



Parc Cathays/Cathays Park
Caerdydd/Cardiff
CF10 3NQ
Ein cyf/Our
Ref:C274/2023/2024
Dyddiad/Date: 6 May 2025

Dear Ben Kernighan, on behalf of Galop.

Contract for: Galop Therapeutic and Advocacy Services for Survivors of Conversion Therapy.

Contract Reference: [D019/2025/2026](#), [C274/2023/2024](#)

Dear Ben

Please see the details of your recent Variation to contract.

I am pleased to inform you that Welsh Government's commitment to continue funding the support service for survivors of conversion practice in Wales for 2025/26, in line with our commitment set out in the LGBTQ+ Action Plan has been approved. This work will contribute towards the delivery of the Welsh Government's overarching Programme for Government commitment to ban conversion practices.

The Variation to Contract is awarded in accordance with the updated Specification, please see below: a Conditions of Service you have already received. The Variation to contract shall commence on 31 March 2025.

7. SERVICE OUTPUTS/OUTCOMES

Outputs:

- Recruitment/HR -continuation of 0.5 Full-Time Equivalent Welsh speaking advocate and support – focus on referral pathways in Wales, and 1:1 outreach with professionals and organisations for ½ day per week.
- Continue to fulfil capacity in Advocacy & Support management.

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- Clinical supervision for both manager and Individual Voluntary Arrangement Activities.
- Delivery of ongoing training for Gender Based Violence partners on conversion practices to aid identification and build referral pathways.
- Attendance at Banning of Conversion Practice meetings and networks and presentations to local adult and child safeguarding boards.
- Appropriately trained counselling staff.
- Translation of working agreement and outcome forms into Welsh – provision of assessment and contracted trauma informed counselling for survivors.
- Galop social media and joint Galop/Welsh Government communications on the service and the need for the service and impact – including announcement and updates/promotion.

Outcome Indicator Collection Method

- A diverse range of survivors from across Wales can access support for their experiences of conversion practices.
- Demographic and geographic data (and setting).
- Survivor Intake forms.
- Welsh Professionals better understand conversion practices.
- Increased confidence and understanding of conversion practices training feedback forms and referrals received from different agencies
- The lessons learnt from the 1st year Galop pilot programme end of year report are implemented in year two which ensures the service meets the needs of survivors of conversion practice.

Survivor engagement rates Salesforce data:

- Survivors are able to access counselling to help with trauma and dedicated safety planning and risk assessment.
- Safety plans completed WEMWEBS (Warwick-Edinburgh Mental Wellbeing Scale).
- Sessions delivered along with exit sessions feedback forms from Survivors. i.e. indicating they are safer as a result of Galop service.

Outcome Measure Plan and Milestones April 2025:

- Mobilise – sign contracts and meet with key stakeholders and agree project plan for Yr 2 “Specification – Services (Version 2.1 January 2023) Support Service for victims and survivors of conversion practices”.
- Arrange for referral forms, intake, consent forms, counselling working agreement and conversion therapy resources to be translated into Welsh.
- Agree key communications and announcements of continuation of programme to support our commitment towards the UK Government’s Banning Conversion Therapy Bill.
- Stakeholder engagement activity by Advocacy & Support Manager.

Q1 – 25/26

- Continuation of training with Welsh Gender Based Violence partners.
- Building of relationships to key safeguarding partners from VAWDASV team (Violence Against Women, Domestic Abuse and Sexual Violence).
- 1 social media post/blog on identification of conversion practices.

Q2- 25/26

- Attendance at pride events to share work.
- Continuation of referrals received to the service.
- Continuation of communications and links with LGBTQ+ networks across Wales.
- 1 social media post/blog.

Q3 – 25/26

- Evaluation report drafted for partners.
- Referrals received to the service
- 1 social media post/blog.
- Additional training with Welsh Gender Based Violence partners training/lunch and learn with LGBT networks across Wales.

Q4 – 25/26

- 1 social media post/blog.
- 15 referrals to counselling.
- Final impact report produced and presented to key stakeholders.
- Monitoring, evaluation and sustaining impact; Survivors will be asked about outcomes and impact of the victim support service using evidence-based prevention measures.
- Survivors will be assessed based on their hope/goals for the future, increased emotional regulation skills, increased community connection, and increased WEMWEBS scores (Warwick-Edinburgh Mental Wellbeing Scale).

Date	Action	Payment
June 2025	Q1 Monitoring Meeting	July 2025 £40,000
September 2025	Q2- Six Month Interim Evaluation of Service	October 2025 £15,000
December 2025	Q3 Monitoring Meeting	January 2026 £15,000
March 2026	Q4 Monitoring Meeting	March 2026 £9,867.09
31 March 2026	Contract ends or potential extension.	
		Total for the year £79,867.09

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The supplier will also collect data on:

- The demographics of the LGBTQ+ survivors that engage in advocacy and therapeutic Services.

Galop Therapeutic and Advocacy Services for Survivors of Conversion Therapy will provide a narrative report which details the impact of the service, including:

- The impact of the interventions on survivors that engage in project activities using a mix of validated tools and survivor-created outcomes questions (e.g. using WEMWEBS and measuring the power of using own experience to create change for others).
- Engagement data (active caseload/session numbers and completion rates).
- Outcomes data to be collected on client database 'Salesforce' from outcome measures completed at the start of engagement and at the end of interventions.

Galop to demonstrate the impact of this project through:

- Narrative funding and service reports.
- Case studies from our services Success metrics.

Advocacy Service:

- Research tells us that LGBTQ+ people are less likely to seek early interventions for abuse, leading to a greater complexity of need and increased risk of crisis. A lack of specialist support access in Wales (and across the UK more widely) means that LGBTQ+ people are likely to experience homelessness and mental health crisis, creating a social and financial cost of the abuse experienced by LGBTQ+ people which is often higher than that of other survivors. That's why by-and-for specialist organisations like Galop often tend to support victims/survivors in extreme levels of crisis.
- The second-year continuation of the project will aim to provide direct support to 60 victims across Wales within the second year; alongside service awareness, based on the Safe lives' recommendation of a maximum caseload of 60 per year for Independent Domestic Violence Advisor's.

Therapeutic Service:

In addition to direct support and capacity building, the supplier will provide access to a bilingual offering of therapeutic services for all Welsh victims and survivors.

Galop will aim to provide 15 clients therapeutic support for up to 24 sessions for each individual (alongside 20 hours for assessment).

I shall be in contact shortly to confirm the operational and administrative arrangements of the contract.

May I take this opportunity to thank all those involved for the time and effort invested in the tender.

SCON3

Welsh Government official:

Signature: _____ Date: _____

Galop official:

Signature: _____ Date: _____

Yours sincerely,

Nic Evans

Pennaeth Polisi LHDTC+ a Rhywedd
Llywodraeth Cymru

Head of LGBTQ+ and Gender Policy
Welsh Government

Rhagenwau: hi/iddi

Pronouns: she/her