



**Wigan**<sup>♥</sup>  
**Council**

## FOI 18808

I request disclosure of the following within the statutory timeframe:

1. Copies of all Equality Impact Assessments or Public Sector Equality Duty assessments relating to the proposed move or merger of BYOU.
2. Any communications, meeting notes, or reports discussing the decision to move BYOU under Wigan Youth Zone or alter its delivery structure.
3. The tendering or commissioning documentation and governance papers relating to this change, including decision-makers and dates.
4. Records of consultation, engagement, or correspondence with BYOU young people or volunteers prior to the decision being announced.

## RESPONSE

The contract with Wigan Youth Zone (WYZ) is part way through and as such no EIA is being completed in relation to this move.

We are assured the voice of young people are considered by way of the inspection of WYZ led by our young inspector's group using the Lundy model. In addition, the CEO of WYZ was asked to provide assurance about the services offered at the Progress with Unity Children's Board which is co-chaired by young people.

The impact on young people and service delivery will be monitored through contract monitoring processes which as discussed with young people will include them. As part of this process complaints and compliments are considered and addressed.

A low-level decision notice has been completed, and this articulates the rationale for the transfer of the group to WYZ.

[Decision - Award of contract for BYou Group Delivery](#)

A Low-Level Officer Decision notice has been published in line with commissioning procedures.

[Decision - Award of contract for BYou Group Delivery](#)

As noted above, we are assured the voice of young people are considered by way of the inspection of WYZ led by our young inspector's group using the Lundy model. In addition, the CEO of WYZ was asked to provide assurance about the services offered at the Progress with Unity Children's Board which is co-chaired by young people.

Discussions have taken place with young people which have included the mitigation of any impact on them and the service in relation to this decision.

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|--|--|
| 5. Any risk assessments or safeguarding considerations undertaken before informing young people of the change.   | Safeguarding practices policies and procedures are in place both within Wigan Youth Zone and Wigan Council and are followed.   |
| 6. Copies of the current and previous job descriptions for staff assigned to BYOU, including the rationale for changes to staffing allocation.                                   | Please see two job descriptions above both are from 2018 and require updating in line with Progress with Unity. There has not been a change in staffing allocation for BYOU.   |
| 7. Any legal or equality advice sought by the Council or REACH in relation to this decision.   | Advice on the procurement of WYZ to deliver the group has been sought and followed. Given the value this is a direct award based on one quote.   |
| 8. Minutes or summaries of internal Children's Services leadership meetings where BYOU's future was discussed.   | None   |
| 9. Whether this proposal has been subject to scrutiny committee review and, if so, copies of those reports or minutes.   | Scrutiny Committee has not had oversight as this decision as this is not required within democratic processes.<br><br>The decision has been made as a low-level officer decision.  |
| 10. All correspondence between Wigan Council, REACH, and The Proud Trust or other external partners regarding the governance or leadership of BYOU from January 2023 to present. | See attached.<br><br>Names and email addresses of external parties, private individuals and Council staff below the level of Assistant Director have been redacted as those are personal data and the Council has no lawful basis under UK GDPR to share them to the world at large which is the effect of disclosure under the FOI Act 2000. This information is therefore exempt under section 40(2) of the FOI Act 2000.<br><br>There are blocks of texts redacted in the emails of 25 January 2023 at 10:44 and 17 January 2023 at 09:22 as this is not relevant to BYOU.<br><br>In the email dated 25 January 2023 at 10.44, three bullet points following the words "our questions are as follows" have been redacted as disclosure "would, or would be likely to, inhibit the free and frank exchange of views for the purposes of deliberation" and is therefore exempt under s36(2)(b)(ii) of the FOI Act 2000. This exemption is subject to a public interest test. The Council acknowledges the inherent presumption of |

disclosure in the FOI Act 2000 and is committed to transparency and accountability in all its activities. This is demonstrated by the disclosure of almost all of the information held in response to this request. However, the redacted information is such that the correspondents would be inhibited from speaking frankly if they believed their views would be disclosed to the world at large. The Council believes on balance that the need for a safe space to have such open and honest discussions outweighs the public interest in transparency in this specific case.

# Job specification



**Job title: Youth and Community Worker**

**Service: Targeted Youth Support Service**

**Grade: G7**

**Reporting to: Deputy Practice Manager (Youth and Community)**

## Your job

As a Youth and Community worker you will be the designated, accountable worker for identified neighbourhoods, developing capacity with voluntary organisations to provide services to targeted young people, working as their champion and advocate to improve aspirations and outcomes by building on strengths to reduce dependency on public services.

You will adopt an asset-based approach and engage in 'new conversations' to build positive relationships with children, young people and their families. You will develop and deliver a range of activity-based programmes alongside voluntary organisations and support them to achieve their goals by building resilience within families and communities.

You will make regular contact with children and young people in the neighbourhoods where they live using a variety of approaches including home visits, engagement in schools, targeted outreach, and community-based settings.

You will work with, and alongside, children and young people who present with challenging behaviour and can have complex personal and family issues. In particular you will work alongside other staff from Targeted Youth Support Service to provide diversionary and developmental activities in localities for those involved in anti-social behaviour and / or other risk-taking behaviours which put them at risk of entering the Youth Justice System.

You will seek to provide activities throughout the year, including term times and holiday periods; this will include significant evening and weekend working.

You will work creatively within communities and with a wide range of providers to ensure that that young people can be supported into a range of positive activities within a universal setting, ideally within their own communities to ensure that young people become active participants and residents in their community.

You will plan and deliver projects and activities which support children and young people to have a voice, in particular those young people from vulnerable groups to influence and improve service delivery and decision making within their own communities.

This job is subject to a Disclosure and Barring Service (DBS) assessment.

### **Mandatory statement**

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.



## In this job you will

In the next 12 months, you will:

- Develop a planned programme of work to reflect the needs of community organisations and young people in a neighbourhood and support the development of Borough wide responses. This programme of work could include one to one intervention, small group work, schools work, work with wider partners in the voluntary sector and will be in a variety of settings based. This will include a range of evidence-based interventions, including one to one work and extensive group work.
- Support the Deal for Children and Young People and ensure that it is embedded with schools and local communities and voluntary sector organisations.
- Hold an agreed number of Early Help frameworks, taking referrals from a wide range of partners, including Start Well, Social Care and Police colleagues, acting as key worker for those who are referred and their families through the early identification and assessment of strengths and need, and to encourage their active participation in positive opportunities, activities, and outcomes.
- Ensure that the 'Voice' of the young person is supported, encouraged and developed in the co-production, co-delivery and co-design for services for young people and in within their local community.
- Work within a locality to develop a 'community asset and capacity' approach to enable partners and local communities to support the development of opportunities, engagement and support for young people to be active participants and residents in their community.
- Work with colleagues in TYSS and partners to develop strong links to one of the seven neighbourhoods.
- Support the development of an open access youth offer in Leigh.

On an ongoing basis you will:

- Work with and alongside young people, voluntary organisations families and communities and you will have the ability and desire to listen, understand, empathise and be respectful. You will genuinely care, be friendly, smile, able to '*stick with*' the young person and be someone that children, young people, and families can trust, and you will be confident to challenge and be direct, when required, whilst still being approachable.
- Participate fully in both the supervision and My Time /My Time Extra process, keeping their line manager informed as to the progress that children, young people, and their families are making. Ensure that 'My Time' is 'reflective' to challenge and improve practice. Manage and promote your own health, safety wellbeing and emotional resilience and of others.
- Ensure a personalised and asset-based approach that promotes health and wellbeing, giving children and young people opportunities and encouragement to get involved in activities that complement and enhance their physical and emotional wellbeing, and which support their educational attainment and transition to employment.

- Working outside normal working hours, including evenings, weekends, and Bank Holidays, to work alongside children and families at a time that meets their needs.
- Contribute to audits, self-assessments, and inspections as required.

## In this job you will need

You must be able to demonstrate the following essential requirements: -

- A proven track record of achieving outcomes by working alongside children and families.
- Significant experience of working with Families, Children and Young people with complex needs.
- The post holder should be qualified in one of the caring professions or educated to NVQ Level 4 or equivalent with significant experience of working with children and families.
- An understanding of the benefits to practicing in an asset-based approach.
- An understanding of, and commitment to, anti-oppressive practice, diversity and anti-discriminatory practice
- Knowledge of the Early Help framework and / or specialist assessment processes.
- Working knowledge of safeguarding procedures, and local multi agency guidelines on child protection. A good understanding of WSCP priorities.
- Knowledge of evidenced based practice, community capacity building, working with referral pathways and an understanding of the delivery of one-to-one intervention work and group work settings.
- Hold a current driving license **or** can demonstrate the ability to travel as required using own or public transport in the most effective manner.
- Able to work as part of a team, collaborate with partners from a variety of sectors and the community and maintain professional relationships.
- The post requires an Enhanced DBS clearance.

## Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

**Be Positive...** take pride in all that you do

**Be Accountable...** be responsible for making things better

**Be Courageous...** be open to doing things differently

Individuals with line management responsibilities are also expected to ...

**Inspire...** lead by example and help others to see the big picture

**Care...** show genuine concern for people as individuals and value their contributions

**Engage...** I connect with others both within and beyond the organisation

## Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

### Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

### Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough

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## Your job

**Job Title: Youth and Community Worker (LGBTQ)**

**Service: Reach**

**Grade: 7**

**Reporting to: Senior Youth and Community Worker Voice Lead**

Working within a multi-agency framework and within the key principles of Progress with Unity as a Youth and Community worker (Looked after children and LGBTQ young people) you will be the designated, accountable worker for children and young people who have entered or who are at risk of entering the Youth Justice System to change behaviours that result in reoffending.

You will develop capacity with voluntary organisations to provide services to children and young people focusing on strengthening place-based and community led delivery, working as their champion and advocate to improve aspirations and outcomes by building on strengths to reduce dependency on public services.

You will adopt an asset-based approach and engage in 'new conversations' to build positive relationships with children, young people and their carers. The Youth and Community worker will develop and deliver a range of activity-based programmes with a small cohort of children and young people to support them outside of the Youth Justice system. Helping them to achieve their goals and aspirations.

You will make regular contact with children and young people in the Neighbourhoods where they live using a variety of approaches including home visits, engagement in schools, targeted outreach, and community-based settings

You will work with, and alongside, children and young people who are in or at risk of entering the Youth Justice System who often present with challenging behaviour and can have complex personal and family issues.

ensuring that the lived experiences of children and young people, including those who are most vulnerable and at risk, in everything they do. Understanding the wider factors that support young people to have the best lived experience including health, education, and career opportunities.

You will work in close collaboration with Youth Justice case managers in engaging looked after children and young people.

You will work alongside other staff from Reach to provide diversionary and developmental activities in localities for those looked after children and young people involved in anti-social behaviour and or other risk-taking behaviours which put them at risk of entering the Youth Justice System. Every effort will be made to avoid unnecessary criminalisation of after and young people

You will seek to provide activities throughout the year, including term times and holiday periods; this will include significant evening and weekend working.

You will work creatively within communities and with a wide range of providers to ensure that that looked after children and young people can be supported into a range of positive activities within a universal setting, ideally within their own communities to ensure that young people become active participants and residents in their community.

You will plan, lead and deliver projects and activities which support children and young people to have a voice, particularly those young people who are looked after and LGBTQ at risk of entering the Criminal Justice System to inform practice and improve service delivery and decision making.

In addition to group work you will undertake intensive support for individual children and young people and their families on a 1-1 basis.

You will plan and facilitate awareness raising activities in local authority homes and to locality colleagues to reduce the unnecessary criminalisation of children and young people.

This job is subject to a Disclosure and Barring Service (DBS) assessment.

### **Mandatory Statement**

The Council is committed to complying with European General Data Protection regulations (GDPR) and meeting the requirements of the

Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

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## **In this job you will:**

In the next 12 months, you will:

On an ongoing basis you will:

- Develop a planned programme of work to reflect the needs of Community organisations, looked after young people and LGBTQ young people in a Neighbourhood and support the development of Borough wide responses. This programme of work could include one to one intervention, small group work, schools work, Childrens homes work with wider partners in the voluntary sector and will be in a variety of settings based. This will include a range of evidence-based interventions, including one to one work and extensive group work.
- You will be the lead worker for BYOU Group. This group is for all young people who identify as gay, lesbian, bisexual, transgender or queer (LGBTQ) you will support them to have a voice locally, regionally and nationally
- Support the Progress with Unity missions and principles and Young People and ensure that it is embedded with Schools, children's homes, local communities, and voluntary sector organisations.
- Hold an agreed number of identified Youth and Community Work Referrals Work as part of the Reach Services Team taking referrals from a wide range of partners, including Start Well, Social Care and Police colleagues, acting as key worker for those who are referred and their families through the early identification and assessment of strengths and need, and to encourage their active participation in positive opportunities, activities, and outcomes.
- Ensure that the 'Voice' of the young person is supported, encouraged and developed in the co-production, co-delivery and co-design for services for looked after young people and in within their local community.

- Work within a locality to develop a 'community asset and capacity' approach to enable partners and local communities to support the development of opportunities, engagement and support for young people to be active participants and residents in their community.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

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## **In this job you will need:**

You must be able to demonstrate the following essential requirements:

- A proven track record of achieving outcomes by working alongside children and families.
- Significant experience of working with Families, Children and Young people with complex needs.
- The post holder should be qualified in one of the caring professions or educated to NVQ Level 4 or equivalent with significant experience of working with children and families.
- An understanding of the benefits to practicing in an asset-based approach.
- An understanding of, and commitment to, anti-oppressive practice, diversity and anti-discriminatory practice
- Knowledge of the Early Help framework and / or specialist assessment processes.
- Working knowledge of safeguarding procedures, and local multi agency guidelines on child protection. A good understanding of WSCB priorities.
- Knowledge of evidenced based practice, community capacity building, working with referral pathways and an understanding of the delivery of one-to-one intervention work and group work settings.
- Hold a current driving license **or** can demonstrate the ability to travel as required using own or public transport in the most effective manner.
- Able to work as part of a team, collaborate with partners from a variety of sectors and the community and maintain professional relationships.
- The post requires and Enhanced DBS clearance.

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## Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

<b>Be Positive</b>	“ Take pride in all that you do and support and develop yourself and others. ”
<b>Be Accountable</b>	“ Be responsible for making things better, enabling change and supporting improvement. ”
<b>Be Courageous</b>	“ Be open to doing things differently and working collaboratively with others. ”
<b>Be Kind</b>	“ Be helpful, generous and thoughtful towards yourself and others. ”



[REDACTED]

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**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** 01 February 2023 09:14  
**To:** [REDACTED]; Clarkson, Ann; [REDACTED]  
**Subject:** Re: Delivery programme.

**CAUTION External E-Mail: Take extra care before clicking links, attachments and actioning requests. Think Before you Click**

Hi [REDACTED],

Thanks for the update - yes, happy to proceed as you suggest.

Warm regards,

[REDACTED]

[REDACTED]



[REDACTED]  
[REDACTED]  
[REDACTED]

@wiganyouthzone.org  
Website: [wiganyouthzone.org](http://wiganyouthzone.org)  
Address: Wigan Youth Zone, Parsons Walk, Wigan,  
WN1 1RU



**Somewhere to go, Something to do,  
Someone to talk to.**  
Registered Charity No.1134451



You can make a donation of £5 to Wigan Youth Zone by sending a text to 70085 quoting WYZWIGAN. Your donation will support young people across Wigan and Leigh and help them achieve their potential. We take your privacy seriously, for more information on how we may process your data please read our [Privacy Policy](#)

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**From:** [REDACTED]@wigan.gov.uk>  
**Sent:** 01 February 2023 09:05  
**To:** [REDACTED]@wiganyouthzone.org>; [REDACTED]  
[REDACTED]@wigan.gov.uk>  
**Cc:** [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>;  
Clarkson, Ann <Ann.Clarkson@wigan.gov.uk>; [REDACTED]@wiganyouthzone.org>  
**Subject:** RE: Delivery programme.

HI [REDACTED]

Thanks for your email.

Just to keep you updated we had a discussion with [REDACTED] and [REDACTED] yesterday and they are going to speak to children who attend BYOU on Thursday. We've agreed to meet again next week to discuss the outcome of the conversation and we would like to arrange a meeting with you after that if that's a good way forward.

From: [REDACTED]@wiganyouthzone.org>

Sent: 27 January 2023 17:21

To: [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>

Cc: [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>;

Clarkson, Ann <Ann.Clarkson@wigan.gov.uk>; [REDACTED]@wiganyouthzone.org>

Subject: Re: Delivery programme.

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Hi [REDACTED],

Thanks for your email - yes, happy to discuss this one in isolation.

Do you want to propose a time which might work for you and the team?

Warm regards,

[REDACTED]

[REDACTED]

[REDACTED]@wiganyouthzone.org

Website: [wiganyouthzone.org](http://wiganyouthzone.org)

Address: **Wigan Youth Zone**, Parsons Walk, Wigan, WN1 1RU



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You can make a donation of £5 to **Wigan Youth Zone** by sending a text to 70085 quoting **WYZWIGAN**. Your donation will support your local youth zone.  
We take your privacy seriously, for more information on how we may process your data please read our privacy policy.

From: [REDACTED]@wigan.gov.uk>

Sent: 25 January 2023 10:52

To: [REDACTED]@wiganyouthzone.org>; [REDACTED]

[REDACTED] <[REDACTED]@wigan.gov.uk>

Cc: [REDACTED] <[REDACTED]@wigan.gov.uk>; [REDACTED] <[REDACTED]@wigan.gov.uk>;

Clarkson, Ann <Ann.Clarkson@wigan.gov.uk>; [REDACTED] <[REDACTED]@wigan.gov.uk>;

Subject: RE: Delivery programme.

Hi [REDACTED]

Thanks for your email. I've spoken independently to both our BYOU group facilitators and will be meeting with them together in the next week. Both were really positive about the opportunity. We can discuss this in a separate meeting if that's helpful for everyone.

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From: [REDACTED] <[REDACTED]@wigan.gov.uk>

Sent: 25 January 2023 10:44

To: [REDACTED] <[REDACTED]@wigan.gov.uk>

Cc: [REDACTED] <[REDACTED]@wigan.gov.uk>; [REDACTED] <[REDACTED]@wigan.gov.uk>;

[REDACTED] <[REDACTED]@wigan.gov.uk>; Clarkson, Ann

<Ann.Clarkson@wigan.gov.uk>; [REDACTED] <[REDACTED]@wigan.gov.uk>;

Subject: Re: Delivery programme.

**CAUTION External E-Mail: Take extra care before clicking links, attachments and actioning requests. Think Before you Click**

Dear [REDACTED],

[REDACTED]

In terms of BYOU, I have spoken with [REDACTED] to say that we are very open to the request but that we had some specific questions on the proposal which we would like the answers to - we could either discuss this at the meeting proposed above, or separately if preferable. Our questions are as follows:

- [REDACTED]

Look forward to hearing from you and to driving forward our exciting and impactful partnership.

Warm regards,

[REDACTED]

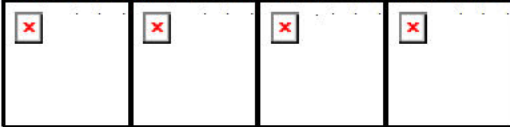
[REDACTED]

[REDACTED]

[@wiganyouthzone.org](mailto:[REDACTED]@wiganyouthzone.org)

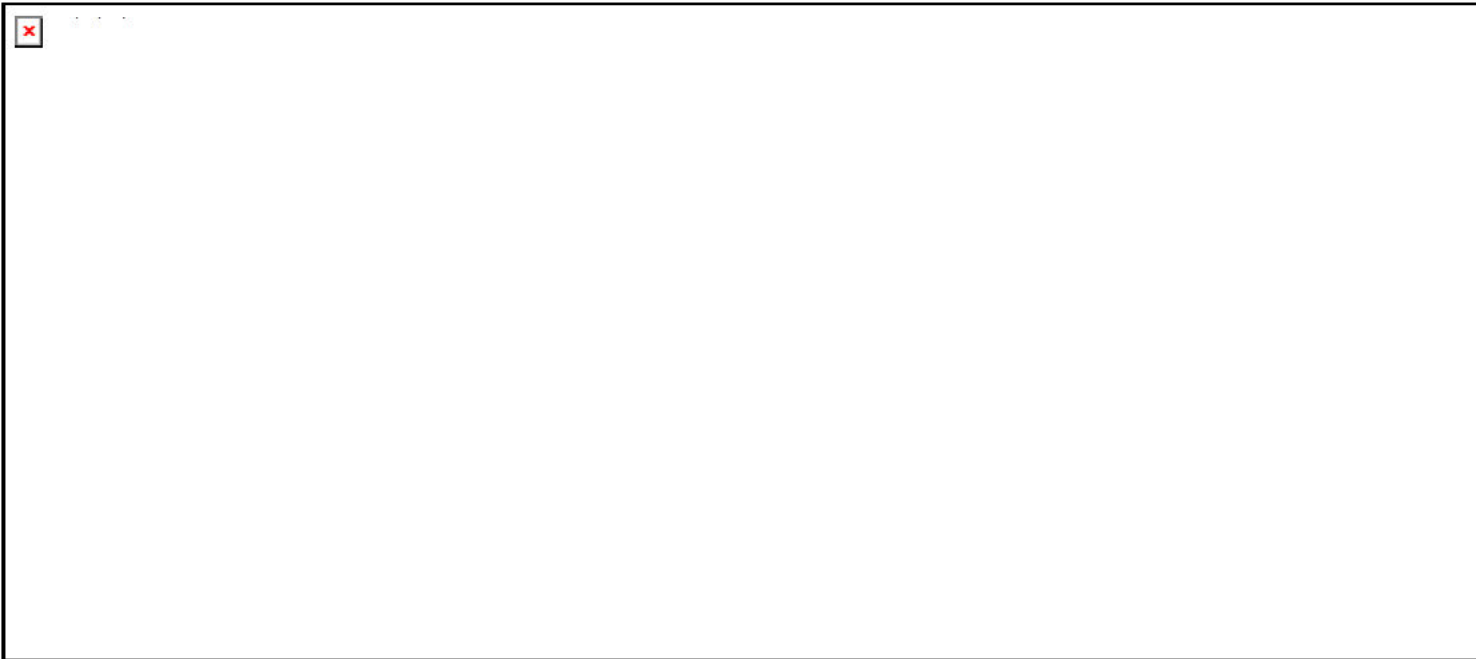
Website: [wiganyouthzone.org](http://wiganyouthzone.org)

Address: **Wigan Youth Zone**, Parsons Walk, Wigan, WN1 1RU



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We take your privacy seriously, for more information on how we may process your data please read our privacy policy

From: [REDACTED] [@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)

Sent: 17 January 2023 09:22

To: [REDACTED] [@wiganyouthzone.org](mailto:[REDACTED]@wiganyouthzone.org); [REDACTED]

[@wiganyouthzone.org](mailto:[REDACTED]@wiganyouthzone.org)

Cc: [REDACTED] [@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk); [REDACTED]

[@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk); [REDACTED] [@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk); Clarkson, Ann

[<Ann.Clarkson@wigan.gov.uk>](mailto:Ann.Clarkson@wigan.gov.uk)

**Subject:** Delivery programme.

Dear [REDACTED],

[REDACTED]



[REDACTED]  
[REDACTED]  
[REDACTED] We would like to progress the transfer of BYOU to WYZ-and I know that [REDACTED]  
is awaiting some feedback from you on this, having provided some indication of the commitment required.

Regards

[REDACTED]  
**Commissioning & Provider Services**  
**Children's Social Care**  
People Directorate Children Adults and Families  
Wigan Council  
Wigan Life Centre (South site), College Avenue, Wigan WN1 1NJ

[www.wigan.gov.uk](http://www.wigan.gov.uk)  
[www.twitter.com/wigancouncil](https://www.twitter.com/wigancouncil)  
[www.facebook.com/WiganCouncilOnline](https://www.facebook.com/WiganCouncilOnline)

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[REDACTED]

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**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** 01 March 2023 13:11  
**To:** [REDACTED]  
**Subject:** Re: BYOU

**CAUTION External E-Mail: Take extra care before clicking links, attachments and actioning requests. Think Before you Click**

Hello [REDACTED]

Thank you for the thorough update 😊

Hope tomorrow night goes okay!

Thanks

[REDACTED]

Phone: [REDACTED]

wiganyouthzone.org

Website: [wiganyouthzone.org](http://wiganyouthzone.org)

Address: Wigan Youth Zone, Parsons Walk, Wigan, WN1 1RU



**Somewhere to go, Something to do, Someone to talk to.**

Registered Charity No.1134451



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**From:** [REDACTED]  
**Sent:** 01 March 2023 12:04  
**To:** [REDACTED]

**Subject:** BYOU

Hi [REDACTED], it is fantastic that you are going to be joining BYOU [REDACTED] and I am aware that you and [REDACTED] already know each other which is great. Please can you and [REDACTED] (and potentially [REDACTED]) now arrange to meet up to start a planning conversation ahead of then co-delivering?

Last Thursday myself and [REDACTED] met the BYOU group and a smaller panel of BYOU members who had some specific questions on behalf of the whole group about the future of BYOU and what it would mean in terms of a partnership with WYZ.

We were able to give some assurances (I hope these are agreeable to WYZ?) such as:

- The venue would not change unless the group wanted this in the future.
- The day & time would not change unless the group wanted this in the future.
- The age limit (13-19) is not changing, as we will continue to operate from the same venue, rather than within the main WYZ centre.

- The BYOU project would be accessed free for members at the point of delivery (TYSS would absorb any cost if necessary)
- The new delivery arrangements are a partnership between TYSS & BYOU – WYZ is not 'taking over' the group – but there are real benefits for involving WYZ as a delivery partner.
- TYSS will still need to take the lead for managing referrals & suitability to join BYOU (there is currently a waiting list of around 19 children which I need to understand better (through Scott) in terms of how long these children have waited, space for new joiners etc?). It will not be direct, open access to support group confidentiality and dynamics.
- BYOU & WYZ can still support Pride independently, whilst optimising the partnership opportunities.

The plan was for the overview of our discussion with the BYOU reps to be fed back to the full BYOU group and this started last Thursday night, but they have asked for some further time this Thursday to consider in more detail. This means we need to come back to you [REDACTED] to then confirm the actual date you will be starting to co-facilitate with [REDACTED].

If anyone has any questions, please come back to me. We are really excited about this additional partnership work with WYZ and whilst we will naturally build in review dates/meetings, I think working together will really help BYOU to be sustainable and continue to be an effective and well-respected local project going forward.

Thanks [REDACTED]

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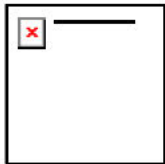
For more information please visit <http://www.symanteccloud.com>

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**From:** [REDACTED]@theprouddtrust.org>  
**Sent:** 08 March 2023 18:20  
**To:** [REDACTED]  
 [REDACTED] Dutton, Colette  
**Subject:** Re: Be You Group

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Great, looking forward to it.



HQ: The Proud Place, 49-51 Sidney Street, Manchester M1 7HB

[theproudtrust.org](http://theproudtrust.org) | Charity number: 1161102

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**For urgent emotional support:**

**Text 'Shout' to 85258**

**Samaritans: 116 123**

**Childline: 0800 1111**

On Wed, 8 Mar 2023 at 18:03, [REDACTED] [\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)> wrote:

HI [REDACTED]

Thanks for your email. [REDACTED] and I are available on Friday at 2pm and I've sent you a teams invite

Look forward to meeting you for a discussion.

Start Well and Early Help  
People: Childrens, Adults and Families  
Wigan Council  
Wigan Life Centre (South site), College Avenue, Wigan WN1 1NJ

Telephone: [REDACTED]



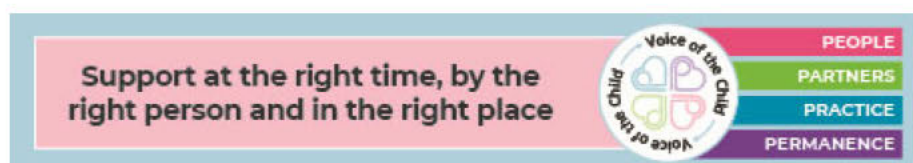
Social Work England Reg : [REDACTED]  
[www.wigan.gov.uk](http://www.wigan.gov.uk)  
[www.twitter.com/wigancouncil](https://www.twitter.com/wigancouncil)  
[www.facebook.com/WiganCouncilOnline](https://www.facebook.com/WiganCouncilOnline)

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Professional curiosity; critical thinking and challenge;

SMART planning; Impact and analysis



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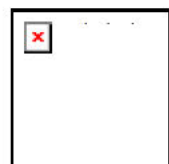
**From:** [REDACTED] <[\[REDACTED\]@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>  
**Sent:** 08 March 2023 17:46  
**To:** [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>  
**Cc:** Dutton, Colette <[Colette.Dutton@wigan.gov.uk](mailto:Colette.Dutton@wigan.gov.uk)>; [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>  
**Subject:** Re: Be You Group

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Hi [REDACTED],

Are you available at 2pm on Friday for a video call?

[REDACTED]



[REDACTED]

[REDACTED]

HQ: The Proud Place, 49-51 Sidney Street, Manchester M1 7HB

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Text 'Shout' to 85258

Samaritans: 116 123

Childline: 0800 1111

On Wed, 8 Mar 2023 at 17:21, [REDACTED]@wigan.gov.uk> wrote:

Hi [REDACTED] just let me know when would be a good time to call you this week and I can give you some clearer context as well as discuss any ideas you have in terms of partnership work, [REDACTED]

---

**From:** Dutton, Colette <Colette.Dutton@wigan.gov.uk>

**Sent:** 08 March 2023 17:19

**To:** [REDACTED]@theproudtrust.org>

**Cc:** [REDACTED]@wigan.gov.uk>; [REDACTED]  
[REDACTED]@wigan.gov.uk>

**Subject:** RE: Be You Group

Hi [REDACTED]

Yes of course we have no plans at all for the group not to continue in fact we are very much focused on how we can strengthen arrangements so that the group is sustainable in the longer term and is more accessible. I have copied the service managers who has been leading discussions with the young people and it is probably most useful for one of them to give you the context if that's okay?

Many thanks colette

---

**From:** [REDACTED]@theproudtrust.org>

**Sent:** 08 March 2023 16:26

**To:** Dutton, Colette <Colette.Dutton@wigan.gov.uk>

**Subject:** Be You Group

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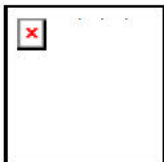
Dear Colette,

I am getting in touch as we have been contacted by a number of young people and parents regarding the changes to your LGBT+ youth group; Would it be possible for us to have a catch up to see how we can support the continuation of the group.

I look forward to hearing from you.

Kind regards

[REDACTED]



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Childline: 0800 1111

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[REDACTED]

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**From:** [REDACTED]@theproudtrust.org>  
**Sent:** 02 May 2023 19:30  
**To:** [REDACTED]  
**Subject:** Re: BYou this evening

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Hi [REDACTED]

Great to hear, glad it's a positive step. I'll reach out to the young people to check in with them - don't want them to think I've abandoned them.

Give me a call if you need anything.

Hope OFSTED went well.

Take care  
[REDACTED]

On Tue, 2 May 2023 at 11:02, [REDACTED]@wigan.gov.uk> wrote:

Hi [REDACTED], yes the meeting did go ahead. It went well to be honest and they were welcoming of [REDACTED] from WYZ. I think we have made progress and we now have another TYSS worker who is back from secondment (sooner than expected) helping to facilitate the group/look over the waiting list.

We will come back to you if we need a further meeting – we have said we will meet quarterly with the group to keep conversations/developments going so we don't end up in a position like before.

We also want to get some training sorted for all TYSS and WYZ and may come back to you on this. Ta  
[REDACTED]

[REDACTED] targeted Youth Support Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

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Support at the right time, by the  
right person and in the right place



PEOPLE  
PARTNERS  
PRACTICE  
PERMANENCE

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From: [REDACTED]@wigan.gov.uk>

Sent: 01 May 2023 15:52

To: [REDACTED]@theproudtrust.org>; [REDACTED]

[REDACTED]@wigan.gov.uk>

Subject: RE: BYou this evening

Hi [REDACTED]

Thanks for your email and sorry for the delay but we had the ofsted call last week so all plans were changed. I wasn't able to attend so I've copied [REDACTED] into this email and he will update us.

From: [REDACTED]@theproudtrust.org>

Sent: 24 April 2023 14:06

To: [REDACTED]@wigan.gov.uk>

Subject: Re: BYou this evening

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Hi [REDACTED],

I am back at work now, so sorry for missing last week. Did it go ahead or are we rearranging?

I look forward to hearing from you.

Kind regards



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[Manchester M1 7HB](#)

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[REDACTED]

---

**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** 09 March 2023 19:34  
**To:** [REDACTED]  
**Subject:** Re: Proud Trust - Contact made about BYOU

**CAUTION External E-Mail: Take extra care before clicking links, attachments and actioning requests. Think Before you Click**

Thanks [REDACTED]

[REDACTED]



[REDACTED]  
[REDACTED].org

Website: [wiganyouthzone.org](http://wiganyouthzone.org)  
Address: Wigan Youth Zone, Parsons Walk, Wigan,  
WN1 1RU



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Someone to talk to.**  
Registered Charity No.1134451



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**From:** [REDACTED]  
**Sent:** 09 March 2023 19:32  
**To:** [REDACTED]  
**Subject:** Re: Proud Trust - Contact made about BYOU  
Perfect - thanks [REDACTED]

Sent from [Outlook for iOS](#)

---

**From:** [REDACTED]  
**Sent:** Thursday, March 9, 2023 7:31:27 PM  
**To:** [REDACTED]  
**Subject:** Re: Proud Trust - Contact made about BYOU

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Hi [REDACTED],

Redraft below - look ok?



Hi [REDACTED]

Thanks for this.

BYOU is a group which has been run by Wigan Council for many years. We were approached to see if we could work with the Council in partnership (potentially taking a leading role) but, as it stands, we are just playing a role to sustain and support the group (following a consultation with the young people) by providing an experienced staff member - following a reduction in Council capacity (a team member left).

Given this, I'd suggest that you maintain dialogue with Wigan Council in the first instance (I believe you are currently engaging, but let me know if this isn't the case). Following these conversations, and depending on the outcome of Wigan Council's consultation process, we are happy to be involved in any conversation, if we are to have an ongoing role to play.

Warm regards,

[REDACTED]



[REDACTED]

[wiganyouthzone.org](http://wiganyouthzone.org)

Website: [wiganyouthzone.org](http://wiganyouthzone.org)

Address: Wigan Youth Zone, Parsons Walk, Wigan,  
WN1 1RU



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From: [REDACTED]

Sent: 09 March 2023 19:04

To: [REDACTED]

Subject: Re: Proud Trust - Contact made about BYOU

[REDACTED], might it be possible to say approached to work in partnership rather than take on the ownership? Just to let you know they have approached us (through Colette) as well and me and [REDACTED] are having a chat with them tomorrow to outline the context of where we are. You can say in your response that you know we are meeting them so they know we are talking to one another!



Will let you know anything that comes from meeting them tomorrow.

Really appreciate you checking this out with me and giving the heads up.

Ta [REDACTED]

Sent from [Outlook for iOS](#)

---

From: [REDACTED]  
Sent: Thursday, March 9, 2023 5:55:41 PM  
To: [REDACTED]  
Subject: Proud Trust - Contact made about BYOU

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Hi [REDACTED],

Please see below (top to bottom) - are you happy with my proposed response (in italics)?

[REDACTED]

Hi [REDACTED],

*Thanks for this.*

*BYOU is a group which has been run by Wigan Council for many years. We were approached to see if we could take on the ownership of the group by the Council but, as it stands, we are just playing a role to sustain and support the group (following a consultation with the young people) by providing an experienced staff member - following a reduction in Council capacity (a team member left).*

*Given this, can I suggest that you/[REDACTED] are in touch with Wigan Council directly to discuss the feedback you have received from young people? I am sure they would be happy to hear from you and I would be more than happy to connect you with the relevant person.*

*Warm regards,*

[REDACTED]

[REDACTED]



[REDACTED]

@wiganyouthzone.org  
Website: [wiganyouthzone.org](http://wiganyouthzone.org)  
Address: Wigan Youth Zone, Parsons Walk, Wigan,  
WN1 1RU



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From: [REDACTED]  
Sent: 09 March 2023 17:42  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Favour

Sure, we've had some contact from young people about the Be You group in Wigan, some concerns about it's future. Thought it's best to pick up with you rather than listen to lots of different messages.

[REDACTED]

On Thu, 9 Mar 2023 at 17:38, [REDACTED]  
[REDACTED]@wiganyouthzone.org> wrote:

Thanks [REDACTED]

Hi [REDACTED],

Nice to be connected with you.

Are you able to give me a sense of what you would like to discuss?

Many thanks,

[REDACTED]

[REDACTED]



[REDACTED]  
[REDACTED]

Website: [wiganyouthzone.org](http://wiganyouthzone.org)

Address: **Wigan Youth Zone**, Parsons Walk, Wigan,  
WN1 1RU



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Someone to talk to.

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**From:** [REDACTED] [@theproudtrust.org](mailto:[REDACTED]@theproudtrust.org)  
**Sent:** 09 March 2023 17:36  
**To:** [REDACTED] [@wiganyouthzone.org](mailto:[REDACTED]@wiganyouthzone.org)  
**Cc:** [REDACTED] [@theproudtrust.org](mailto:[REDACTED]@theproudtrust.org)  
**Subject:** Re: Favour  
Hi

Of course. I've copied in [REDACTED] who will liaise with you for a convenient time.

Take care  
[REDACTED]

On Thu, 9 Mar 2023 at 09:34, [REDACTED]  
[@wiganyouthzone.org](mailto:[REDACTED]@wiganyouthzone.org) wrote:  
Hi [REDACTED]

Thanks for your email - it is nice to be connected.

I'd be more than happy to speak. In the middle of a particularly busy period at the moment - would it be ok to speak towards the end of this month?

Warm regards,  
[REDACTED]



[wiganyouthzone.org](http://wiganyouthzone.org)  
Website: [wiganyouthzone.org](http://wiganyouthzone.org)  
Address: **Wigan Youth Zone**, Parsons Walk, Wigan,  
WN1 1RU



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From: [REDACTED] [@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>  
Sent: 08 March 2023 21:50  
To: [REDACTED] [@hideoutyouthzone.org](mailto:[REDACTED]@hideoutyouthzone.org)>  
Cc: [REDACTED] [@wigan youthzone.org](mailto:[REDACTED]@wigan youthzone.org)>  
Subject: Re: Favour  
Thank you [REDACTED]!

[REDACTED], be great to catch up about the Be You group when you have time.

I look forward to meeting you.

[REDACTED]

On Wed, 8 Mar 2023 at 18:39, [REDACTED] [@hideoutyouthzone.org](mailto:[REDACTED]@hideoutyouthzone.org)> wrote:  
Of course!

[REDACTED], meet the legend that is [REDACTED] over at The Proud Trust in Manchester! (working across GM and beyond)

[REDACTED] meet the Legend that is [REDACTED] at Wigan Youth Zone !

I am sure you will be able to do some great work together if that is the intention 😊

If I can help with anything let me know

Cheers

[REDACTED]

[REDACTED]

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# HIDE OUT

An  **OnSide** Youth Zone  
**SOMEWHERE TO GO. SO**

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From: [REDACTED] <[\[REDACTED\]@theproudtrust.org](mailto:[REDACTED]@theproudtrust.org)>

Sent: 08 March 2023 18:30

To: [REDACTED] <[\[REDACTED\]@hideoutyouthzone.org](mailto:[REDACTED]@hideoutyouthzone.org)>

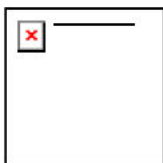
Subject: Favour

Hey,

Any chance you could introduce me to [REDACTED] at Wigan?

Thanks in advance,

[REDACTED]



[REDACTED]  
[REDACTED]

[\[REDACTED\]@theproudtrust.org](mailto:[REDACTED]@theproudtrust.org) | 07944181442

HQ: The Proud Place, [49-51 Sidney Street, Manchester M1 7HB](https://www.theproudtrust.org)

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[For urgent emotional support:](#)



\_\_\_\_\_

\_\_\_\_\_

Wigan Council

Tel: [REDACTED]



Hi All,

Thanks for the response.

BYOU being a group that's over 30 years old has held and reviewed multiple constitution, approx. 10 years ago (voice and engagement) it was common practice that our groups were constituted to enable young people to take ownership of their work, agendas and engage with partners and stakeholder organisations in new and exciting ways.

Some of the challenges were around managing bank accounts and with multiple signatories coupled with the very nature of the voluntary relationship of youth work meant it was sometimes challenging to authorise spend and complete actions of the group.

It was fundamental to our participation outcome measures of old.

It would be great to get together around a table (physically or virtually) to continue building on the conversation and processes for BYOU.

The group is constantly evolving, and new members may have their own views and input on these and its important these remain live should they be adopted and agreed.

I will liaise with [REDACTED] about dates etc. we will then present the dates to you 😊 I look forward to seeing you all.

Regards

[REDACTED]

<http://www.gmintegratedcare.org.uk/>

Please note: If you require any reasonable adjustments to meet with me, contact me or to attend a meeting I am arranging, please let me know in advance and I will help put arrangements in place.



From: [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>

Sent: Monday, November 6, 2023 12:57 PM

To: [REDACTED] <[\[REDACTED\]@wiganboroughCCG.nhs.uk](mailto:[REDACTED]@wiganboroughCCG.nhs.uk)>; [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>;

Clarkson, Ann <[Ann.Clarkson@wigan.gov.uk](mailto:Ann.Clarkson@wigan.gov.uk)>; [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>;

[REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>; [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>

Subject: FW: BYOU Documents

Thanks for this [REDACTED], the MOU draft in particular is helpful, and I am very grateful for the hard work the young people have put into all these documents supported by you, [REDACTED] and our WYZ colleagues.

In terms of the history and my own knowledge, I wasn't aware that BYOU had a formal constitution structure. Be good to meet with you, [REDACTED] to understand this some more and how it fits for the future. If you can suggest some dates that would be great.

After that I think myself and [REDACTED] would be keen to come to a BYOU session to have a catch up and particularly agree the MOU.



\_\_\_\_\_

\_\_\_\_\_

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From: [REDACTED]@wiganboroughCCG.nhs.uk>

**Sent:** Monday, November 6, 2023 12:10 PM

To: [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>; [REDACTED]  
[REDACTED]@wigan.gov.uk>; [REDACTED]@wiganyouthzone.org>

**Subject:** BYOU Documents

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Hi All,

I hope this email finds you well.

The work of BYOU has continued and we are able to share the documents above.

In the first instance the group are keen to understand your thoughts and feelings and look to further develop the relationships and curriculum.

The group have spoken about multiple things over the last few months and have been hard at work reviewing their role, their workstreams and their vision for group. The young people have also recently spoke and met with WYZ staff to discuss their experiences which was positive and has led to many follow up discussions.

The group have many key members who play a pivotal role in ensuring and enabling the wider group. With this there is hope that elections will be ran to establish the key roles currently vacant within the constitution. BYOU however wish to work collaboratively and draw upon your thoughts along the way to ensure the continued smooth collaborative working that we have seen to date.



There have been opportunities raised that the group would like to pose:

- **Managing a budget** – one of the roles within the constitution is treasurer and as with other groups BYOU are keen to understand whether there will be any devolved budget for them to spend as part of their key curriculum work. Would this be a possible discussion [REDACTED] ensuring the campaigns and training arm continue to be viable.
- **Raising funds or applications/grants and where to bank these.** The group are aware that within the constitution they would be able to open their own bank account, however we have discussed that groups in the past have done this and there have been challenges in regards to young people leaving who were signatories etc. the group have expressed they would welcome opportunity to have conversations with supporting services such as Wigan Youth Zone to see if you [REDACTED] [REDACTED] could host funds on behalf of the group therefore opening up more opportunities to fund the work undertaken across the year. Equally this would open up scope for joint ventures to ensure LGBTQIA+ young people receive support across the borough.

If you wish to share any feedback with the group via email, please feel free to do so, if you feel a meeting to discuss and move this conversation forward would be of benefit please share some dates and we will take back to the group for discussion.

Regards

[REDACTED]

<http://www.gmintegratedcare.org.uk/>

Please note: If you require any reasonable adjustments to meet with me, contact me or to attend a meeting I am arranging, please let me know in advance and I will help put arrangements in place.



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[REDACTED]

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**From:** [REDACTED]@theproudtrust.org>  
**Sent:** 30 June 2023 09:51  
**To:** [REDACTED]  
**Subject:** Re: BYou

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Thanks [REDACTED], this is useful to understand the context. Hopefully it reassures you to know we have some of the same issues as I bring our groups back to a youth provision rather than a 121 support group.

I have reached out to the group and had no response which tells me they are happy.

I'm meeting with the parent next week so I'll touch base with you again after that.

Take care  
[REDACTED]

On Fri, 30 Jun 2023 at 09:12, [REDACTED]@wigan.gov.uk> wrote:

Hi [REDACTED], thanks for your email and checking in with us.

The group has been continuing to run weekly with the involvement of an additional TYSS worker and a Wigan Youth Zone member of staff. It has not been easy though and there have been a few weeks where a young person (not always the same one) has presented in mental health crisis which has then needed an extensive safeguarding response on the night and as follow up in the days after. I suspect the complaint might be related to this.

One of my reflections has been a that culture had become established in BYOU over the past couple of years where young people have come to share things that are troubling them and their mental health struggles (often separating off into 1-1 conversations with certain staff), rather than something that is more balanced with a greater focus on positive group activities and coping strategies in a safe, supportive space. At the moment, the group is working collectively on planning for Wigan Pride and this feels a bit more positive and celebratory – and in the last couple of weeks there hasn't been the same level of safeguarding concerns. A summer programme of activities outside of the usual delivery base is also being planned which I think is a good move.

One thing that we are still to develop is a new 'memorandum of understanding' with the group in response to concerns they had about potential equality impact as WYZ came on board as a co-facilitator. We asked the group to draft something that we could then consider in terms reassurances they wanted and commitments they were seeking in terms of future delivery. I don't know if this is something you could support them with pulling together?

Happy to have a catch up conversation with you if easier to talk some of this through and it is always helpful to get your perspective!

Ta [REDACTED]



[REDACTED] – Targeted Youth Support Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

*Please note that I choose to work flexibly and often outside of core hours. On this basis, I do not expect to receive a response outside of core hours.*

[www.wigan.gov.uk](http://www.wigan.gov.uk)



>>Corporate Logo<<



From: [REDACTED]@theprouddtrust.org>  
Sent: Thursday, June 29, 2023 12:12 PM  
To: [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>  
Subject: BYou

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Hi both,

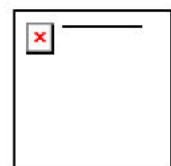
I hope you are both well and enjoying the sunshine.

Just checking in about the group, I have received another complaint from a parent so wondered if you needed any additional support.

I look forward to hearing from you.

Kind regards

[REDACTED]



[REDACTED]

[REDACTED]

@theprouddtrust.org | 07944181442

[REDACTED]

---

**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** 04 September 2025 16:03  
**To:** [REDACTED]  
**Subject:** RE: BYOU

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Great – good luck!

Yes, of course – if there is anything current, we would want to know about it and put measures in place.

Dead names - it would be a training issue rather than any organisational policy. As mentioned, we need legal names for membership, but I can see little reason as to why we would need to use it thereafter.

Safety – our aim would be to try and integrate the provision within the main WYZ session, however if there are safety reasons why this might be problematic then we would be happy to find a solution that works.

[REDACTED] [REDACTED]  
[REDACTED]  
[REDACTED]



[REDACTED]



[REDACTED]



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Wigan Youth Zone, Parsons Walk, Wigan, WN  
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From: [REDACTED]@wigan.gov.uk>

Sent: 04 September 2025 14:58

To: [REDACTED]@wigan.gov.uk; [REDACTED]

[REDACTED]@wigan.gov.uk

Subject: RE: BYOU

Hi [REDACTED], yes it is today!

Would you think the issue is historical. If they give current examples can I say we have a commitment to understand and work through this from a WYZ perspective to find a positive resolution? Thank you [REDACTED]

[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]



From: [REDACTED]@wigan.gov.uk>  
Sent: 04 September 2025 14:48  
To: [REDACTED]@wigan.gov.uk>; [REDACTED]@wigan.gov.uk>  
Subject: RE: BYOU

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Hi [REDACTED]

Thanks for this.

It will be interesting to see what comes from the young people themselves when you meet with them, to know whether this is current or past experiences – do you have a date in the diary for this meeting?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]



[REDACTED]



[wiganyouthzone.org](http://wiganyouthzone.org)

Wigan Youth Zone, Parsons Walk, Wigan, WN1 1AA  
Registered Charity No. 1134451





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Sent: 04 September 2025 12:19

To: [redacted]@wigan youthzone.org>; [redacted]  
[redacted]@wigan youthzone.org>

Subject: FW: BYOU

Hi both, just to confirm that Colette and I are meeting with the BYOU group tonight to discuss future direction. We have had a further email from [redacted] presenting some specific issues (from his perspective). A couple of them relate (1<sup>st</sup> and last) to WYZ and I know we have covered before but can you just give me a brief form of words to refer to tonight if these come up? Ta [redacted]

- Young people are being asked to reveal “**dead names**” in public contexts .
- Being told that “**BYOU isn’t a place to discuss your issues.**”
- Young people reporting that **BYOU no longer feels safe**, their **voice isn’t heard** and that they **fear being asked to leave** if they say anything wrong.
- Pride **speeches** are being **censored or edited** in ways that erased young people’s authentic experiences and perspectives, particularly around trans identities and the recent Supreme Court ruling.
- Entrance **processes at the Youth Zone** changing multiple times, in ways that **breach confidentiality** and risk outing young people by association.

**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** 09 September 2025 15:30  
**To:** [REDACTED]  
**Subject:** RE: BYOU

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Hi

Thanks for the update – encouraging to hear that the visit was mainly positive and there is interest in WYZ taking over the provision from the young people.

- please let us know when might work for you.

Warm regards,




[wiganyouthzone.org](http://wiganyouthzone.org)

Wigan Youth Zone, Parsons Walk, Wigan, V  
1RU

Registered Charity No. 1134451





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**From:** Clarkson, Ann  
**Sent:** 09 September 2025 14:50  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** BYOU

Hi [REDACTED]

As promised – an update re BYOU.  
Following the really successful Pride event, [REDACTED] and Colette visited BYOU last week. On the whole the visit was positive and any of the concerns the young people had were addressed.  
It might be helpful to catch up with [REDACTED] to get some more detailed feedback.  
I would suggest that following this the next steps will be to have a joint conversation with the group with a view to establishing a timeline for the group to come to WYZ – lots of opportunities for a complete refresh.  
I will speak to commissioning about addition to contract and get the ball rolling.

Speak soon and thank you Ann

>><<



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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 24 September 2025 13:51  
**To:** [REDACTED]  
**Subject:** BYOU

**Importance:** High

Hi [REDACTED], as part of planning the transition of BYOU from the council to WYZ, [REDACTED] and I would like to meet the group on 9<sup>th</sup> October if that is OK? We will be clear with the group that the running of it will transfer from one organisation to another but on a day-to-day basis they will not see much change in how it currently operates – other than staffing.

There will be a period where I would like you to support the transition by remaining involved once the 2<sup>nd</sup> member of WYZ staff who will co-facilitate the group starts in post. The timeline for this is likely to be the new person starting in post in Mid Nov and then you can support them and [REDACTED] with the group transition until Xmas.

In the background, this will also involve sharing with WYZ colleagues how our current referral processes for the BYOU work, so they can decide if they want to replicate or develop something different.

Once the group transfers to WYZ, this will mean that [REDACTED] will either need to stop volunteering on the group ([REDACTED]) or apply to be a volunteer under the auspices of WYZ. We need to think about how we develop that conversation with [REDACTED]

So, for now, it is OK for us to come to the group on 9<sup>th</sup> October and if so what time shall we get there for?

Thanks [REDACTED]

[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 16 October 2025 11:42  
**To:** [REDACTED]  
**Subject:** Re: BYOU

Thanks [REDACTED], this is really helpful, [REDACTED]

Sent from [Outlook for iOS](#)

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**From:** [REDACTED]@wiganyouthzone.org>  
**Sent:** Wednesday, October 15, 2025 5:49:04 PM  
**To:** [REDACTED]@wigan.gov.uk>  
**Cc:** Clarkson, Ann <Ann.Clarkson@wigan.gov.uk>; [REDACTED]@wiganyouthzone.org>  
**Subject:** Re: BYOU

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Hi [REDACTED],

Apologies for delayed response, I have been out of office since Thursday. A number of our staff completed the BYOU delivered training at Leigh Youth Hub a while ago now but following the concerns that were raised I believe. We are also doing a full team training in November which will have a focus on inclusive practice/LGBTQIA. I am also on my uni course with the head of youth work at The Proud Trust (who is a former WYZ colleague) so I will discuss the current situation with him and ask for some advice/guidance as a leader in LGBT+ inclusive work, although I don't think there are any legitimate concerns in regards to practice.

Some changes were made to our CRM system Salesforce again some time ago (I believe the deadnaming complaint is from well over a year ago) and following direct consultation with the BYOU group, to allow us to better access preferred name so that 'dead naming' wasn't happening. Dead naming is something our staff are conscious of not doing and I haven't been made aware of any more recent issues with this. I'm not sure if this is what the councillor is suggesting young people were upset about or if the upset was more of the changes?

Thanks

[REDACTED]  
[REDACTED]



[REDACTED]

[REDACTED]

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**From:** [REDACTED]@wigan.gov.uk>  
**Sent:** 10 October 2025 09:00  
**To:** [REDACTED]@wiganyouthzone.org>  
**Cc:** Clarkson, Ann <Ann.Clarkson@wigan.gov.uk>  
**Subject:** FW: BYOU

Hi [REDACTED], are you able to give me any update to the below so that I can respond to [REDACTED]?

Ann – have we got a contract specification that we have shared with WYZ yet? I know we have not needed to do a tender.

Ta [REDACTED]

[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]





**From:** Eastoe, Jess CLLR <J.Eastoe1@wigan.gov.uk>  
**Sent:** 10 October 2025 08:58  
**To:** [REDACTED]@wigan.gov.uk  
**Cc:** Anderton, Dane CLLR <Dane.Anderton@wigan.gov.uk>  
**Subject:** BYOU

Hello [REDACTED]

Please can I have a copy of the project plan for the merger/tender of BYOU to Wigan Youth Zone? I had specifically asked for workforce training for WYZ staff after there had been issues around trans inclusion and bullying that Ann and Collette were looking into. Has that training been delivered? If so by who?

Has there been a change in systems regarding dead naming young people on entry to the building?

I had YP contact me late last night very upset. Unfortunately, I was asleep so have only replied to them this morning.

Kind regards,  
**Councillor Jess Eastoe**  
(She/her)  
**Tyldesley & Mosley Common ward**

*Please note that I have a full time job in addition to my councillor role, so replies maybe slower than expected.*

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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 16 October 2025 15:07  
**To:** [REDACTED]  
**Subject:** RE: Training

Thanks [REDACTED] I appreciate your reasoning and so let's just work on the training package at the moment and I will have further conversations in the background.

I will liaise with WYZ colleagues to come back with some potential dates before Xmas (is Nov or Dec best?). I think we will be able to use WYZ as a venue to deliver the training – suitable for up to 20 colleagues.

Thanks [REDACTED]

[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]



---

**From:** [REDACTED]@theprouddtrust.org>  
**Sent:** 16 October 2025 14:55  
**To:** [REDACTED]@wigan.gov.uk>  
**Cc:** [REDACTED]@theprouddtrust.org>; [REDACTED]  
[REDACTED]@theprouddtrust.org>  
**Subject:** Re: Training

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Hi [REDACTED]

Thanks for getting back to me so quickly. In terms of training, this could happen this side of Xmas in all likelihood. Without knowing how much and what type of consultation would be needed, it's difficult to cost that, or say if we would have the capacity to deliver it.

The joint delivery model works really well for us in other areas. The suggestion of a three month support period is disappointing, I was rather hoping that it could be a longer term solution for the BYou provision, the initial 12 months proving its value. All things considered - not least disruption to our existing groups to pull staff across, as well as the internal work to make all this happen, I think we will have to decline the offer of a three month codelivery agreement. If you can find a budget to get a 12 month agreement back on the table, we're all in.

Many thanks  
[REDACTED]

On Thu, 16 Oct 2025 at 14:11, [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)> wrote:

Hi [REDACTED], thanks so much for pulling together a proposal so quickly and the thought that has gone into this.

I did have a conversation with my DCS and AD yesterday to get their perspectives ahead of receiving something from you. There was an appreciation that some transitional support from the Proud Trust alongside training could be very beneficial. They felt that this could be in the form of some bespoke training for WYZ and REACH staff and some consultation support in the period between now and Xmas where we are planning for WYZ to become the sole facilitator of the group in the new year.

Beyond the new year, I think the view is that a 3-mth period of transitional support from the Proud Trust working alongside WYZ in delivery would be sufficient, given the group meets weekly. I think this would also be more realistic for us in terms of a funding position.

Is that something that you feel you could work to and if so, would you be able to send me a revised quote that also includes the training within it? I would then put that forward for a decision.

Thanks [REDACTED]

[REDACTED]  
[REDACTED] REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]



From: [REDACTED] <[REDACTED]@theprouddtrust.org>

Sent: 16 October 2025 10:02

To: [REDACTED] <[REDACTED]@wigan.gov.uk>

Cc: [REDACTED] <[REDACTED]@theprouddtrust.org>; [REDACTED] <[REDACTED]@theprouddtrust.org>

Subject: Re: Training

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Hi [REDACTED]

I've been thinking about our conversation, chatting to our youth work manager and having a play with a spreadsheet! I do think the co-delivery model makes a lot of sense for the long term benefit of the group and youth worker practice.

I think the only fair and practicable way is to offer an uplift of one day to one of our youth work team for a 12 month period. A day we count as 7.5 hours - the sessions are 2 hours, presumably with 30 mins either side for prep and debrief. We'd need to account for our team member getting there, this is an hour each way by public transport. I know we spoke about WYZ doing all the admin and referrals, but we would need to record session activity here too to demonstrate our impact across all our work. There is a bit spare in that for planning and maybe some outreach, but not very much at all.

I've worked out a budget that strips almost everything out of what we would usually include in a partnership model and as you can see, we would need over half of your £15K overall budget to make this work:



Wigan	Units per week	Cost per unit	Total for year (inc on costs for staffing)
Youth Worker	7.5	14.46	£6,767.28
Youth Work Manager	1	18.91	£1,179.98
Food/Snacks			0
Youth work Resources			0
Young people Travel			0
Contribution to centralised youth work activities eg Youth Summit, Pride events, trips		4	0
Staff Travel = mileage rate x miles x number of sessions	10.00	50	500
<b>Total Project expenses</b>			£8,447.26
<b>With 20% contribution</b>		£1,689.45	£10,136.72

We might be able to reduce this slightly if WYZ could cover our staff annual leave, others might have further suggestions. While we spoke about this being a short term arrangement, I'd be keen to not limit this, because if it works, we might as well keep doing it. So all of that is some initial food for thought.

In terms of training, I would suggest the full day [LGBTQ+ Inclusion course](#). If we do this in-person (recommended) we can deliver in WYZ from group sizes of 20 people. We can tailor some of the action planning section to meet some of the specific concerns that have been rallied over email recently. The cost of this is £1000 plus VAT.

To my mind, the ideal would be to do both of these things. But I will leave those things with you to discuss on your side.

Let me know what you think, and if a further call would be useful.

Best wishes

██████

On Tue, 14 Oct 2025 at 17:09, ██████████ [@wigan.gov.uk](mailto:██████████@wigan.gov.uk) wrote:

Sorry yes should have said! It is every Thursday from 6pm – 8pm and the venue is at Wigan Youth Zone, thanks ████████

██████████ – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: ██████████



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From: ██████████@theproudtrust.org>  
Sent: 14 October 2025 16:52  
To: ██████████@wigan.gov.uk>  
Subject: Re: Training

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Hi ██████████

Good to chat - a further question to help us work things out - is there a set day of week and time when BYOU happens?

Thanks

██████████

On Fri, 10 Oct 2025 at 15:33, ██████████@wigan.gov.uk> wrote:

That will be brilliant – thanks ██████████ and will send you a teams now, ta ██████████



[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]



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From: [REDACTED] <[\[REDACTED\]@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>  
Sent: 10 October 2025 15:31  
To: [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>  
Subject: Fwd: Training

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Hi [REDACTED]

I hope that you are well. I've just intercepted this email as I have received a likely related email from Wigan Pride earlier today.

I can help you with training absolutely, I used to be the Training Manager so I can advise on that. It might also be useful to chat around the other issues which I know have been going on for a little while now.

Can you do online on Tuesday anytime between 1pm and 4pm next week? If so, just put in a meeting link and I'll see you then.

Best wishes

[REDACTED]

----- Forwarded message -----

From: **Training Team** <[training@theprouddtrust.org](mailto:training@theprouddtrust.org)>  
Date: Fri, 10 Oct 2025 at 15:21  
Subject: Fwd: Training  
To: [REDACTED] <[\[REDACTED\]@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>

----- Forwarded message -----

From: [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>  
Date: Fri, 10 Oct 2025 at 15:04  
Subject: Training  
To: [training@theprouddtrust.org](mailto:training@theprouddtrust.org) <[training@theprouddtrust.org](mailto:training@theprouddtrust.org)>

Hello, I am enquiring to have a conversation about your training offer and to see what options there might be to deliver this for my service and also a partner organisation. Is it possible to arrange a call next week to discuss? Thanks [REDACTED]

[REDACTED] – REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ  
Tel: [REDACTED]



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**From:** [REDACTED]  
**Sent:** 17 October 2025 09:10  
**To:** Eastoe, Jess CLLR  
**Cc:** Anderton, Dane CLLR; Clarkson, Ann; Dutton, Colette  
**Subject:** RE: BYOU

Good morning Cllr Eastoe, you may be aware that there has been several different correspondences in the past week seeking similar clarifications and assurances. We have been working on ensuring there is an overarching response for everyone that responds to all the questions raised. I think our intention is to share this by the end of the day or first thing next week.

Thank you for your patience, [REDACTED]

[REDACTED] REACH - Safeguarding Adolescent Service  
Wigan Council  
Life Centre (South Site), College Avenue, Wigan, WN1 1AJ

Tel: [REDACTED]



---

**From:** Eastoe, Jess CLLR <J.Eastoe1@wigan.gov.uk>  
**Sent:** 17 October 2025 08:53  
**To:** [REDACTED]@wigan.gov.uk  
**Cc:** Anderton, Dane CLLR <Dane.Anderton@wigan.gov.uk>  
**Subject:** Re: BYOU

Good Morning [REDACTED]

I note I have not had a reply or any communication with the information I have requested - despite Democratic Services contacting me to say I will receive one.

Kind regards,

**Councillor Jess Eastoe**

(She/her)

**Tyldesley & Mosley Common ward**

*Please note that I have a full time job in addition to my councillor role, so replies maybe slower than expected.*

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**From:** Eastoe, Jess CLLR  
**Sent:** Friday, October 10, 2025 8:57:39 AM  
**To:** [REDACTED] <[REDACTED]@wigan.gov.uk>  
**Cc:** Anderton, Dane CLLR <Dane.Anderton@wigan.gov.uk>  
**Subject:** BYOU

Hello [REDACTED]

Please can I have a copy of the project plan for the merger/tender of BYOU to Wigan Youth Zone? I had specifically asked for workforce training for WYZ staff after there had been issues around trans inclusion and bullying that Ann and Collette were looking into. Has that training been delivered? If so by who?

Has there been a change in systems regarding dead naming young people on entry to the building?

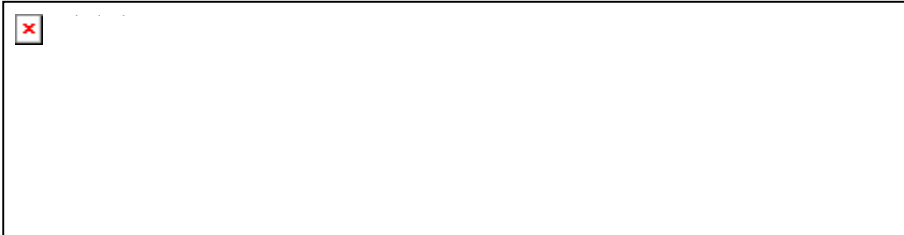
I had YP contact me late last night very upset. Unfortunately, I was asleep so have only replied to them this morning.

Kind regards,  
**Councillor Jess Eastoe**  
(She/her)  
**Tyldesley & Mosley Common ward**

*Please note that I have a full time job in addition to my councillor role, so replies maybe slower than expected.*

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>><<



[REDACTED]

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**From:** Dutton, Colette  
**Sent:** 17 October 2025 14:17  
**To:** 'Wigan Pride'  
**Cc:** Mckenzie-Folan, Alison  
**Subject:** FW: Response to Concerns Regarding BYOU

Dear [REDACTED]

Thank you for your email and taking the time to share your questions and concerns regarding the future delivery of BYOU. I want to acknowledge from the outset the value of the group and the importance I know it holds for LGBTQ+ young people and their families across Wigan. The feedback from yourself and others in recent days is welcomed, and I hope to provide clarity and reassurance about the proposed developments and how we intend to manage these in the response below.

Last week, as you know, [REDACTED] Wigan Youth Zone (WYZ), and [REDACTED], met with the BYOU group. They shared that after Christmas it is our intention for WYZ to deliver BYOU via an amendment to the current contract managed and monitored by Wigan Council. This arrangement will ensure continued council oversight and accountability, whilst furthering the partnership we have already established over the past two-years where WYZ colleagues have been involved in the delivery of BYOU.

I understand [REDACTED] and [REDACTED] explained the rationale behind the decision, including the potential opportunities it presents for greater independence, sustainability, and growth. I am told that they also assured the group that the current delivery format of BYOU sessions would remain consistent after the transition, including continuing to facilitate the group from the same venue on the same day and same time.

Within this discussion they also emphasised that:

- A transition period will be in place until Christmas to support a positive handover. This will mean that [REDACTED] ([REDACTED]) will continue to support session delivery in this period. I can also additionally confirm that we remain committed to seeking the support and expertise of the Proud Trust during this transition.
- WYZ is currently in the process of recruiting another Youth Worker who will be in post before Christmas and will then co-facilitate BYOU with [REDACTED] in the new year. This means there will continue to be two youth workers facilitating every group session.
- Whilst a decision has been taken, the young people will have influence in the transition process and the future delivery. There is also the opportunity for involvement in the current recruitment process.
- There will be the opportunity for the BYOU group to be involved in future contract monitoring arrangements to ensure this continues to influence the provision and delivery in line with agreed expectations.



- [REDACTED] and [REDACTED] spent time answering questions from the main group and then speaking with a smaller group afterwards. Whilst they acknowledged that change can be difficult and encouraged the young people to work with us to ensure a positive transition, they were also clear that this change will have no direct impact on what the young people currently experience in terms of venue, time and staffing capacity.

I do hear and understand that not everyone felt reassured. I want to reiterate, however, that the council remains committed to ensuring LGBTQ+ young people can continue to receive dedicated, safe, and affirming support.

In terms of proposed commissioning and governance arrangements, for clarity:

- The budget for the group is £15,000 per annum and it is being moved under the umbrella of existing commissioned youth services through WYZ to offer greater resilience.
- We sought advice and confirmed that a formal tender process was not required, as WYZ is already a trusted provider commissioned by the council. This will therefore be an amendment to their existing contract.
- The group already runs from WYZ and is supported by their staff, so in terms of day-to-day experience, there should be no material change for young people attending, including the day, time, and length, as well as the venue. As there is no material change to the delivery and format of the group, we are not required to complete an Equality Impact Assessment.

In response to other specific questions outlined in your email and recent similar correspondence from others:

- **Training:** We are working with WYZ to confirm that staff have received appropriate training to support quality delivery. This could involve the commissioning of some bespoke training via the Proud Trust. Details will be shared once confirmed.
- **Transition support:** The transition is being carefully managed to maintain the quality of support between now and Christmas. We will continue to monitor and evaluate this.
- **Project Oversight & Monitoring:** A monitoring framework will be established between the council and WYZ. We welcome input from young people and other appropriate stakeholders in this process once established.
- **Systems & processes:** These are being reviewed to ensure there is a smooth transition of referral process arrangements for the group. We will provide further details shortly. Regarding joining the group, we also want to reassure that previous concerns in relation to deadnaming are believed to be from some time ago and since then, following consultation with BYOU members, changes in registering with WYZ have been made to allow better access to preferred names so deadnaming doesn't happen. This was confirmed by young people directly to me, when I met with them a few weeks ago. They said that the two occasions that this had occurred had been a number of months ago and were in a specific set of circumstances.
- **Building access:** Building access and safety issues will continue to be kept under review by WYZ to ensure this is well managed. Group members are encouraged to report any circumstances of unacceptable behaviour towards them by other young people to workers who will address this appropriately. Furthermore, if group members are highlighting any other safety or participation concerns to colleagues outside of the council or WYZ then we would respectfully ask that they are encouraged to speak directly with workers from our services so we can support.

To conclude, I want to reiterate that we are committed to continuing to involve young people during this transition period. This will help provide a space for open dialogue and reassurance, as we

embark on this phase of BYOU’s journey. Thank you again for raising these questions and concerns and I hope that our responses provide greater clarity and assurance about the future of this important group for our LGBTQ+ young people.

Kind regards,

Colette

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Wigan Council







>>><<



[REDACTED]

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**From:** Dutton, Colette  
**Sent:** 17 October 2025 14:13  
**To:** Eastoe, Jess CLLR  
**Cc:** Anderton, Dane CLLR  
**Subject:** FW: Response to Concerns Regarding BYOU

Dear Cllr Eastoe,

Thank you for your email and taking the time to share your questions and concerns regarding the future delivery of BYOU. I want to acknowledge from the outset the value of the group and the importance I know it holds for LGBTQ+ young people and their families across Wigan. The feedback from yourself and others in recent days is welcomed, and I hope to provide clarity and reassurance about the proposed developments and how we intend to manage these in the response below.

Last week, as you know, [REDACTED] Wigan Youth Zone (WYZ), and [REDACTED], met with the BYOU group. They shared that after Christmas it is our intention for WYZ to deliver BYOU via an amendment to the current contract managed and monitored by Wigan Council. This arrangement will ensure continued council oversight and accountability, whilst furthering the partnership we have already established over the past two-years where WYZ colleagues have been involved in the delivery of BYOU.

I understand [REDACTED] and [REDACTED] explained the rationale behind the decision, including the potential opportunities it presents for greater independence, sustainability, and growth. I am told that they also assured the group that the current delivery format of BYOU sessions would remain consistent after the transition, including continuing to facilitate the group from the same venue on the same day and same time.

Within this discussion they also emphasised that:

- A transition period will be in place until Christmas to support a positive handover. This will mean that [REDACTED] will continue to support session delivery in this period. I can also additionally confirm that we remain committed to seeking the support and expertise of the Proud Trust during this transition.
- WYZ is currently in the process of recruiting another Youth Worker who will be in post before Christmas and will then co-facilitate BYOU with [REDACTED] in the new year. This means there will continue to be two youth workers facilitating every group session.
- Whilst a decision has been taken, the young people will have influence in the transition process and the future delivery. There is also the opportunity for involvement in the current recruitment process.
- There will be the opportunity for the BYOU group to be involved in future contract monitoring arrangements to ensure this continues to influence the provision and delivery in line with agreed expectations.
- [REDACTED] and [REDACTED] spent time answering questions from the main group and then speaking with a smaller group afterwards. Whilst they acknowledged that change can be difficult and

encouraged the young people to work with us to ensure a positive transition, they were also clear that this change will have no direct impact on what the young people currently experience in terms of venue, time and staffing capacity.

I do hear and understand that not everyone felt reassured. I want to reiterate, however, that the council remains committed to ensuring LGBTQ+ young people can continue to receive dedicated, safe, and affirming support.

In terms of proposed commissioning and governance arrangements, for clarity:

- The budget for the group is £15,000 per annum and it is being moved under the umbrella of existing commissioned youth services through WYZ to offer greater resilience.
- We sought advice and confirmed that a formal tender process was not required, as WYZ is already a trusted provider commissioned by the council. This will therefore be an amendment to their existing contract.
- The group already runs from WYZ and is supported by their staff, so in terms of day-to-day experience, there should be no material change for young people attending, including the day, time, and length, as well as the venue. As there is no material change to the delivery and format of the group, we are not required to complete an Equality Impact Assessment.

In response to other specific questions outlined in your email and recent similar correspondence from others:

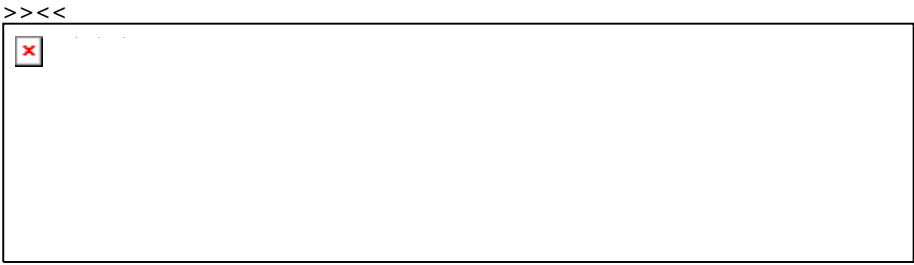
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- **Systems & processes:** These are being reviewed to ensure there is a smooth transition of referral process arrangements for the group. We will provide further details shortly. Regarding joining the group, we also want to reassure that previous concerns in relation to deadnaming are believed to be from some time ago and since then, following consultation with BYOU members, changes in registering with WYZ have been made to allow better access to preferred names so deadnaming doesn't happen. This was confirmed by young people directly to me, when I met with them a few weeks ago. They said that the two occasions that this had occurred had been a number of months ago and were in a specific set of circumstances.
- **Building access:** Building access and safety issues will continue to be kept under review by WYZ to ensure this is well managed. Group members are encouraged to report any circumstances of unacceptable behaviour towards them by other young people to workers who will address this appropriately. Furthermore, if group members are highlighting any other safety or participation concerns to colleagues outside of the council or WYZ then we would respectfully ask that they are encouraged to speak directly with workers from our services so we can support.

To conclude, I want to reiterate that we are committed to continuing to involve young people during this transition period. This will help provide a space for open dialogue and reassurance, as we embark on this phase of BYOU's journey. Thank you again for raising these questions and concerns

and I hope that our responses provide greater clarity and assurance about the future of this important group for our LGBTQ+ young people.

Kind regards,

Colette





**From:** Clarkson, Ann  
**Sent:** 29 October 2025 18:19  
**To:** Clarkson, Ann  
**Subject:** Formal Concerns Regarding BYOU Transition, Safeguarding Failures, and Request for Information

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**From:** [REDACTED]@theproudtrust.org>  
**Sent:** 21 October 2025 13:37  
**To:** Wigan Pride <[info@wiganpride.com](mailto:info@wiganpride.com)>  
**Cc:** [REDACTED]@theproudtrust.org>; Eastoe, Jess CLLR <[J.Eastoe1@wigan.gov.uk](mailto:J.Eastoe1@wigan.gov.uk)>; Anderton, Dane CLLR <[Dane.Anderton@wigan.gov.uk](mailto:Dane.Anderton@wigan.gov.uk)>; S [REDACTED] <[youthfocusnw.org.uk](mailto:youthfocusnw.org.uk)>; Wigan LGBT <[wiganlgbt@hotmail.com](mailto:wiganlgbt@hotmail.com)>  
**Subject:** Re: Formal Concerns Regarding BYOU Transition, Safeguarding Failures, and Request for Information

You don't often get email from [rachel.williams@theproudtrust.org](mailto:rachel.williams@theproudtrust.org). [Learn why this is important](#)

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Hi [REDACTED]

I hope that you are well. Just to keep you updated on some things that we have been involved in. [REDACTED] contacted us last week with a view to booking some training for WYZ staff. I intercepted that email and met with him, we discussed not only training, but the ongoing issues and the possibility of a joint delivery model between WYZ and The Proud Trust. A joint delivery model works well for us in other GM areas.

[REDACTED] informed me that there was a £15K budget for the BYOU provision per year. I worked out a budget for a joint delivery model which would cost us approximately half of this, uplifting one of our staff members by one day per week and accounting for travel only. I quoted separately for training.

[REDACTED] came back and suggested that three month joint delivery would suffice. We had in mind a longer term arrangement for sustainability, so I have declined to quote for a three month arrangement, but would come back in if a 12 month arrangement could be considered. I've sent some days that LGBTQ+ awareness training could happen in December.

Best wishes  
[REDACTED]

On Mon, 20 Oct 2025 at 13:08, Wigan Pride <[info@wiganpride.com](mailto:info@wiganpride.com)> wrote:

Hello,

I hope this email finds you well.

I am emailing following the information below, sent on Friday 10th October, following some concerning and distressing conversations with LGBTQIA+ young people of Wigan.

I have recently received a response from Colette Dutton, Director of Children's Services of Wigan council which in my opinion, fails to alleviate concerns over feelings in process, in particular their lack of engagement with young people throughout the decision-making process.

I seek your support as regional partners of not only BYOU but of Wigan Council. You have all in many ways been actively involved in the work BYOU has undertaken in the last few years. BYOU young people now feel alone, isolated, dismissed and now scared to take any action for fear of repercussions (a young persons words)

In this email I have included people who I believe would stand for young people, who would engage in a conversation based on youth democracy in Greater Manchester and who would, if necessary, challenge a council that is doing too and not with. it simply isn't ok that this process goes unchecked.

I specifically ask:

- Cllr Dane Anderton (Portfolio holder for Children), i would like you to respond with your next steps and actions on the governance of this process including the lack of any PSED/EQIA analysis.
- YouthFocusNW speaks to the council in respect of the Lundy model/Children's Rights under UNCRC to broker the partnership and encourage the council to collaborate with CYP. (MYPs of Wigan aren't even aware this is happening) Its being done to a minority group.
- [REDACTED], I hope that you yourselves are able to reach out and seek to support the council to recognise the impact their decision will and is having on young people who see BYOU as a safe space, a haven to safely explore, be and develop as young people.

BYOU is a group for activism, for social change and challenge. young people fear losing all of this and the LA simply aren't taking this seriously enough.

I reach out once again to ask you to stand up for BYOU, stand with them in support to ensure that any due process is done legally and following the process, procedures and policies that Wigan Council should follow.

I hope to hear from you very soon on this matter.

Kind regards,

**Wigan Pride Team**

**Wigan Pride**

Wigan Life Centre South, Floor 3  
PO BOX 100,  
WN1 3DS

[www.wiganpride.com](http://www.wiganpride.com)

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----- Forwarded message -----

From: **Wigan Pride** <[info@wiganpride.com](mailto:info@wiganpride.com)>

Date: Fri, 10 Oct 2025, 14:30

Subject: Fwd: Formal Concerns Regarding BYOU Transition, Safeguarding Failures, and Request for Information

To: [REDACTED] <[\[REDACTED\]@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>, [REDACTED] <[\[REDACTED\]@theprouddtrust.org](mailto:[REDACTED]@theprouddtrust.org)>, [REDACTED] <[\[REDACTED\]@youthfocusnw.org.uk](mailto:[REDACTED]@youthfocusnw.org.uk)>, [REDACTED] <[\[REDACTED\]@youthfocusnw.org.uk](mailto:[REDACTED]@youthfocusnw.org.uk)>, Jess CLLR <[j.eastoe1@wigan.gov.uk](mailto:j.eastoe1@wigan.gov.uk)>, Dane CLLR <[Dane.Anderton@wigan.gov.uk](mailto:Dane.Anderton@wigan.gov.uk)>, Wigan LGBT <[wiganlgbt@hotmail.com](mailto:wiganlgbt@hotmail.com)>

## 1. Overview of Events

On 9th Oct 2025, BYOU members reported that Wigan Council's [REDACTED] attended a youth session unannounced and informed them that BYOU would be merging with Wigan Youth Zone.

Young people were reportedly unaware of this visit and not consulted on the decision. They were also told that [REDACTED], recently appointed under a dedicated contract to support BYOU, would no longer continue in her role.

Multiple young people described the interaction as hostile, leaving several distressed and unwilling to return. This represents a serious breakdown of trust, safety, and safeguarding in a group serving one of the borough's most vulnerable cohorts.

## 2. Key Issues and Alleged Breaches

### A. Breach of Participation and Youth Voice Frameworks

- Reported comment by [REDACTED]: *"Sometimes adults have to make tough decisions."*
  - Contrary to Wigan Council's adoption of the Lundy Model of Participation, which guarantees that young people are given *space, voice, audience, and influence* in decisions affecting them.
  - **Breaches:**
    - UNCRC Articles 12 and 13 – Right to be heard and express views freely.
    - Wigan Council Participation Strategy (2024–25) – Commitment to co-design and youth-led decision-making.
  - Council had previously given written assurances (from Alison McKenzie-Folan and [REDACTED], 2023) that BYOU would be fully consulted and co-design any service changes.

### B. Breach of Equality Legislation and Statutory Duties

- **Equality Act 2010:**

- BYOU represents young people with *protected characteristics* (sexual orientation, gender reassignment).
- No Equality Impact Assessment (EQIA) or Public Sector Equality Duty (PSED) assessment was completed before the merger decision.
- Failure to assess the impact on a protected group constitutes a breach of Section 149 of the Equality Act (duty to eliminate discrimination and foster equality).

- **Safeguarding:**

- Failure to follow Working Together to Safeguard Children (2023) requirements by not assessing risk before withdrawing or altering the safe space.
- Reports of “deadnaming” young people in sessions — a practice that constitutes harassment under the Equality Act and carries severe mental health and safeguarding implications.
- No risk assessments or referral pathways in place following the decision.

### **C. Breach of Contractual and Governance Commitments**

- **Broken promises:**

- 2023 assurances that BYOU would remain youth-led, retain venue/times, and continue to have equality assessments completed were not upheld.
- Staffing commitments (FTE and G7 roles) and follow-up meetings promised in 2024 were not delivered.

- **Governance and oversight concerns:**

- Unclear whether this decision was properly approved through the Children’s Services leadership or Scrutiny Committee.
- Possible breach of local governance and transparency requirements under the Local Government Act 1972.

### **3. Impact on a Vulnerable Cohort**

The actions taken have significant detrimental effects on LGBTQ+ young people in Wigan:

<b>Area</b>	<b>Impact</b>
<b>Safety and Trust</b>	Six young people have withdrawn from BYOU citing fear and anxiety. Safe space compromised.
<b>Mental Health</b>	Risk of social isolation, depression, and trauma reactivation due to loss of affirming environment.
<b>Safeguarding</b>	Reports of inappropriate questioning (deadnaming) and breaches of confidentiality.
<b>Representation and Inclusion</b>	Youth voices disregarded, contrary to council’s own participation strategy and national youth work standards.
<b>Equality and Compliance</b>	No evidence of PSED or EQIA; removal of staff without due process disproportionately impacts a protected group.



These failures undermine BYOU's long-standing role as a lifeline service for LGBTQ+ youth, contributing to community resilience, peer support, and civic engagement (e.g. Pride, training, and schools outreach).

#### 4. Lundy Model of Participation – Breach Summary

<b>Space</b>	Safe and inclusive space to express views	- BYOU space compromised through abrupt merger and loss of trusted staff.
<b>Voice</b>	Right to express views freely	- Young people not consulted before decision.
<b>Audience</b>	Decision-makers must listen	- Council representatives made decisions in private meetings without youth representation.
<b>Influence</b>	Views must inform decisions	- “Adults have to make tough decisions” dismisses youth influence entirely.

#### 5. Freedom of Information Request

A formal **FOI** has been submitted requesting:

- All Equality Impact Assessments, consultation records, governance papers, legal advice, staffing rationales, and communications between Wigan Council, REACH, and The Proud Trust from January 2023–present.
- The response is expected within **20 working days** under the **Freedom of Information Act 2000**.

#### 6. Recommended Actions and Next Steps

1. **Immediate safeguarding review** of the impact on BYOU members, including mental health support and restoration of a safe environment.
2. **Emergency multi-agency meeting** (Wigan Council, REACH, Wigan Youth Zone, BYOU, Proud Trust, and Wigan Pride) to restore trust and co-produce a transition plan.
3. **Equality Impact Assessment (retroactive)** to be completed and shared with all partners.
4. **Formal governance review** by **Cllr Dane Anderton** and consideration of scrutiny committee referral.
5. **Engagement with Professor Laura Lundy** to review adherence to her participation model.
6. **Regional notification** to GM partners (Proud Trust, GM Youth Assembly, Youth Focus NW) regarding the breaches in process and participation standards.

#### 7. Closing Statement and ask

This situation represents a serious failure of equality, participation, and safeguarding duties. BYOU has for decades served as a critical protective factor for LGBTQ+ young people in Wigan. Its effective dismantling without consultation or due process places young people at risk, undermines trust in public services, and contradicts both legal obligations and the values of inclusion that Wigan Council espouses.

Regional oversight and independent scrutiny are now required to safeguard the rights, welfare, and voices of these young people. We seek your support to check and challenge the Wigan Council Children's services and join us in ensuring voice matters, legislation is followed and a fair process is undertaken.

Kind regards,

**Wigan Pride**

Wigan Life Centre South, Floor 3  
PO BOX 100,  
WN1 3DS

[www.wiganpride.com](http://www.wiganpride.com)

[www.facebook.com/officialwiganpride](https://www.facebook.com/officialwiganpride)

[www.twitter.com/wiganpridelgbt](https://www.twitter.com/wiganpridelgbt)

[www.instagram.com/wiganpride](https://www.instagram.com/wiganpride)

----- Forwarded message -----

From: **Wigan Pride** <[info@wiganpride.com](mailto:info@wiganpride.com)>

Date: Fri, 10 Oct 2025 at 14:08

Subject: Formal Concerns Regarding BYOU Transition, Safeguarding Failures, and Request for Information

To: Dutton, Colette <[Colette.Dutton@wigan.gov.uk](mailto:Colette.Dutton@wigan.gov.uk)>, [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>, [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)>, Jess CLLR <[j.eastoe1@wigan.gov.uk](mailto:j.eastoe1@wigan.gov.uk)>, Dane CLLR <[Dane.Anderton@wigan.gov.uk](mailto:Dane.Anderton@wigan.gov.uk)>, [REDACTED] <[\[REDACTED\]@yahoo.com](mailto:[REDACTED]@yahoo.com)>, Wigan LGBT <[wiganlgbt@hotmail.com](mailto:wiganlgbt@hotmail.com)>

Dear Colette, [REDACTED], and colleagues,

I am writing in response to a number of messages I received last night from BYOU members and a volunteer while I was attending the Festival of Hope event at The Mill.

I was informed that [REDACTED], attended the BYOU session and informed the group that BYOU would be merging with the Wigan Youth Zone. Young people reported that they were not made aware in advance that [REDACTED] would be attending. They were also informed that [REDACTED] who had only recently been appointed under a specific and detailed contract to work with the LGBTQ+ group, would no longer be continuing in her role.

According to multiple young people, this announcement was delivered with hostility and met with visible distress. Six members have since contacted me directly to say that they no longer feel safe or able to return to BYOU, citing fear, anxiety, and a sense of being dismissed. This risks social isolation, deteriorating mental health, and the loss of a critical safe space for LGBTQ+ young people in Wigan.

Several young people shared that when [REDACTED] was questioned about the lack of consultation and the broken promise of co-design made in 2023, his reported response was that “sometimes adults have to make tough decisions.” This comment, if accurate, reflects a fundamental disregard for the Lundy Model of Participation, which Wigan Council has formally adopted and is bound to uphold. It also contradicts UNCRC Articles 12 and 13, guaranteeing young people’s right to be heard in decisions that affect them.

### **Failure to Follow Due Process**

There is clear evidence that:

- No meaningful engagement or consultation has taken place with BYOU young people about this transition.
- Commitments made by both [REDACTED] and Alison McKenzie-Folan in 2023 to ensure BYOU remained youth-led and fully consulted on any service change have not been honoured.
- The Council has failed to undertake a Public Sector Equality Duty (PSED) assessment or Equality Impact Analysis, despite the service involving a protected characteristic group (sexual orientation and gender reassignment under the Equality Act 2010).
- The safeguarding implications of dissolving or altering BYOU without referral processes have not been considered in line with Working Together to Safeguard Children (2023).
- Earlier concerns raised by young people and professionals around Wigan Youth Zone, the ongoing processes of BYOU have not been addressed. Young people have now stated they feel they cannot attend BYOU

This process appears to have been done to, rather than done with, young people, a breach not only of your participation framework but also of your own Participation Strategy and the Council's Children's Services improvement commitments.

The timing of this communication on the eve of World Mental Health Day, in Hate Crime week and the month of Hope was deeply insensitive given the vulnerabilities of the young people involved. BYOU has historically provided vital protection and belonging for those at greatest risk of marginalisation.

### **Freedom of Information (FOI) Request**

Please treat this section as a formal Freedom of Information request under the Freedom of Information Act 2000. I request disclosure of the following within the statutory timeframe:

1. Copies of all Equality Impact Assessments or Public Sector Equality Duty assessments relating to the proposed move or merger of BYOU.
2. Any communications, meeting notes, or reports discussing the decision to move BYOU under Wigan Youth Zone or alter its delivery structure.
3. The tendering or commissioning documentation and governance papers relating to this change, including decision-makers and dates.
4. Records of consultation, engagement, or correspondence with BYOU young people or volunteers prior to the decision being announced.
5. Any risk assessments or safeguarding considerations undertaken before informing young people of the change.
6. Copies of the current and previous job descriptions for staff assigned to BYOU, including the rationale for changes to staffing allocation.
7. Any legal or equality advice sought by the Council or REACH in relation to this decision.
8. Minutes or summaries of internal Children's Services leadership meetings where BYOU's future was discussed.
9. Whether this proposal has been subject to scrutiny committee review and, if so, copies of those reports or minutes.
10. All correspondence between Wigan Council, REACH, and The Proud Trust or other external partners regarding the governance or leadership of BYOU from January 2023 to present.

### **Next Steps**

Given Alison's email in 2023, I will be writing directly to Alison to highlight council officers' failures to meet her expectations/agreed expectations as set out in the emails shared below..

I intend to share this email and the reported events with regional partners, including The Proud Trust, Greater Manchester Youth Assembly, and others involved in regional youth participation. Young people have also asked that Professor Laura Lundy be made aware of how her model is being misapplied in practice. This follows an email in 2023 in which Laura Lundy responded to the group.

I continue to offer support, guidance, and a partnership to the Council and wider partners. However, as [REDACTED] and a long-standing youth work practitioner, I must formally record my serious concern that Wigan Council's actions represent a failure of process, participation, and equality compliance.

I would also formally request that Councillor Dane Anderton, as Portfolio Holder for Children's Services, has oversight of this issue and considers whether this decision has been made through an appropriate governance route or if it should be referred to the Children and Young People's Scrutiny Committee.

Following previous correspondents, I received a response from Collette stating a meeting was not required. I would like to state that as a partner of BYOU who play a vital role on the development and delivery of Wigan Pride I am upset that engagement of the group, parents and its stakeholders were not included in any conversation. I strongly urge you to consider calling a meeting for all concerned parties to come together and discuss the council's actions on this matter.

As open and transparent as we continue to be, I am sharing previous emails reassuring YP that a process would be followed.

[REDACTED]:

Begin forwarded message:

On Saturday, June 3, 2023, 9:31 am, [REDACTED] <[\[REDACTED\]@wigan.gov.uk](mailto:[REDACTED]@wigan.gov.uk)> wrote:

Hi [REDACTED], thanks for getting in touch. I think when we last met, I asked the group to start on this by completing a draft BYOU memorandum of understanding that would help highlight any impacts on equality that are foreseen and you would want to see avoided now that we have asked (and they have started) Wigan Youth Zone to co-deliver BYOU (the main delivery change since [REDACTED] left the council). Once I have this, I can then work with the council to consider what we can or can't guarantee and then meet with you all to provide clear feedback.

Some important things we have established so far for confirmation:

- TYSS/Wigan Council will continue to have overall responsibility for delivery of BYOU including managing referrals & suitability for group.
- The venue, time and day will remain as current.
- Access to BYOU will be free for all members.
- [REDACTED] from TYSS is also now part of the BYOU delivery team.

Let me know if this acceptable to the group as a way to move forward and gain the clarity you all require.

Thanks [REDACTED]

Sent from Outlook for iOS

From: [REDACTED] <[\[REDACTED\]@yahoo.com](mailto:[REDACTED]@yahoo.com)>

Sent: Thursday, June 1, 2023 7:40:59 PM



To: [REDACTED]@wigan.gov.uk>

Subject: EQiA plan for BYOU

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Good evening,

I'm unsure if you remember myself but I am [REDACTED] one of the spokes people for BYOU. As per our prior meetings we discussed an EQiA being put in for BYOU and I was wondering on behalf of the group as to whether there has been further progress to the planning/development of this. Would you be able to contact myself back please so I can share with the group the development of the EQiA. If there have been no developments then could we please arrange another meeting with yourself and any other relevant parties at BYOU please.

Thank you,

[REDACTED]

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**Alison McKenzie-Folan:**

On Thursday, March 9, 2023, 6:15 pm, McKenzie-Folan, Alison <[A.Mckenzie-Folan@wigan.gov.uk](mailto:A.Mckenzie-Folan@wigan.gov.uk)> wrote:

Dear [REDACTED]

Thank you for your e-mail on behalf of BYOU. I've been liaising with colleagues following the meeting that took place in February and understand that the following reassurances were provided in relation to some of the key concerns raised:

- The venue for BYOU would not change unless the group decided this in the future.
- The day and time would not change unless the group decided this in the future.
- The age limit (13-19) would not change unless the group decided this in the future.
- Under the new arrangements the BYOU project would continue to be accessed for free for members at the point of delivery.
- The new delivery arrangements will be a genuine partnership between TYSS and BYOU.
- TYSS will continue to lead on managing new referrals and the suitability to join BYOU. It will not be direct, open access to support group confidentiality and dynamics.
- BYOU and Wigan Youth Zone can still support Pride independently, whilst optimising the partnership opportunities.
- TYSS will complete a Council Equality Impact Assessment based on feedback presented by the BYOU representatives, written correspondence shared and any future meetings held with the group as we develop the new delivery arrangements. This Equality Impact Assessment will be shared.

I understand that [REDACTED] and [REDACTED] are to be invited back to meet with BYOU representatives and further consultation will take place and your views considered as we establish the revised delivery arrangements.

We are confident that this new arrangement will benefit the BYOU group overall and can mark a new, exciting chapter in the history of a well-respected and important project that enables young people from the LGBTQ+ community to feel well supported and safe and to have influence.

Many thanks

Regards

Alison

Alison Mckenzie-Folan  
Chief Executive of Wigan Council and  
Place Lead for Health and Care Integration (Wigan), NHS Greater Manchester Integrated Care

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The 2 emails above clearly state the actions and intentions that we believe have not been met with no clear rationale, insight or due process.

I would also like to highlight that EQIA was discussed and agreed back in 2023 as was a follow up meeting in early 2024 as stated in an email [REDACTED] shared with [REDACTED], I have been informed neither were produced or met.

I look forward to receiving acknowledgement of this request and to the timely provision of the information requested under FOI legislation.

Kind regards,

[REDACTED]

Wigan Pride

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On Tue, 9 Sept 2025, 11:20 Dutton, Colette, <[Colette.Dutton@wigan.gov.uk](mailto:Colette.Dutton@wigan.gov.uk)> wrote:

Hi [REDACTED],

Just wanted to confirm that as part of the planned move to the Youth Zone for BYOU we have picked up the issues that you raise below. I went to meet the young people on Thursday last week, I didn't want to go before Pride as I know that was taking a lot of their time and I wanted to be able to thank them also. The conversation was really positive and useful in moving things forward and there a number of points that we will work with the Youth Zone and the young people on. They are a great bunch as you know and at this stage I don't feel a larger meeting is needed as they were able to share both the great stuff and also the more difficult experiences they have had at points, with myself and [REDACTED].

I just wanted to acknowledge the fact that nothing was done for [REDACTED] and apologise, this was an oversight. I think you know that [REDACTED] and unfortunately this impacted on arrangements. I have asked that [REDACTED] great support and impact is acknowledged, and the team will sort that out with the young people over the next few weeks and make sure something is received.

Many thanks Colette

**From:** Wigan Pride <[info@wiganpride.com](mailto:info@wiganpride.com)>

**Sent:** 03 September 2025 17:18

**To:** Dutton, Colette <[Colette.Dutton@wigan.gov.uk](mailto:Colette.Dutton@wigan.gov.uk)>; Wigan LGBT <[wiganlgbt@hotmail.com](mailto:wiganlgbt@hotmail.com)>;

Eastoe, Jess CLLR <[J.Eastoe1@wigan.gov.uk](mailto:J.Eastoe1@wigan.gov.uk)>; [REDACTED] <[REDACTED]@yahoo.com>;

@wigan.gov.uk>: [REDACTED] @wigan.gov.uk>:

[@wigan.gov.uk](mailto:@wigan.gov.uk)>; Anderton, Dane CLLR <[Dane.Anderton@wigan.gov.uk](mailto:Dane.Anderton@wigan.gov.uk)>;

[@wigan.gov.uk>](mailto:); [REDACTED] [@wiganyouthzone.org](mailto:);

[@wigan.gov.uk](mailto:)>; Lisa <[lisa.nandy.mp@parliament.uk](mailto:lisa.nandy.mp@parliament.uk)>

**Subject:** RE: Resignation from BYOU – A Difficult Decision

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Hi all,

Firstly, thank you for all the messages and I'm grateful that many of you attended this year's Pride event. Arguably our best year yet.

I'm sure you will join me in celebrating the success of our 10th year. From start to finish, the event was a huge success, with our largest ever parade seeing approx. 800 people march through Wigan and our stages were rammed with audiences all day.

Congratulations to BYOU for pulling off an amazing Believe Stage with an array of amazing talent. Its great to see their tenacity, resilience and commitment to Wigan especially given the challenges they have faced over the past few months.

### **Reflection on Concerns Raised/[REDACTED] Departure**

I've taken time to consider a response and wish to firstly reflect on [REDACTED] original email. It is disappointing that no one has asked [REDACTED] to discuss their concerns or resignation face to face or

offer an opportunity to reconsider. [REDACTED] has certainly not been left with an option, given a sheer lack of positive and proactive intervention. This leaves me feeling sad after the long-term commitment and support they have given. This is another valued BYOU volunteer who has left following challenging circumstances, This reflects poorly on REACH and how you safeguard relationships with young people and those who give up their valuable time building positive relationships.

It is also disappointing to know that REACH did nothing to mark Toni leaving after circa 10-year commitment to BYOU and the service supporting countless events and opportunities; they didn't even receive an email from REACH leadership. This further reinforces Toni's concerns and highlights a clear disconnect between management and this volunteer.

I'll now move on to the concerns identified in [REDACTED] email and that were raised directly with me on the day of pride by young people who attend BYOU

Concerns raised by BYOU members and volunteers in recent weeks which are deeply troubling:

- Young people are being asked to reveal “**dead names**” in public contexts.
- Being told that “**BYOU isn't a place to discuss your issues.**”
- Young people reporting that **BYOU no longer feels safe**, their **voice isn't heard** and that they **fear being asked to leave** if they say anything wrong.
- Pride **speeches** are being **censored or edited** in ways that erased young people's authentic experiences and perspectives, particularly around trans identities and the recent Supreme Court ruling.
- Entrance **processes at the Youth Zone** changing multiple times, in ways that **breach confidentiality** and risk outing young people by association.

These are not minor miscommunications, issues or concerns – they amount to a disregard for safeguarding, equality duties, and the trust young people place in the service. This has challenged my own values and expertise as a youth worker who fundamentally upholds the National Occupational Standards of Youth Work and the UNCRC in particular:

Articles:

- 2- **Non-discrimination**,
- 3 - **Best interest of the child**,
- 8- **Protection of identity**,
- 12- **Right to be heard**,
- 13 - **Freedom of expression**

It is well documented that LGBTQQIA+ young people are more at risk than other protected characteristics from multiple forms of abuse in society.

These include:

- **Mental Health Issues:** LGBTQ+ youth are more likely to experience mental health problems such as depression, anxiety, and suicidal thoughts. This is often due to discrimination, homophobia, and social rejection.
- **Health Disparities:** LGBTQ+ youth face significant health disparities, including higher rates of STIs, poor mental health outcomes, and experiences of violence.
- **Violence and Bullying:** LGBTQ+ youth are at greater risk of experiencing hate crimes and bullying, which can lead to severe emotional and physical harm.
- **Discrimination:** LGBTQ+ youth are more likely to face discrimination in healthcare, employment, and other areas of life, which can lead to avoidance of necessary treatments and increased stress.
- **Social Isolation:** The LGBTQ+ community often faces social isolation and rejection, which can contribute to mental health issues and other vulnerabilities.

These factors highlight the need for targeted support and resources for LGBTQ+ youth to help them navigate the challenges they face in society. BYOU has been that space for many years, ran effectively, BYOU can continue to meet the needs and progress, Equality, Inclusion and diversity across our borough

On reflection, I sit a little conflicted; as [REDACTED] a partner of Wigan Council and the BYOU group, as stated in multiple documents including your recently published [Participation Strategy Report 2024-2025](#).

It would be remiss of me not to advocate, challenge and enable a group like BYOU to be central in this conversation and plans moving forward. They play a pivotal role for so many, beyond the group; their influence stretches into Foster Carer training, saving thousands per annum on training costs for children's services. They run and develop a school network directly and indirectly offering support through information and guidance to the 46,080 children across our secondary school provision. It could be estimated (according to national statistics ) that 10% of these young people could identify as LGBTQQIA+, equating to a reach of **4608** young people in our borough who, through the positive work of BYOU over the years, can feel seen, heard and part of a wider community. BYOU beyond this has been influential in supporting the set-up of the LGBTQQIA support groups, such as We are Explorers, Work in Higher Fold, through a young person who is now working within Higher Fold Works. they have been involved in regional and national strategy development and shared their lived experience feedback to a parliamentary committee on the Gender Recognition Act a few years ago.

Personally and professionally, the severity of requesting “Dead names” of young people breaches multiple levels of safety, compassion, dignity and human rights. There are ways and means of establishing birth names for council records, after all BYOU is over 30 years old. Methods have been tried and tested, one being the induction form, which allowed young people to self-express and share details which are required by the Council's Children's services in order to protect them and identify them. To be asked in a pronoun introduction to identify deadnames breaches every fundamental pillar of what BYOU stands for. This caused significant alarm and distress to the young people, and it simply cannot happen again.

“Deadnaming can influence a transgender person's state of mind and mental health.

More specifically, here are some of the devastating [deadnaming mental health effects](#):

- A sense of invalidation and rejection of the gender identity.
- Feeling unwanted.
- Being chronically stressed out about being socially accepted and safe in public.
- After being deadnamed, a transgender individual may get uncomfortable with or completely stay away from specific people, places, and/or events.
- A reduced sense of self-worth.
- Depression.
- Suicidal thoughts and/or behaviours.

The negative effects above could be felt whether a trans person was deadnamed on purpose or by error.” [Deadnaming in the UK - UK Deed Poll Office](#)

This act of deadnaming or seeking a dead name in a public forum such as group, could and should constitute discrimination; in my opinion, it is that serious...

The practices leading to the feelings of young people shared with me throughout the day of Pride are alarming and concerning. No one attending any provision should feel the way many of them do.



I did send an email shortly before Pride asking whether the speech had been censored by any REACH staff and im yet to receive an answer. I would hope not but given that young people shared they had not been given the opportunity to add elements following my meeting with them (evidence attached)

I made a commitment to the young people of BYOU when I left. My commitment was that I would stand with them [REDACTED], advocate, support and enable them to remain central to the event. I would support and enable them to be effective as a voice and influence group in the borough for as long as that is what they wanted. this followed a clear promise made by [REDACTED] in a meeting with them that offered reassurance, support and engagement along every step of the way.

In a previous meeting, I shared with Collette some information and also a letter by a previous young person from BYOU highlighting a number of issues. I asked Collette to take some control. Your response to me (Collette) was that you had control over the situation. Sadly, this has now escalated to this. It's equally concerning that in the meeting I asked you personally, as [REDACTED] and previous [REDACTED] employee of children's services to go along and speak to BYOU young people yourself to establish their thoughts and feelings as a group. It appears you have yet to visit.

### Relevant UK Legislation and Guidance

It is important to be clear that there are **statutory duties** and **national guidance** that should guide your approach to working with BYOU, a protected characteristic group:

- **Equality Act 2010** – protects trans young people under the protected characteristic of “gender reassignment.” Services must not discriminate and should actively foster inclusive practice.
- **Children Act 1989 & 2004** – places safeguarding as paramount. Creating safe spaces for LGBTQIA+ young people is a safeguarding issue, not a discretionary one.
- **Working Together to Safeguard Children (2023 update)** – requires that all services consider identity and diversity as integral to children's safety and wellbeing.
- **Keeping Children Safe in Education (DfE, 2023)** – reinforces the duty to protect LGBT+ young people from harassment and to create affirming, respectful environments.

Given the content of my email and the concerns raised I have compiled a small yet reflective suggested resource list for staff and volunteers

- *Trans Inclusion Toolkit for Greater Manchester Schools* – [The Proud Trust - Home of LGBT+ Youth](#)
- *Setting Up Your Own LGBT+ Youth Group* – The Proud Trust
- [Homepage | Stonewall: Creating LGBT-Inclusive Services](#)
- *NHS England: Addressing Health Inequalities in LGBTQ+ Populations*
- [Working together to safeguard children 2023: statutory guidance](#)
- [LGBT Foundation – A national charity with LGBTQ+ health and wellbeing at the heart of everything we do.](#)
- [Hidden Figures: LGBT Health Inequalities in the UK – LGBT Foundation](#)

I would encourage all Reach staff, Wigan Youth Zone and volunteers receive and implement these resources as part of mandatory practice, running an LGBTQIA youth provision requires knowledge, understanding and a willingness to listen as with any youth provision. The impact general life has on any child or young person today is stressful, challenging and full of ups and downs, amplify that by up to 10% and that is what is faced by many children and young people who identify and navigate the world identifying as LGBTQIA+.

### Next Steps

Given the seriousness of these concerns, and to prevent further breakdowns in relationships and trust, I am requesting that a joint meeting be held involving BYOU young people, Reach staff, council representatives, and external partners (including Wigan Youth Zone, Wigan Pride, Pride in Leigh and if it is deemed necessary that specialist support is required, then consider inviting The Proud Trust).

This meeting should:

- Provide space for young people to safely share their experiences directly or indirectly.
- Establish a clear plan aligned with statutory duties, the group's MoU, Terms of reference and constitution
- Rebuild trust between BYOU members and those charged with supporting them.

I want to work with you all to ensure that the group rebuilds, reconnects and reaffirms its position as a strength of unity and progress for Wigans LGBTQQIA young people who wish to have a voice in shaping positive and meaningful change. Connecting people to opportunities, meet with decision-makers and continue to steer the direction of Wigan Pride for the next decade. To do this we must reflect and repair the relationships both at the group and across the partnership

### **Reflections on Wigan Pride 2025**

Finally, I want to clarify and reflect on Saturday's event. Wigan Pride 2025 was indeed a huge success and should be remembered as such. Regarding the stage issue, I spoke directly with BYOU backstage. They explained that they had been told to leave the stage, and that they did not realise they could remain. I told them that they could return and that the choice was theirs. Virginia had already started her speech by this point.

The young people were incredibly apologetic, and I reassured them: "It's ok, don't worry, it's a miscommunication – come to the front and listen." They then did so. This left Virginia isolated on stage, and understandably, she began her address by saying, in shock: *"All my fellow speakers are leaving the stage."*

While the young people later reflected that the day had been very positive overall, this incident highlights the importance of clear communication and ensuring that young people are not inadvertently placed in positions that compromise their inclusion or visibility.

**In summary:** Wigan Pride remains a powerful and unifying event, but the issues raised about BYOU require urgent and collective attention. We cannot risk eroding the safe space and trust that so many young people depend on.

To do this we must collectively support the group, many times I have offered support and guidance, whilst I would not consider myself to be an expert in the world of LGBTQQIA+ rights and identities I certainly spent over a decade working towards a sound, evidence based level of knowledge and comprehension founded on commitment, empathy, understanding and providing safety for young people to explore, something I fear has dropped off the radar for BYOU.

I feel that I raise these concerns [REDACTED] with 20 years experience of working in Wigan with some of the most deprived and oppressed characteristics.

I offer help, support, guidance, and good will. I want us to be able to move to a place and space that reignites the fire of a shared vision of Equality, Diversity and Inclusion and most importantly stability for BYOU. With only 1 staff member apportioned 9 hours to the role of running a group of this nature given the resource that was available some 18 months ago I'm keen to understand the rationale and the equality impact this has had. It was said that BYOU would be involved in any decisions about changes. [REDACTED] promised BYOU in the last weeks I was there that whoever took my

role (FTE) would join BYOU and support previous worker [REDACTED] equating to 1 and a half G7 (FTE). This was not done. BYOU needs equitable resources to flourish and I'm keen to understand the plans for BYOU short, mid and long-term.

I look forward to hearing from you in due course.

Kind regards,

[REDACTED]

**Wigan Pride**

Wigan Life Centre South, Floor 3  
PO BOX 100,  
WN1 3DS

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Kind regards,

## **Wigan Pride Team**

### **Wigan Pride**

Wigan Life Centre South, Floor 3  
PO BOX 100,  
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Kind regards,

**Wigan Pride Team**

### **Wigan Pride**

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