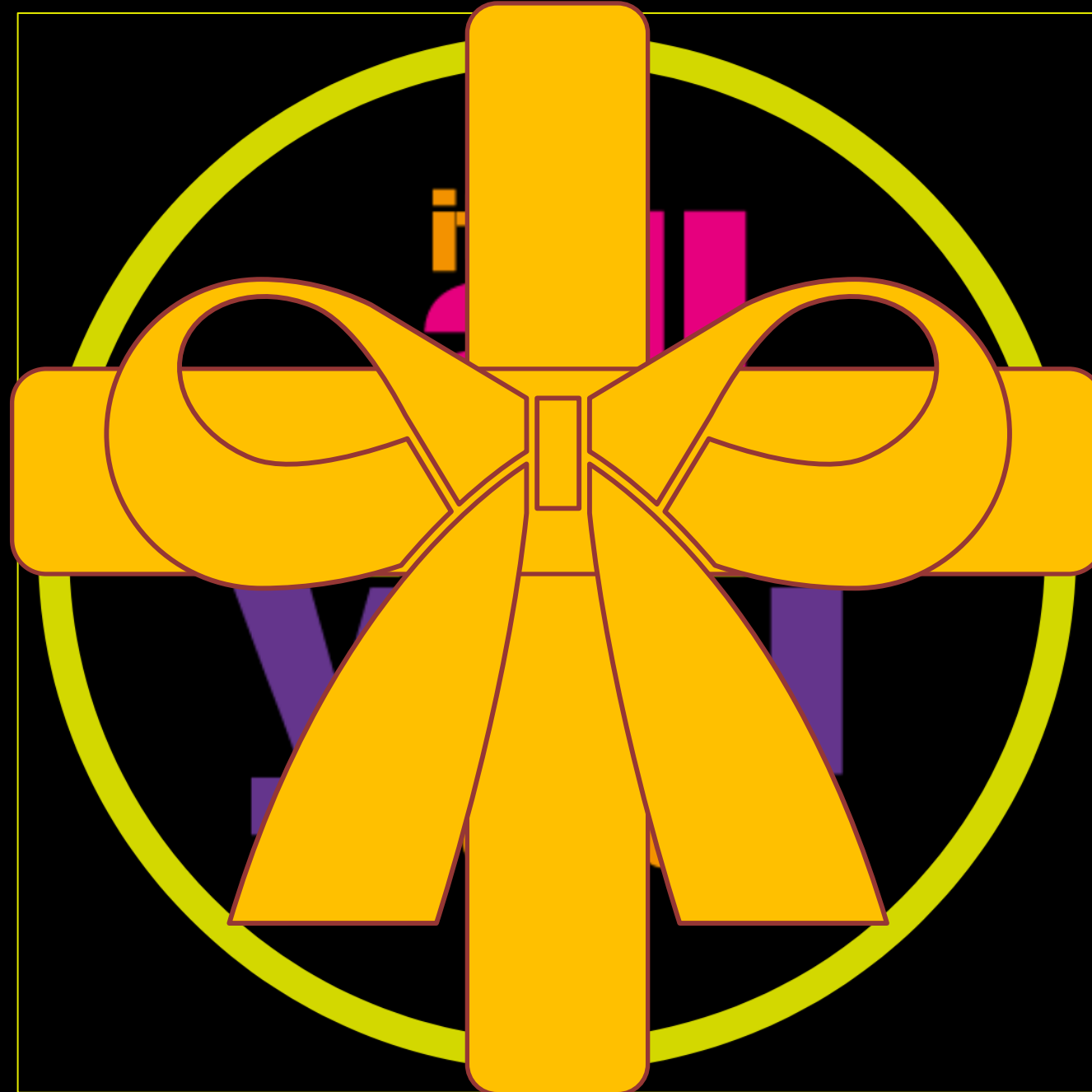


It's All About You Wellbeing CIC (2008 – 2024)

Wrapping it up!





About Us

- Founded in 2008 by Max Cohen and established as a directory of LGBTQ+ affirmative counsellors in Exeter
- Training and courses were developed
- Expanded to include wellbeing professionals across SW England
- Became a Community Interest Company in 2021

We provided



A Directory of LGBTQ+ affirmative professionals

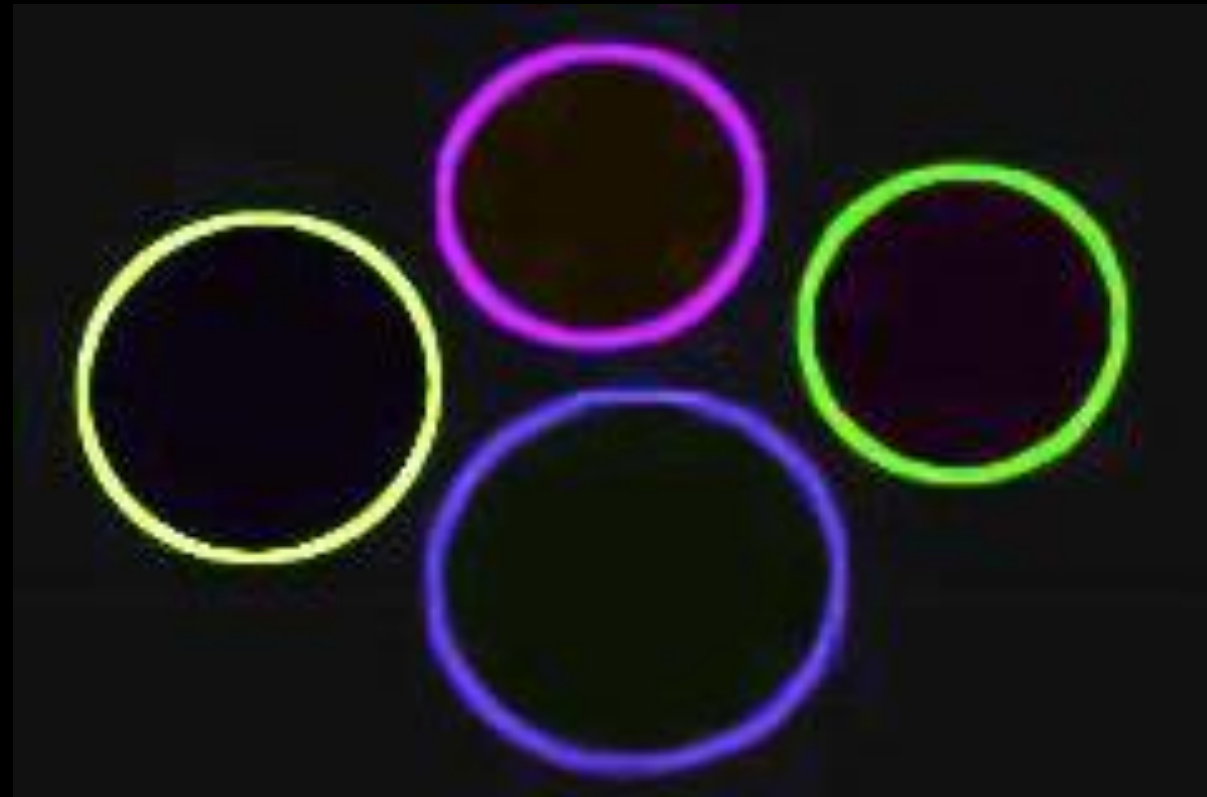
- Counsellors
- Coaches
- Complementary therapists
- Family lawyer
- Group facilitators
- Trainers



We provided



Training and CPD
for organisations
and professionals



Networking for
professionals

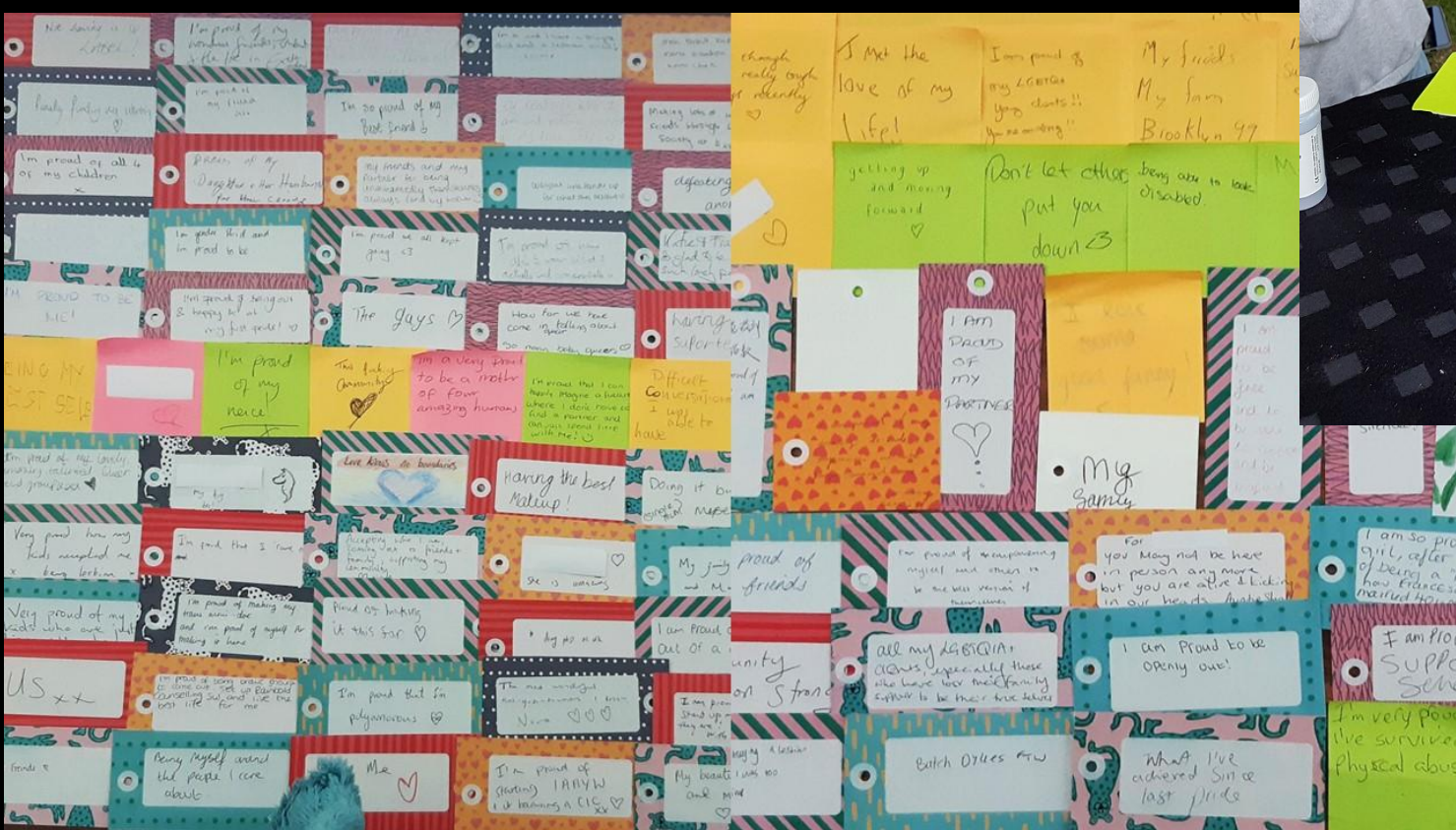


Peer support for
LGBTQ+ trainees

We attended Prides and other events...



...with our Pride Tree



Workshops we delivered.... and were a part of

For HR Professionals:
Working Well with Transgender Employees



it's **all** about you wellbeing

Tue, 13 April 2021
10:00am BST

What trans+ people need to know about the law



it's **all** about you wellbeing

FREE webinar
6:30pm 15th April

Support and Solidarity: The Care We Need

Thu 13th May 2021
6pm - 7:30pm

A peer support space for LGBTQ+ people with experience of self-harm

Co-hosted by Make Space, It's All About You Wellbeing, and Action to Prevent Suicide



Trans awareness session

It's All About You Wellbeing CIC



University of Exeter History and Archaeology



Partnership with Recovery Devon

Videos produced during lockdown (2020) in which our very own practitioners tell their stories of recovery and hope.



1. Max shares the ways he has found his voice to come out as a trans man
2. Alex talks about thriving as a gay man living with HIV.
3. Rea talks about pansexuality and feeling positive about gender identity.
4. Barbara shares her thoughts and experience on spirituality and faith.
5. Leanne shares her journey of self-acceptance coming out as a lesbian.

Partnership with University of Exeter



University of Exeter

- Student placements - Greg & Adinda
- Mood Disorder Dept
- Equality Diversity & Inclusion Dept
- LGBTQ+ Staff Network
- History & Archaeology Dept



Wellbeing course for trans+ adults: Outcomes of pilot (May 2021)

Written and facilitated by Max Cohen (Director of IAAYW) & co-facilitated by Greg Young (graduate at Exeter University)

Project Summary

A free, six session wellbeing course for trans+ adults was written and delivered by It's All About You Wellbeing CIC. Its aims were: affirm participants' gender identity, increase wellbeing, and provide a range of self-care skills that could continue to be used after the course.

Delivered on-line during COVID-19 lockdown, the eight participants' levels of wellbeing, [self-compassion](#), and range of self-care skills increased, whilst their self-criticism and isolation decreased. This validating peer setting built connections with other trans+ people and led to gender affirming outcomes including changes of name, pronouns, and gender presentation.

A monthly participants' group was then created to discuss trans-related topics, leading to a project idea; create a digital self-care tool kit for trans+ people, for which funding is being sought.

(*The term **trans+** is used in this report to include the spectrum of transgender and gender diverse people including non-binary, genderfluid and genderqueer)

REFERENCES AND INFLUENCES:

Gilbert, Paul "The Compassionate Mind" (2010)
 It's All About You Wellbeing CIC – see website for full report & more resources
 Jeffers, Susan "Feel the Fear and Do It Anyway"
 Meyer (2003) The minority stress perspective
 Petrocchi, Nicola et al: "I Embrace My LGB Identity"
 *Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)
 **Self-criticism scale and Self-compassion scale

Wellbeing and trans+ people

Max created this pilot course in response to long waiting times to access NHS and private gender identity clinics across the UK. Findings from the [National LGBTQ Survey](#) and a new report by [TRANSforming Futures partnership](#) confirmed the course's need. Up to 48% of young trans+ young people have reported suicidal ideation or attempts to take their own lives, and the rates of self-harm are high.

These highlight the barriers that trans+ people face accessing healthcare in general, and support around their gender identity. Trans+ people often experience 'minority stress' (Meyer's 2003) and 'internalised transphobia'; they may come to accept negative societal stereotypes, myths, misinformation, and inferior social and personal status relating to their gender identity.

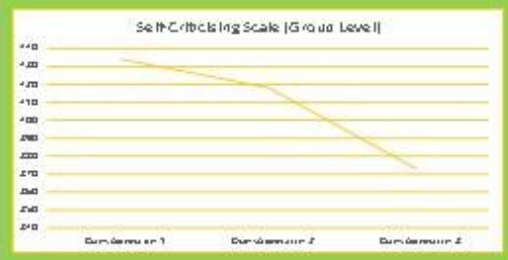
A vocal gender-critical movement's questioning of the legal rights of trans+ people is a factor, despite these rights' protection by the Gender Recognition Act (2004) and the Equality Act (2010).

Feedback Themes

- ★ Connecting with other trans+ people in a safe space
- ♥ Trans+ specific coping strategies
- ◆ Increased self-compassion, wellbeing, and confidence
- 💧 Affirming validity of trans+ identities

Results

Wellbeing*, self-compassion and self-criticism scales** before, midway and after course*



"I found a missing piece of my puzzle"

"Trans joy is infectious!"

PROUDLY SUPPORTED BY THE Lloyds Bank Social Entrepreneurs Programme





SOCIAL IMPACT REPORT

2021-2022

Counselling and wellbeing for LGBTQ+ communities, allies & professionals in South West England
Community Interest Company (CIC): 13326986
www.itsallaboutyouwellbeing.com

Consultations
Contributed to Home Office report on domestic abuse, ban on conversion therapy, digital Gender Recognition applications and GIC services

OUR MISSION

"Safe, compassionate, and meaningful resources for LGBTQ+ communities and allies in the SW that affirm, empower, and unite."



OUR VISION

"Creating a world where LGBTQ+ people will live authentically and feel united with compassionate allies and affirming professionals."



We delivered our services to 448 people and connected with 68 organisations over 433 hours

Directory of LGBTQ+ affirmative counselling and wellbeing professionals

Wellbeing course, monthly discussion groups and legal webinar for trans+ people

ACTIVITIES

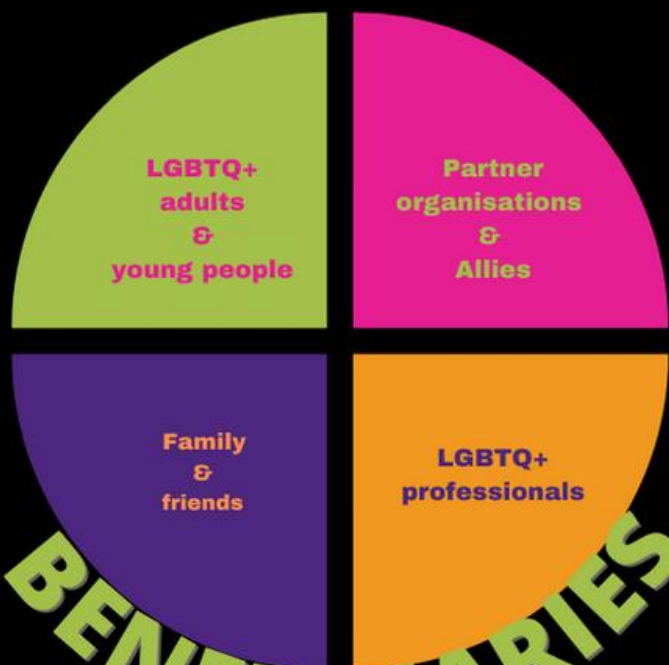


Added value by providing student degree placements and volunteer training

- Affirming
- Community
- Creative
- Compassion
- Empowering
- Integrity
- Unity
- Safe
- Resourcing
- Meaningful



VALUES



BENEFICIARIES



Bespoke training, CPD, & talks to counsellors, wellbeing professionals, HR, university students and businesses.

Monthly peer groups for LGBTQ+ trainee counselling students, therapists & other professionals

Thanks to Adinda Khairunissa for this design

RESULTS FROM TRANS+ WELLBEING COURSE



1) INCREASE IN WELLBEING



2) DECREASE IN SELF-CRITICISM



3) INCREASE IN SELF-COMPASSION

CASE STUDY

Safe space to look at my "transness".

New coping strategies on top of the ones I had already.

Normalised my experience as a trans person and I'm less alone.

Comfort when I think about my gender as opposed to confusion.



90% OF PEOPLE

on training said they'd recommend it to others

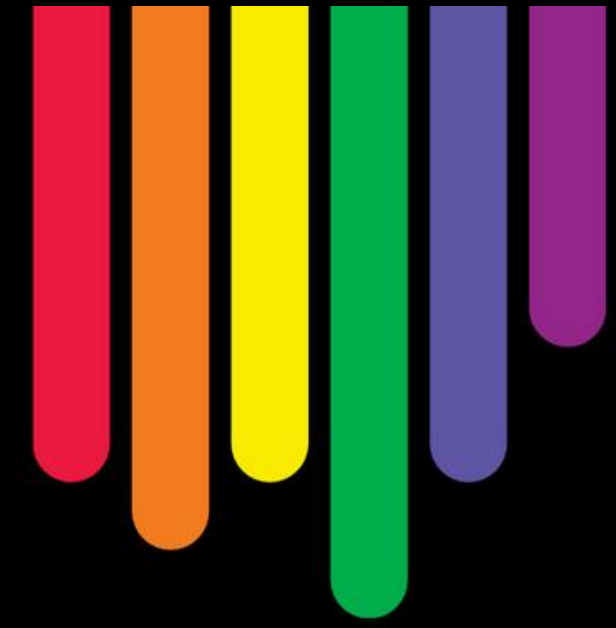
75% OF PROFESSIONALS



said their LGBTQ+ identity was affirmed

80% OF TRAINEES

were more resourced and gained useful insights into working well with LGBTQ+ clients



100% OF PEOPLE

said they benefitted by feeling more connected with themselves and others

Survey results December 2024 - page 1

1. QUICK FEEDBACK - Please rate your overall experience of It's All About You Wellbeing CIC (Very bad = 1 star to Excellent = 5 stars) [More details](#)

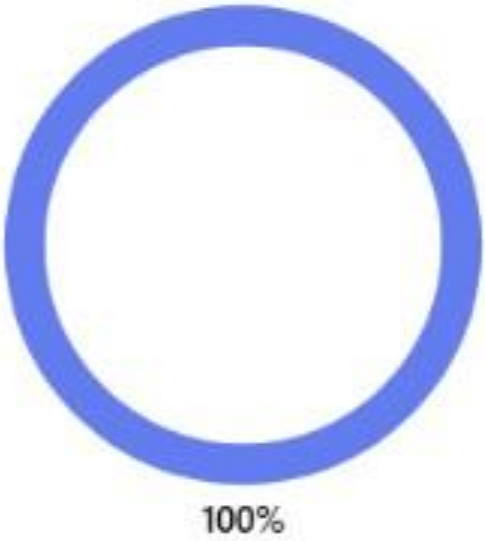
4.57

Average Rating



21. Do you feel you have benefited from being a part of IAAYW CIC network? [More details](#)

- Yes 14
- No 0
- Maybe 0
- Other 0



Survey results December 2024 – page 2

- 14 responses which is 54% of the of people I emailed the survey to
- 4.57 average rating of their overall experience of IAAYW CIC
- 54% of Respondents have a disability
- Half are neurodivergent– either self-identified or diagnosed
- Respondents found the WhatsApp group and peer/networking meetings useful for professional and own wellbeing, with LGBTQ+ current issues close behind on both
- 43% want to attend and 29% may want attend a monthly peer meeting and to collaborate with others after IAAYW CIC closes

Survey results December 2024 – page 3

Sexual orientation

and

Gender Identity

Of the 14 respondents

- Pansexual - 5
- Bisexual - 4
- Straight – 3
- Lesbian – 1
- Gay - 1

- Ciswoman – 6
- Woman – 3
- Hard to define/ it's complicated; - 1
- Cis man - 1
- Man - 1
- Non-binary - 1

Survey results December 2024 – page 4

14 responses which is 54% of the of people I emailed the survey to

- I've valued having a connection to other practitioners with a queer-affirmative approach, particularly in an increasingly hostile climate
- the meetings were always when I was teaching so I never got a chance to take part.
- I don't feel I engaged in the network however I felt it was important to show that we are LGBT friendly
- a wealth of information and learning
- peer support has given me a sense of safety and community, and satisfaction at contributing to the same for others
- reduction on feelings of 'double isolation' that can be a challenge for queer practitioners in private practice
- occasional client enquiries from directory entry or other referrals via the network
- making decisions about how I choose to work, empowering and encouraging
- I have learnt a lot and felt held and heard throughout
- It's benefited my clients because when I've not been sure about resources I can come to the group, and you've helped me help my clients
- being part of IAAYW was something that contributed to my self care and if I look after myself, I'm in strong place for my clients :)
- on a few occasions at peer support meetings it felt that trans / gender issues were pretty much all we talked about
- the meeting time at 9:30 on Saturday morning was a bit difficult for some members
- a mini conference would have been an improvement
- I have deeply appreciated what I have gained, and very much enjoyed being able to contribute when I have
- a very valuable resource and I'm glad the networking support can hopefully continue
- I am thankful to Max for all the work he has done to make It's All About You Wellbeing happen

Affirmation of my identity and network

Resources on website are useful for signposting clients for help

Keeping up to date with ongoing LGBTQ+ issues

Well done everyone!

Greater awareness about trans / gender issues

Non-judgemental set up

IAAYW CIC has inspired me to find peer support with other disabled counsellors.

I'm very grateful to have been involved



Massive thanks to...



The Rainbow
LOTTERY

We're proud to work alongside Rainbow Lottery, the UK's first lottery dedicated to supporting LGBTQ+ good causes. And you could win up to **£25,000!**

Sign up, play and support us. Weekly draws every Saturday night.

RainbowLottery.co.uk

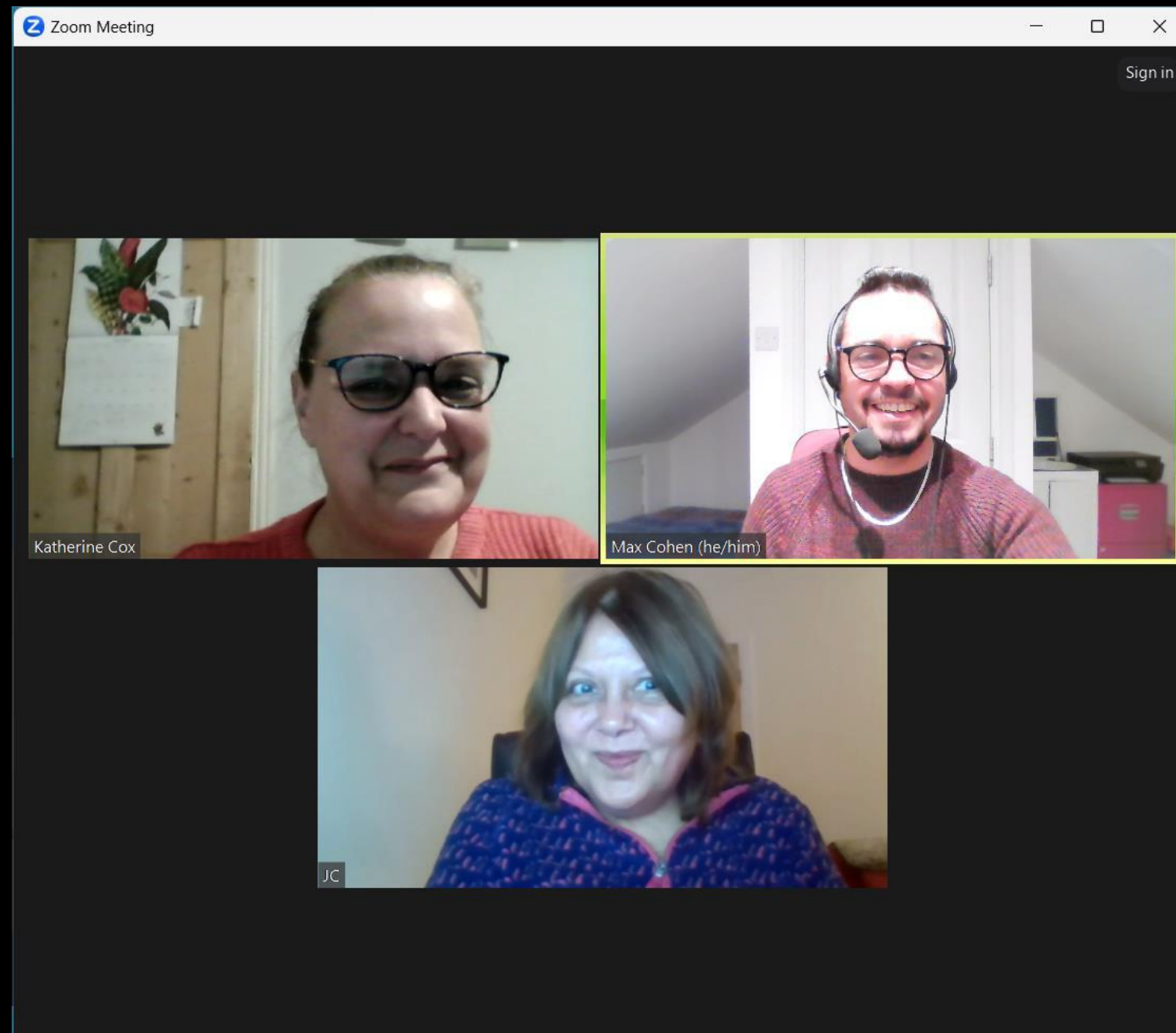
Over 18's only. Please gamble responsibly.

PROUDLY SUPPORTED BY THE
Lloyds Bank Social Entrepreneurs Programme



...our Directors, accountant & web designer

Max, Katherine, JC, and Barney, from Rossmore Accountants
Directors



...and thanks to everyone who has supported us 😊

- The [Rainbow Lottery](#) and Tom Gattos – for our monthly donations which kept us ticking over for the last few years
- The [School for Social Entrepreneurs](#) for all their help with the development of the Social Enterprise
- [Lloyds Bank](#) and the [Community Fund](#) for funding the Trans+ Wellbeing Course
- [LGBT Consortium](#) - for their guidance and support

- Barney Donnellan of [Rossmore Accountants](#)– master of accountancy and keeping us on track with humour

- JC Phillips – Director and especially Pride events and overseeing the administration
- Katherine Cox – Director and especially the Rainbow Lottery, the large and small details!
- Max Cohen – Founder, Director and general running

- Al and Marley for their collaboration on the EDI and History & Archaeology Dept training
- Alex, Barbara, Leanne, Max and Rea for having the courage to tell their stories for the Recovery D
- Andrew for hosting the Network and Peer meetings
- [Ban Conversion therapy Coalition](#) – Jayne Ozanne
- Bridget Garrod for her family law expertise and co-facilitation on training
- David Humeniuk and Tina Hill-Art for babysitting IAAYW CIC for a couple of years and progressing our training and to David for forming and hosting the student forum
- Kay Haydon-Cohen for producing hundreds of labels, typing out the comments for the Pride tree and driving to all the events – especially putting up the gazebo in all weathers!!
- Suzi for providing a mailbox at her office and overseeing our post over the last few years



And everyone who has made the organisation run with integrity, made it vibrant, current and fun!

Wrapping it up celebratory meeting – 4th December 2024



Contact Us

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PL1 3HN

It's All About You Wellbeing CIC
Community Interest Company (CIC)
Registration number: 13326986



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Tel: (+44) 07500 015574

Useful Links

[Ban conversion therapy Coalition](#)

[FFLAG \(Friends and family\)](#)

[GALOP \(LGBTQ+ anti-violence and hate crime\)](#)

[Max Cohen Wellbeing Services](#)

[Pink Therapy](#)

[Proud2Be](#)

[Stonewall](#)

[Transactual](#)

It's All About You Wellbeing CIC (2008 – 2024)

and that's a wrap!

