**Loving Men+** is on a journey to become a community which is more accessible to Deaf, disabled, neurodivergent and chronically ill members – whether they are currently part of the community or hopefully will become soon!

LMNY has a dedicated Accessibility team. They can be contacted in advance to discuss any ways that the event can be made more accessible to you. It is always easier to adapt if we know this information in advance. Contact access@lovingmen.org

We think about **Access as a community practice**. There are many ways, large and small, formal and informal, that we can support each other in community. For those who have compromised immunity, this includes being aware of how Covid remains a very real concern for some, and how even colds and seasonal flu can be a major anxiety. That's why, below, we draw your attention to some things you can do to help those who are immune-compromised, and we share with you our **Covid, Cold & Flu Policy**.

In addition to asking you to be mindful of the different needs of your fellow participants, here are some of the things we are doing to make our community members more comfortable:

Flat-level access

The majority of meeting spaces, dining facilities and one accessible twin bedroom (and bathroom) are on the ground floor and are accessible to wheelchair users or those requiring flat-level access. If you require flat-level access you were asked to note this when registering. If you have not done this, please contact access@lovingmen.org immediately.

Sound and acoustics

We have been to Gaunts House before. With smaller rooms than some of our recent large events, we think that the venue is quite friendly to those who are hard-of-hearing. We will have a mic system for the main gatherings – and we will explore together whether the microphone is helpful or not in these sessions.

Mealtimes in the two dining rooms are the moments we think will be the most challenging for sound levels. That's why we have allocated a **quiet eating space**. This does not have to be a silent eating space, but we will encourage you to maybe have 1-2-1 conversations rather than group cackles!

Quiet Room

LMNY25 will be busy. We will have around 100 participants. The building will be filled with joy and laughter, as well as some tears.

To support those who value some quiet time we will have a dedicated Quiet Room in the main building. This space will be available at all times for you to have some peace and quiet. We'll share some guidelines for this space, but generally we ask you to keep any 1-2-1 conversations quiet, and respect a space for people to recuperate, meditate, and generally have some quiet time.

Guiding our way through the programme

We are currently finalising what will be a rich and exciting programme. Each day there are lots of sessions to choose from.

In addition to sharing written information on-site at Gaunts House, the website will list all of your choices – with information about the workshops and the workshop-leaders. Many of the workshop leaders will also share a short introductory video about their planned session.

And, if there is anything that is unclear in the programme, feel free to ask one of the Accessibility team to talk you through the programme.

**Covid, Cold and Flu Policy.**

Loving Men+ recognises that by gathering together we all have to accept a degree of risk pertaining to cold, flu and Covid in order to be together. We understand that each of us has different levels of susceptibility and comfort in relation to exposure to infection. These guidelines have been developed to ensure a practical approach to handling these illnesses in the run-up to a gathering.

We recommend all event participants take out travel insurance to cover you in the event of illness or disrupted travel plans.

We ask everyone to self-monitor for symptoms in advance of New Year's retreat so that, if necessary, we can problem-solve together.

To ensure the health and safety of all participants, we ask those who develop severe cold or flu-like symptoms or those who test positive for COVID-19 within five days of the retreat start date to stay home to prioritise community well-being.

If you are unable to attend due to illness, Loving Men+ offer the following options:

- A 50% refund on your Event & Accommodation tickets or;
- Up to 24 hours before the start of the event, your Event & Accommodation Tickets can be transferred to another person; you may nominate a replacement to take your place (in this case you agree with them any remuneration they will pay you directly - and the person should email info@lovingmen.org to let us know of the change and to complete a new booking procedure), or;
- If we have a waiting list for the event, and a willing potential participant, your Event & Accommodation Tickets can be transferred up to 24 hours before the event to a person on that list (in which case you will receive a refund minus £25 admin fee).

Please note:

- If you have severe cold or flu-like symptoms or test positive for COVID-19, we ask that you make a decision to withdraw by 5 pm on Sunday 28th December 2025 and inform us by email: info@lovingmen.org
- We reserve the right to request evidence of a positive COVID test or other medical symptoms.