to do this. Thanks to **Richard Hearne** for setting up this fantastic group. One last highlight was sitting down with the group for a drink after the ride. For a new group, this was very well organised and highly recommend it. Thanks to Ellen for leading.

  Richard Hearne, Georgia Tsakiri and 3 others

1 Comment

 **Louise Ryell** recommends PRIDE OUT.
27 January · 🌐

A friendly inclusive LGBTQ+ cycling group, a great way to meet new friends and improve your fitness, everyone welcome 😊

  PRIDE OUT, Michael Hughes and Richard Overton

 **Michael Fulton** recommends PRIDE OUT.
26 January · 👤

Really enjoyed cycling with Ride out Manchester. I've joined in on a couple of rides in 2020. It has been great to meet up with other cyclists and take part in easy going, well led sociable rides. The group has helped me re-discover what I enjoy about riding my bike, being more active and fitter.

 Richard Hearne

 **Georgia Tsakiri** recommends PRIDE OUT.
13 February · 🌐

I attended the 15mile ride last Saturday with PRIDE OUT, led by Ellen. Our guide was very welcoming and made all the necessary checks prior to embarking on our ride. We went down the Manchester canals and towpaths, crossing through parks and parts of the Fallowfield Loop. Even though I know South Manchester pretty well, we rode through some beautiful areas I hadn't been to before! The coffee stop in Chorlton Water Park was a nice chance to grab a cuppa and get to know my fellow riders. Everyone was lovely and friendly. I absolutely recommend this group to everyone who loves cycling and is looking to make new friends in the LGBTQ+ community. Thank you for making me feel so welcome!

 PRIDE OUT

1 Comment

 Love  Comment  Share  Message 



Some of the feedback we've received so far

 **Sandra Chadwick** recommends PRIDE OUT. 2 March · 🌐

I've done my first ride with this group and what an absolutely amazing experience. Such a friendly inclusive group for all ages, gender, cycling abilities either LGBT+ or simply friends. Well done Richard for creating this group and all your hard work 🥰🚲

PRIDE OUT 1 Comment

 **Zach Butcher** recommends PRIDE OUT. 14 March · 🌐

Exactly what I wanted from a social riding group, welcoming, friendly people riding at a pace to suit everyone. Love the fact it's a mixed and diverse group and not just guys. Didn't know anyone on my first ride and left looking forward to riding with them all again.

Thanks!

PRIDE OUT, Richard Hearne and Richard Overton 1 Comment

 **Matthew Higgins** recommends PRIDE OUT. 26 January · 🌐

If I can do it so can anyone. I'm Really pleased to hook up with this uber friendly LGBTQ + group. Captain Richard has a vision to be inclusive and open about the different levels of ability , motivation, and style of bike . The only challenge above your fitness is remembering the names of fellow riders . Group support is top priority and well a few punctures and mechanical mishaps have received prompt assistance. Great to see a mix of folks across our L to Q+ community. My goal is to improve my fitness , get out on new routes , meet nice people , see bikes better than mine , and much more . So I'm really pleased . If your a bit shy then all the better reason to come along.

PRIDE OUT, Michael Hughes, Georgia Tsakiri and Richard Overton

 **Robert Storey** recommends PRIDE OUT. 28 January · 🌐

Welcoming and friendly group and very easy for anyone to join in - the different rides cater for all abilities and interests and offer a great way to explore new areas of the city and surroundings in good company!

Richard Hearne and Richard Overton



Meet the PRiDE OUT committee



Bex Davenport
Secretary



Richard Hearne
Chairperson



Louise Ryell
Inclusivity Officer



Richard Overton
Comms Officer



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PRiDE OUT
CONSTITUTION

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PRiDE OUT Governance

Committee

The committee will consist of Chairperson, Secretary, Treasurer, Inclusivity Officer and Communications Officer.

Initially, the committee will hold meetings monthly then moving to quarterly once the main events are up and running. The committee will meet at least four times a year.

Committee voting rights and conflict resolution

Group and committee decisions will be cast by committee vote initially; The deciding vote being made by the Chairperson if a deadlock occurs.

Amendments to the constitution

The committee reserves the right to amend the constitution in line with the needs of the organisation.

Annual General Meeting (AGM)

The meeting will be arranged by the committee annually every May and will be open to all members of the group.

Voting rights – members

Members will be allowed to vote at the AGM on the premise that they are either fully paid up members or have attended two events in the past 12 months.

Member conflict

Membership may be refused or removed for conduct or character likely to bring the group into disrepute. Appeal against refusal or removal may be made to an appointed panel consisting of group members, however the committee's decision on such matters will be final.

Finance

The group **Treasurer** and **Chairperson** will be responsible for the financial affairs of the group and preside over the accounts, keep accurate records and produce reports. The rest of the Committee may also audit the financial accounts.

The property and funds of the group cannot be used for the direct or indirect private benefit of members.

The **committee** may wind up the group if it is deemed appropriate due to lack of sufficient members to be viable and/or there are insufficient funds to run the group effectively.

On dissolution, all assets of the group will be divided among its members/donated to charity to be decided by the **committee**.



Membership & Fees

Membership of the group shall be open to all adults wishing to join, under 18's must be accompanied by an adult and with prior agreement.

Members may be asked to pay an annual or monthly subscription, which will be determined by the committee and will be subject to change. We will strive to keep any fee as low as possible. The committee may set a concessionary fee which is lower than the ordinary fee.

Membership may be refused or removed for conduct or character likely to bring the group into disrepute. Appeal against refusal or removal may be made to an appointed panel consisting of group members, however the committee's decision on such matters will be final.



Confirmation

This document was agreed and signed off by the PRiDE OUT committee on the

26TH JUNE 2020

