



Closed Groups Why do we have them?

Changes Bristol understands that people belonging to marginalised groups experience particular challenges because of the oppression they face, and they may need specific safe spaces to explore their mental health and experiences of oppression with others who share their experience.

For this reason, Changes Bristol operates several closed support groups that are reserved for people from particular communities. These include our **Women's Group, Men's Group & LGBTQ+ Group**. Changes Bristol recruits staff and volunteers who have lived experience of the characteristics highlighted by these groups and reserves the right to recruit specifically from these communities as it forms an occupational requirement for these roles.

We are always looking for ways to make our spaces safer and have opened these groups by request of members and volunteers. **Anyone who identifies as part of the community the closed group serves is welcome to attend.** They operate under the same ground rules as all of our other groups, and are subject to the same guiding principles and safeguarding measures to ensure that everyone remains safe. The groups also have the opportunity to add to the ground rules as appropriate for the specific community.

Members of the closed groups are of course welcome to attend general groups as well.

If you have any questions about these groups, don't hesitate to contact Service Managers Tara or Jess service@changesbristol.org.uk.