

**Scottish Government
Equality Unit**

**Promoting Equality and Cohesion Fund
1 July 2017 – 31 March 2020
Application Form**

Large Grant Office Use only	
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Application Form: Promoting Equality and Cohesion Fund

Please read the Guidance Notes before completing this Word Form, together with the Excel Budget Form. Please make sure that you answer all the questions applicable. **The deadline for applications is midnight on Friday 17 March 2017.**

Section 1: Tell us about your organisation

1.1 Legal name of your organisation

LGBT Youth Scotland

1.2 Registered address for your organisation

Address 1	40 Commercial Street
Town	Edinburgh
County	City of Edinburgh
Postcode	EH6 6JD
Country	
Telephone	0131 555 3940
Email	info@lgbtyouth.org.uk
Website Address	www.lgbtyouth.org.uk

1.3 Main contact for this application

[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

1.4 Bank account details

Name of Bank	Royal Bank of Scotland
Account Name	LGBT Youth Scotland
[Redacted]	[Redacted]
[Redacted]	[Redacted]
No. of Signatories	4

1.5 The legal status of your organisation

Legal Status	Company Limited by Guarantee	Other Charity
Charity No.	SC024047	Company No. SC244805
In what year was your organisation established/granted charitable status? 2003		
Is your organisation a branch of another charity/body?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
If yes, name of parent company/body		

1.6 Is your organisation a Social Enterprise? Yes or No

1.7 Annual income

What was the income of your organisation in its last financial year? (Exclude any income for capital items such as buildings and equipment.)	£923,018.00
Please tick if you are a new organisation that has been operating for less than one year.	<input type="checkbox"/>

1.8 Geographical area

In which local authority area is your registered office based?	Edinburgh City
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1.9 What are the main aims and activities of your organisation?

ABOUT LGBT YOUTH SCOTLAND

LGBT Youth Scotland is a national youth and community-based organisation working toward the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) young people in Scotland. Key strategic outcomes:

- 🕒 LGBTI young people have opportunities to meet and socialise with their peer group in a safe, friendly and informal environment, with access to non-formal learning opportunities
- 🕒 Organisations and professionals understand the rights of LGBTI people and have the skills and knowledge to develop more inclusive services
- 🕒 Schools and the wider learning community are safe and welcoming environments LGBTI young people in order that they can become successful learners, confident individuals, responsible citizens and effective contributors

LGBT Youth Scotland (LGBTYS) leads over 20 youth groups across Scotland across 16 local authority areas and provides support for some of the most vulnerable LGBTI young people growing up in Scotland.

We are the largest training provider for school staff on LGBT awareness, delivering training to more than 1,200 teachers and 1,700 students in Initial Teacher Education between April and November this year alone.

More than 200 organisations are signed up to our LGBT Charter, which supports organisations to review their training, policy and practice and move towards robust LGBTI inclusion.

LGBT Youth Scotland also manages LGBT History Month in Scotland. Delivering key national events and providing information and guidance for event organisers, MSPs and the press; with more than 80 events taking place across Scotland each year.

We also have a core function to deliver policy work, research and influence/inform key decision makers; as well as creating opportunities for young people to have their voices heard.

1.10 Who are the people involved in your organisation?

How many Board members do you have?	9 board members
How many other volunteers are involved?	91 active volunteers
How many full-time staff are employed?	19 full-time staff
How many part-time staff are employed?	21 (8 part-time & 13 sessional)
In the last year, how many service users have benefitted from the work of your organisation?	<p>In the first 9 months of this year we have had 5,882 contacts with LGBT Young People. This has been through community-based group work, 1 to 1 support, national projects and national events.</p> <p>Over 600 different LGBTI young people engage with the organisation on a regular basis through groups & 1-2-1 support.</p> <p>More broadly we have had contact with over 2,650 young people through community and school engagement activities.</p>

1.11 Describe the make up of your Board of Trustees. Tell us about the skills and experience of your Board members and how you support them

LGBT Youth Scotland's National Board and CEO are responsible for organisational strategic direction and policy. Trustee expertise includes: managing change, human resources, financial management, fundraising, policy work, research, influencing decision makers and communications. The board has the following members (not including our CEO/ Company Secretary):

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

SUPPORT

- ⦿ During induction each member is given a 'Governance Pack' which outlines board member roles and responsibilities
- ⦿ The Company Secretary role is held by our CEO
- ⦿ Secretariat support is provided by LGBT Youth Scotland's Head of Business Support
- ⦿ Meetings are held quarterly with two sub-committees which scrutinise and make recommendations to the board on the organisation's finance and human resource management
- ⦿ Information is shared regularly with board members regarding performance against outcomes and financial performance
- ⦿ We facilitate consultation and engagement events with LGBTI young people and board members
- ⦿ Board members are also invited to LGBT Youth Scotland's key events to gain an understanding of our work in action

1.12 What active policies does your organisation have in place that guide your work?

LGBT Youth Scotland has robust policies which guide our approach to working with young people and community, managing staff and volunteers and our ethics.

Child Protection and Vulnerable Adults Framework which includes:

- Disclosures and Recruitment
- Record Keeping and Data Protections
- Confidentiality
- Lone Working and Professional Boundaries
- Whistle Blowing and Acting on Concerns of Abuse

HR Policies

- Conduct and Capability Policy & Procedure
- Grievance Policy
- Redundancy Policy
- TOIL Policy
- Adoption Policy
- Maternity and Paternity Policy

Volunteer Policy

- Overall Volunteer Policy
- Disclosure Scotland Policy (volunteers)
- Volunteer Problem Solving Policy

Equalities and Human Rights

- Equalities and Human Rights Policy
- Equalities and Human Rights Action Plan

1.13 Independent Referee

Provide details of an independent referee who knows the work of your organisation and/or the subject of this application

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

1.14 Where did you hear about this fund?

Scottish Government Equality Unit

Section 2: Tell us about your project

2.1 Name of project

LGBT Youth Scotland's National Programmes
'Addressing discrimination, engaging with LGBTI young people and building the capacity of professional and public bodies'

2.2 Project start date (dd/mm/yyyy) Project end date (dd/mm/yyyy)

01/07/2017

31/03/2020

2.3 Briefly describe your proposed project in only a few sentences and do not exceed six lines)

LGBT Youth Scotland will provide a programme of work that aims to reduce the discrimination experienced by LGBTI young people and the wider community; to build the capacity of public bodies to meet their needs; to engage directly with communities and provide opportunities for LGBTI young people to engage in civic Scotland. This will include policy and influencing work, engaging with schools and education authorities, co-ordination of LGBT History Month and the implementation of the LGBT Charter.

2.4 Please describe the need or issue that your project will address, including evidence of need

EVIDENCE OF NEED

Prejudice & Discrimination

- ➔ In LGBT Youth Scotland's 2012 'Life in Scotland for LGBT Young People' research, 88% of LGBT young people thought homophobia was a problem for Scotland. Women, bisexual people and transgender people were particularly likely to identify negative perceptions or experiences¹.
- ➔ Bias against LGB people is commonplace, with many people (30%) saying they would be unhappy if a family member formed a relationship with someone of the same sex, and 18% of them feeling gay men and lesbians would be unsuitable as primary teachers².
- ➔ Transgender people face high levels of discrimination: within the Scottish Social Attitudes Survey 55% of people said they would be unhappy with someone who cross-dresses in public forming a relationship with a close family

¹ Lough Dennell, B.L. and C. Logan (2015) *Life in Scotland for LGBT Young People: Community and Identity Report*. LGBT Youth Scotland

² Ormston et al. (2011) *Scottish Social Attitudes Survey 2010: Attitudes to Discrimination and Positive Action*.

member and 49% said the same of transsexual people who have had a 'sex change' operation³.

Safety

- ➔ LGBT people can be the victims of hate crime. Two thirds of lesbian, gay, bisexual and transgender people report that they have been verbally abused and one third have been physically attacked; worryingly, many do not report it to the police due to a fear of the response⁴.
- ➔ In our 2012 Life in Scotland survey, almost half of LGBT young people said that they were unaware of their rights under hate crime legislation. Only 54% said would feel confident reporting a hate crime; this dropped to 48.2% of transgender young people⁵. The preliminary findings from our 2017 survey, which currently has over 450 responses, show that young people are now less confident to report to the police: 34% of LGBT young people say that they would feel confident reporting a hate crime and 25% of transgender said they would.

Education

- ➔ LGBT young people report experiencing high levels of bullying in school settings and not feeling included. Our research shows that almost 70% of LGBT young people experience bullying in schools with transgender people facing an even harder time (77%)⁶.
- ➔ Young people report that teaching staff often do not challenge bullying when it occurs and most teachers report feeling ill equipped and untrained to support LGBT inclusion in schools. As a result 10% of LGBT young people leave education due to homophobia, biphobia or transphobia within the educational establishment⁷.
- ➔ The lack of inclusion and experiences of bullying behaviour in schools settings can have a long term impact on LGBT young people's lives; leading to poor attainment, a negative impact on their employment opportunities and an increased risk of suicidal thoughts and self-harming behaviours⁸.

Community

- ➔ Less than half (47.5%) of LGBT young people feel there are enough places where they can safely socialise and be open about their sexual orientation and gender identity⁹.
- ➔ Those from rural areas were least likely to think that their local area was a good place to live (27%) compared to 67% of LGBT young people in urban areas¹⁰.

³ *Ibid*

⁴ Guasp *et al.* (2013) *Homophobic Hate Crime: The Gay British Survey*. Stonewall & YouGov.

⁵ Lough Dennell, B.L. and C. Logan (2013) *Life in Scotland for LGBT Young People: Safety Report*. LGBT Youth Scotland.

⁶ Lough Dennell, B.L. and C. Logan (2012) *Life in Scotland for LGBT Young People: Education Report*. LGBT Youth Scotland.

⁷ *Ibid*

⁸ Guasp *et al.* (2012) *The School Report (Scotland)*. Stonewall Scotland

⁹ Lough Dennell, B.L. and C. Logan (2013) *Life in Scotland for LGBT Young People: Community and Identity Report*. LGBT Youth Scotland

¹⁰ *Ibid*

WHAT LGBTI YOUNG PEOPLE WANT TO HAPPEN

We regularly consult with LGBTI young people on what they want to happen. This is outlined in LGBT Youth Scotland's Manifesto (2016 – 2021) developed with young people and informed by our research. This document specifically outlines the following outcomes as key to LGBTI young people's lives:

- ➔ LGBTI young people have the services and support they need to thrive and their rights are fully realised
- ➔ LGBTI young people feel safe, supported and included in their education, across all settings
- ➔ All transgender and intersex young people should be recognised and included in Scottish legislation and policy
- ➔ LGBTI young people feel safe growing up in Scotland and their specific needs are recognised and addressed by Police Scotland, the Crown Office and Procurator Fiscal Service
- ➔ LGBTI young people will have improved mental, sexual and physical health

Below are some quotes directly from young people from our research:

"I suffered 4 years of hell in high school and the teachers took a back seat... If a student comes out to a teacher or pupil and bullying arises, the school must take action." – **young person**

"If the group wasn't here I wouldn't know half of the people I do. I wouldn't understand anything about my own gender and sexuality and would have stayed isolated... The group has changed my life and saved it too. It is the most amazing escape, and makes the world a better place." – **young person**

"As a transgender person, I do feel that a lot more could be done in Scotland to raise awareness of trans issues. I also believe that there aren't enough services, or visibility of services for trans or gender variant people." – **young person**

"If the police advertised campaigns [about] hate crimes against specific groups. Seeing members of the police force actively involved in LGBT events or delivering sessions in partnership with LGBT [organisations]." – **young person**

"I don't think I can ever access mental health services because I believe they would treat my trans status as an issue".- **young person**

Domestic Abuse

LGBT Youth Scotland also delivers a package of work, largely based on guidance, training delivery, and the LGBT Charter, to engage with professionals who respond to LGBTI people's experiences of domestic abuse. This work is complemented by the

Youth Commission on Gender Based Violence, both of which sit mainly within the proposed Equally Safe funding application. Research shows the following:

- ➔ 1 in 4 lesbian, gay and bisexual people will experience domestic abuse in their lives¹¹.
- ➔ 80% of transgender people have experienced some form of abusive behaviour from a partner or ex-partner¹²

A key gap in the domestic abuse work nationally is around the needs of gay, bisexual, and transgender men. The conclusions in the report 'Where Do I Go? Who Do I Tell?' which gathered responses from GBT men and service providers showed that in order to improve responses for gay, bisexual and transgender men experiencing domestic abuse, there should be:

- Clear signposting at both a local and national level of inclusive and appropriate support services for gay, bisexual and transgender men.
- Training provided across Scotland for services that work with gay, bisexual and transgender men and services that work with men who experience abuse to ensure that all GBT men will receive an appropriate and inclusive response wherever they access services.
- Specialist service provision is available to gay, bisexual and trans men who experience domestic abuse including support and information services¹³.

Through our work in the LGBT Domestic Abuse Project to train local Women's Aids and other gender based violence organisations, and support them to undertake the LGBT Charter, we have seen a marked change in the number of LGBTI-inclusive services across the sector. When we began supporting organisations through the LGBT Charter, it was common for services to be reluctant to engage in discussions on the inclusion of transgender women. Through training delivery and partnership working, we have supported these organisations to recognise the experiences and needs of trans women. The LGBT Charter programme's supported approach to training, reviewing policy and practice, and engaging with community members has supported a change in the Women's Sector: at the start of our journey supporting Women's Aids, LGBT-inclusion was found in pockets. Now, after the intense partnership working with the sector, we are confident sending LGBTI women to local Women's Aids without question.

In addition to our work with gender based violence and women's organisations, over the past few years we have begun acting upon the aforementioned recommendations for GBT men. Last year's training on the needs of GBT men experiencing domestic

¹¹ Donovan *et al.* (2006) *Comparing Domestic Abuse in Same Sex and Heterosexual Relationships*

¹² Roch *et al.* (2010) *Out of Sight Out of Mind, Transgender People's Experience of Domestic Abuse*. LGBT Youth Scotland & the Scottish Transgender Alliance

¹³ Roch, A. (2012). *Where do you go? Who do you tell? Consultation on the Needs of Gay, Bisexual, and Transgender Men Who Experience Domestic Abuse in Scotland*. LGBT Youth Scotland

abuse reached full capacity of 20 spaces in under a week, and it was attended by representatives from Police Scotland, COPFS, third sector organisations, NHS, and social work.

Two years ago, when we first began offering multi-agency training on GBT men, it took a lot of work with our target audience to bring in adequate numbers for the training as it was not on their agendas. It is clear that we have now seen a shift in services beginning to recognise the needs of and gaps for GBT men and this application proposes that we continue to raise awareness of the needs and experiences of GBT men through training delivery, content creation and sharing to raise awareness for men, and to reduce the stigma around GBT men seeking support.

2.5 How do you know this project will address the need outlined in 2.4?

1. Improving LGBTI young people's participation and engagement in civic society

Our work with LGBTI young people will contribute to a broader picture of 'democratic renewal' in Scotland, aiming to inspire young people to have a stake in Scotland's future. This work aligns with children and young people's rights, articulated in the UNCRC's Article 12: 'children and young people have the right to have a say in decisions that affect them'. With the UNCRC underpinning the Children and Young People (Scotland) Act 2014 and GIRFEC, our work will directly contribute to the work of the Scottish Government by supporting LGBTI young people to engage with key decision makers.

We know that LGBTI young people struggle to engage in democratic and civic structures due to a fear of being 'outed', a fear of experiencing prejudice or not being taken seriously due to their age. Over the next three years LGBTYS will therefore facilitate and create opportunities for LGBTI young people to have their voices heard, provide them with training and support for them to engage with key decision makers. This work will specifically seek to address the key issues outlined in LGBT Youth Scotland's manifesto (developed from consultation and research with LGBTI young people), see 2.4, with a targeted focus on: LGBTI inclusion in schools; improved services for LGBTI young people; recognition and legislation for transgender young people.

LGBTYS will also represent the views of young people, providing evidence from research with young people to public services, including training delivered to educators and health professionals. Our ongoing research development also informs our engagement with local and national decision-makers including MSPs, Scottish Parliamentary committees, and responses to Scottish Government consultations. Where our existing research does not meet our information consultation needs, we will develop and deliver workshops with LGBT youth groups within LGBT Youth Scotland's network of youth services based in 16 local authority areas.

Key activities to address this need over the next 3 years will include:

- ➔ Recruiting a new tranche of LGBTI young people to engage in social action, reaching out to student groups, on-line activists and intersectional groups
- ➔ Upskilling young people to engage with the with press and new media which will support improvements in public opinion
- ➔ A new Youth Commission on Gender Recognition to support and engage young people in the Scottish Government's plan to consult on changes to Gender Recognition legislation
- ➔ Working with the Scottish Transgender Alliance to consult on changes to the Gender Recognition legislation and developing trans young people's case studies
- ➔ Analysis of new research on LGBTI young people's 'Life in Scotland'; with a minimum of three reports produced and distributed over the next 3 years

- ➔ Specific work to engage with intersex young people and intersex organisations in order to effectively represent their views and experiences
- ➔ Responding to consultation requests from public bodies, the Scottish Government and the Scottish Parliament including:
 - The introduction of a Bill focused on Domestic Abuse and 'coercive control' in Scotland
 - Key changes to the Named Person and GIRFEC approach;
 - a review of Hate Crime legislation in Scotland;
 - consultation on the Gender Recognition Act and any subsequent changes to legislation;
 - and engaging young people in the debate on the future of Scotland.

2. Addressing HBT bullying and supporting best practice in education settings

Our research shows that LGBTI young people do not feel safe in school environments, do not feel that their identities are included within the curriculum, and that teachers lack the confidence to address these issues. See 2.4. LGBT Youth Scotland brings years of experience to this field including an understanding of Scottish Government's policy and legislation in the fields of education and working with young people; experience of directly working with LGBTI young people in schools, and a background in developing both resources and research.

Over the past two years the need to address LGBTI inclusion in issues in schools has been highlighted in the media, in the Scottish Parliament and within local councils. As a delivery organisation, this has meant that the number of requests that LGBT Youth Scotland receives from schools, local authorities, the press and the Scottish Parliament has dramatically increased. At the same time the number of transgender young people 'coming out' in school settings has increased and we are regularly asked to advocate on behalf of trans young people in these circumstances.

This has resulted in LGBT Youth Scotland being the largest training provider on LGBTI awareness for schools, delivering training to more than 1,200 practicing teachers and classroom assistants within 13 different local authority areas in the past 9 months. We have worked in 7 of the 8 teacher training universities, delivering sessions to more than 1,700 students in 'Initial Teacher Education'. To date 47 schools (including those in areas which are part of the Scottish Attainment Challenge) have signed-up to the LGBT Schools Charter Mark, with 23 signing up in this year alone.

Our key approach for partnership working with schools and education authorities is the LGBT Charter Mark and adapted LGBT Schools Charter. This is a tool to support schools to become more LGBTI inclusive, supporting them to review their policies (ensuring they

comply with legislation), supporting school staff to be trained, improving inclusion in the curriculum and visibility within the school environment, and encouraging LGBTI learners to be included and consulted. This process results in schools providing robust evidence of a change in school culture and ethos that is inclusive of LGBTI young people and families.

Key activities to address this need over the next three years therefore include:

- ➔ Work with existing LGBT Schools Charter clients to support the completion of portfolios and develop a Charter Mark workbook specifically for Schools; with further promotion of the LGBT Schools Charter in years 2 and 3
- ➔ Continue to deliver training to teachers and identify opportunities to gain CPD accredited status
- ➔ Deliver inputs with teaching universities and meet with senior leads within the universities to identify a consistent approach and share best practice
- ➔ Deliver education seminars, free to teachers in two local authority areas per annum, linking specifically to Respect for All, the National Approach to Anti-bullying, working closely with respectme, Scotland's anti-bullying service
- ➔ Roll out LGBT Youth Scotland's Guidance on 'Supporting Transgender Young People in Schools', developed in partnership with Scottish Trans Alliance, engaging with key national bodies and delivering supporting seminars
- ➔ Work with education bodies and local authorities to complete the LGBT Charter Mark including local authorities and the General Teaching Council for Scotland
- ➔ Work with Education Scotland and the Scottish Government to provide information for their new Improvement Hub and deliver training to Inspectors and the Learning Directorate
- ➔ Develop work with key national bodies and universities to identify what methodologies work in school settings in order to be effective in reducing HBT bullying and creating inclusive learning environments.

3. Driving change and supporting best practice in public services & the third sector

Evidence shows that LGBT young people seek safe spaces and that mainstream services are often not inclusive or supportive of their needs, see 2.4. Our research shows that transgender people are highly likely to experience domestic abuse; and UK-wide research shows that gay and bisexual men are more likely to experience physical and sexual violence within relationships than lesbian and bisexual women, see 2.4. In addition, a need to address the lack of domestic abuse support provision for GBT men as well as those with non-binary gender identities.

Our work in this area will therefore address the lack of provision for transgender people and GBT men by building the skills, knowledge and confidence of those that work in the field of domestic abuse as well as reaching out to professional in health and housing to engage them in multi-disciplinary training.

Our research also shows that LGBT young people do not feel confident accessing mainstream services and feedback from professions indicate that they lack the confidence and knowledge to address their needs. We will therefore deliver targeted work to improve services for LGBTI young people and communities, engaging with the children and young people's sector and public services. In year 2 and 3 will reaching out to other equality organisations, recognising the need for intersectional work with those individuals that experience multiple forms of discrimination.

Our key model for building the capacity of organisations, professionals and public bodies will be engaging them in partnership through our LGBT Charter Mark. The LGBT charter process supports organisations to become more LGBTI inclusive; recognising the need for training; for policies that are LGBTI inclusive; to review staff practice; and develop appropriate evaluation and equalities monitoring. It also requires organisation to develop campaigns and reach out to LGBTI communities and therefore supports them to contribute to social change and to community cohesion. Importantly the tool also supports organisations to be compliant with the Equality Act (2010), across the protected characteristics and work towards Scottish Government national priorities and guidance.

This robust process supports organisations to make cultural change, having an impact both on their service users and the wider community. Charter awardees report that the process has made their staff more aware of issues related to LGBT identities and increased their confidence to work with LGBT people. Organisations also note shifts in staff attitudes, practice improvement including better referral pathways, reflecting that policies and key documents are now more fit for purpose and good practice is embedded in the work of the organisation. Organisations also mentioned that undertaking promotional work had made LGBT identities more visible and included in their organisation. An increased understanding of transgender identities and the knowledge to develop specific resources and amend existing resources through the lens of trans awareness also results. Several organisations have said that their services users have provided feedback that they felt more confident about the service following the Charter journey.

'We felt we were an LGBT friendly org before, but the Charter journey focussed our minds towards even more inclusive practice'

'We now have a much more united voice about what our values are and we are much more public about those values'

At present more than 200 organisations, including public bodies, are signed-up to the LGBT Charter Mark (including 47 schools and 19 domestic abuse services). This has resulted in 14 completed submissions this year (with 4 schools and 6 services dealing with domestic abuse, GBV, or relationships) including:

LGBT Schools Charter

Craigie High School (bronze),
Moffat Academy (silver)
Currie Community High School (bronze),
Montrose Academy (bronze)

GBV and Relationships Organisations

Barnardo's Scotland (foundations)
Edinburgh Women's Aid (bronze),
Moray Women's Aid (bronze)
Relationships Scotland D&G (silver)
Committed to Ending Abuse (silver),
Wigtonshire Women's Aid (silver)

General LGBT charter

Edinburgh College (foundations)
Gatehouse YMCA (bronze)
NHS Ayrshire & Arran Sexual Health (gold)
NHS Dumfries & Galloway Specialist Drug & Alcohol Service (gold)

With this number of clients, we are inundated with requests and there is now a waiting list for our support. This shows that there is a real demand for this product and LGBT Youth Scotland's expertise. If successful in our application, we will therefore focus on streamlining our approach in year one, delivering targeted work with existing clients (including GBV services through the Equally Safe fund) and reach out to the children's and youth work sector. In year two and three we will see completed submissions from the children and youth work sector, and improved reach with the additional targeted sectors.

While responsibility for supporting LGBT Charter clients sits with staff across the organisation, the internal support and training for LGBTYS staff, record keeping, and review panel currently sit with one staff member. Due to the historical high demand for the LGBT Charter from GBV organisations, this has been resourced through the staff lead for the LGBT Domestic Abuse Project. Domestic Abuse services often require additional support to undertake the LGBT Charter, as they have the additional requirements to consider the inclusion of trans women in their single sex services. Although our document Stronger Together is very helpful for services reviewing their policies, we often field additional questions when supporting them to review and update documents.

In order for our domestic abuse work focusing on LGBTI women and LGBTI children and young people to align, we have moved some of the activity within the LGBT Domestic Abuse Project from this fund to the proposed Equally Safe fund. If successful within the

Equally Safe application, we will have a part-time staff member to provide support to LGBT Charter clients in the gender based violence sector and create a more accessible record-keeping system within the organisation that allows staff to track client progress and easily access headline data on the LGBT Charter. Such a tracking system would enable us to clearly coordinate the progress of charter clients and link them with services sitting at similar points in the process to receive peer-support and increase their capacity. This would, in turn, likely reduce the demand on LGBT Youth Scotland staff.

Key deliverables to address this need for improved public services in the next three years include:

- ➔ Four charter review meetings per annum to review a minimum of 12 portfolios across all sectors
- ➔ Significant progress towards LGBT Charter Mark standards to be made with a minimum of three organisations in the Children's sector in the first year
- ➔ Two full-day multi-agency training seminars provided per annum on GBT men's experiences of Domestic Abuse
- ➔ Work with transgender young people and the Scottish Trans Alliance to deliver a national event with key decision makers and MSPs with a focus on Gender Identity and the Gender Recognition Act
- ➔ The development of a joint conference with Children in Scotland on the key issues affecting LGBTI young people to take place in February 2018
- ➔ New web content to highlight those with completed Charter clients, ensuring that LGBTI communities are aware of inclusive services; this will be accompanied by social media and a communications plan to celebrate their achievements
- ➔ Targeted LGBT Charter work with organisations including GBV services (through Equally Safe) and Youth Services in year 1
- ➔ Engagement with BME, disability and faith-based organisations to improve service access and responses for LGBTI young people with intersectional identities, with focused work delivered in year 2 and 3
- ➔ In Years 2 and 3 will also develop a resource on the impact of LGBT Charter and its contribution to achieving change in public services; examining existing evidence.

4. Promoting LGBTI community cohesion through art, culture & sport

LGBT Youth Scotland recognises the capacity of art and cultural work to improve social attitudes, improve community engagement and LGBTI community cohesion across Scotland. For LGBT Youth Scotland this is realised through the management of LGBT History Month, including in Scotland and an art and cultural programme linked to key LGBTI dates.

During LGBT History Month in 2017, over 100 events took place across Scotland, including film, music, spoken word, community discussion, community sports, and family

focussed events. For the first time, a programme of events took place in Stornoway on the Isle of Lewis, and there was positive local media coverage of the events. Over 10 rainbow flags were hoisted in public buildings and university campuses to mark the beginning of LGBT history Month across Scotland. We saw positive national media coverage of LGBT History Month, including two published double page spreads in the Daily Record (in print and online), which has a total daily audience of 1.5 million people. A member's debate took place in the Scottish Parliament, reflecting on LGBT History Month, and the LGBT heritage theme.

The last day of LGBT History Month is Purple Friday, a day to stand against homophobia, biphobia and transphobia in Scotland. This year we focussed our campaigning on raising awareness of mental health as it affects LGBT young people's lives. We called on people to be purple heroes by standing for equality to help save and change LGBT young people's lives.

Over 25 schools and colleges organised events to mark the day. Flags were hoisted in all 75 army bases across Scotland, the first time British Forces have marked LGBT History Month in this way. 39 organisations arranged events and activity to mark Purple Friday, including 8 buildings lit up in purple in communities across Scotland. This included Inverness Castle, Scotland's National Galleries and Perth Concert Hall. Over 4,000 purple ribbons were distributed to schools and organisations, with demand for ribbons outstripping availability for the first time.

We saw meaningful engagement from politicians: with over 40 MSPs supporting our Purple Friday pledge during our photo call; 11 MSP's (cross-party) met with LGBT young people to listen to their concerns and pledge to stand for equality; and 1 member's motion was raised in support of Purple Friday. Scotland's First Minister shared a video message urging people to support Purple Friday, as did the leaders of Scottish Conservatives, Scottish Labour, Scottish Greens, and Liberal Democrats. 4 videos were released featuring 7 LGBT young people sharing their personal stories. The reach of activity on LGBT Youth Scotland Scotland's social media channels on Purple Friday was over 200,000, a 900% increase on last year's reach.

LGBTYS therefore proposes to continue to manage LGBT History Month in Scotland which includes overseeing its web presence, providing information and guidance to organisations delivering events, and engaging with politicians and media outlets. We will also encourage local authorities to deliver events, supporting them to make links with LGBTI people and to deliver intersectional work. This directly contributes to the Equality Act (2010) as it supports public bodies in their duty to advance equality of opportunity between people who share a protected characteristic and those who do not and foster

good relations between people who share a protected characteristic and those that do not.

For the past 3 years we have also worked in partnership with Creative Scotland to fund specific LGBTI cultural work with aspects showcased during LGBT History Month. This has resulted in art and cultural work which directly contributes to the visibility of LGBTI people's lives and supports community cohesion. In the coming year we will consolidate this work and apply for new funding in this area, recognising art and culture as a tool for social change. Key commissions have included: Zoe Strachan who produced 30 pieces of original prose and poetry by established and emerging Scottish authors; Lucy Holmes Elliott who produced a series of 15 large-scale portrait illustrations of LGBTI people on the Scottish queer scene showcased in Glasgow venues and as part of the Commonwealth Games; writer James Lay produced a play on Edinburgh's LGBT History Month, showcased at the Scottish Book Festival in 2016.

It is also important to note that in 2018 it is the Scottish Government's 'Year of Young People' and through this funding we will contribute to its implementation in Scotland. This will include consideration and links to the theme of LGBT History Month in Scotland, delivering specific intergenerational work and ensuring a strong connection with people of all ages. We will also work with ILGA Europe to bring LGBTI young people across Europe to Scotland for their annual conference; showcasing Scotland as an LGBTI Inclusive Nation.

Key activities over the next three years will include:

- ➔ A new History Month planning and advisory group to be set up with three year plan for LGBT History Month and its implementation in Scotland
- ➔ Co-ordination of the LGBT History Month website including the promotion of events through social media and a clear web presence
- ➔ Develop the theme of the 'Year of Young People' (or more broadly 'Age') linking to our youth services, intergenerational work and LGBT Age
- ➔ Review the delivery of Purple Friday in Scotland with a plan to increase visibility and raise awareness amongst the general public and key decision makers
- ➔ Submit a new funding application to Creative Scotland which will support art and cultural work in this area and diversify our funding in this area
- ➔ Co-ordination and management of national event with ILGA Europe, bringing together LGBTI young people from across Europe; aligned to Year of Young People in 2018
- ➔ Contribution to LGBTI sport development, with a specific role in linking young people to opportunities.

5. Improving reach to LGBTI young people and increasing awareness of their rights

There is still much to do to improve the lives of LGBTI young people. Many LGBTI young people continue to face prejudice and discrimination in their local communities, within their

homes, and within public services. As a result, LGBTI young people have poorer health outcomes than their peers. This is exacerbated in rural and remote areas where young people are geographically isolated.

We will therefore provide a digital youth work service to reach out and engage with some of the most isolated of LGBTI young people in rural and remote areas, who are not 'out' to their friends and families and where access to direct services and support is limited. This model is innovative and unique in Scotland and draws on approaches from the youth work field elsewhere in Europe. This approach enables young people who are socially and geographically isolated to engage with services. Our plans to develop online group work spaces delivered using a rights-based youth work approach, will enable LGBT young people to engage in development activities and youth activism, bringing to them opportunities and service-provision otherwise unavailable. Such approaches can provide the gateway to more mainstream and face to face services, enabling isolated LGBT young people greater access to social engagement and civic society.

We will also support LGBTI young people to have their views heard across Scotland, engaging with community planning structures and working in partnership with key national youth work bodies including Young Scot, Youth Link Scotland, Youth Scotland, Children in Scotland and the CLD Standards Council to improve mainstream services responses to LGBTI young people. As part of this model we will also support and lead LGBT development groups across the country in order that at a locality level organisations are networked and resource sharing and the voice of LGBT young people is heard through representation and advocacy.

LGBTI young people often experience direct infringements of their rights; we will advocate on behalf of LGBTI young people and deliver interventions to raise awareness of their rights. To support this work we will develop specific web content for LGBTI young people on their rights and in year 2 and 3 we will develop resources for LGBTI young people in specific topics including hate crime, bullying and mental health to be shared on social media.

Key activities over the next three years will include:

- ➔ Use digital tools to reach out to new groups of LGBTI young people in rural and remote areas including the development of on-line youth groups
- ➔ In year 2 we will write a specific paper on the impact of our on-line engagement, gathering data on key themes, impact and learning
- ➔ Develop web resources on mental health, bullying and hate crime.
- ➔ Develop evaluation tools in order to monitor impact in these areas. With a specific focus on hate crime in year 2 and 3. Following the review of hate crime legislation.

- ➔ Deliver a national event on LGBTI young people's rights in education settings, reaching out to LGBT groups in schools (otherwise known as 'Gay/ Straight Alliances' or GSA's)
- ➔ Take a partnership approach to developing a service model for capacity building in the Scottish Highland's to which we will attract resource to deliver thereafter.

2.6 Describe how you will work with/involve service users in shaping Services

Involving service users in the delivery and development of LGBT Youth Scotland's services is core to our organisational ethos. In order to do this meaningfully and effectively we use the following strategies:

Engaging Young People in Organisational Leadership

LGBT Youth Scotland's National Board has a duty to consider the views of LGBT young people. Over the next three years we will support the board to engage with young people, identifying opportunities and supporting young people to contribute.

Co-design Projects

We will build on our successful Youth Commissions model using a co-design process to gather findings, make recommendations and to engage with key decision makers. National events and projects will also be planned with young people and engaging them in both the planning and delivery.

Research & Consultation

This year we are embarking on a new tranche of research regarding LGBTI young people's lives in Scotland. LGBT Youth Scotland will use these findings (with a sample of more than 300 young people) to plan for our work, considering key findings and recommendations.

LGBTI Young People Attending Events/ Meetings

Where possible, we will also support and upskill LGBTI young people to attend events and meetings. Their contributions can include speaking at events, delivering workshops and/ or networking with professionals and decision makers.

We will also consult with young people on the impact of our services annually and use this to self-evaluate and make improvements each year.

2.7 Will your project have a national or a local remit?

If your project operates on a national basis, please provide details in the box to the right.

National

LGBT Youth Scotland has meaningful engagement with LGBT young people, professionals and public bodies across Scotland. Reaching people in rural and isolated areas of Scotland through our on-line support service and digital work; a service in Inverness; and training for

	<p>teachers including areas such as Orkney and Shetland.</p> <p>Our initial analysis of stats shows for this year shows that young people have engaged with the service from 16 local authority areas. When we include our training service we worked with young people and professionals in a minimum of 23 local authority areas.</p>
<p>If your project has a local remit, please list the main local authority areas where the people who will benefit from your projects work, live or are based in the box to the right.</p>	<p>-</p>

2.8 Will your project take place in an area of regeneration or high deprivation?

Yes No

If yes, please provide details.

LGBT Youth Scotland is a national organisation and we focus on a communities of identity rather than specific areas of regeneration. However, much of our work does fall within areas of deprivation, highlighting the intersectional nature of our work.

LGBT Youth Scotland has strong links with Dundee and Glasgow City education authorities who are identified as areas within the Scottish Government's Attainment Challenge. At present we are working with 13 schools and local authorities in these areas to implement the LGBT Schools Charter. Moving forward we will continue to deliver two education seminars in these areas in year 1 and identify further areas in year 2 and 3.

Section 3: The difference your project will make

3.1 Promoting Equality and Cohesion Fund Outcomes

To receive funding your project should work towards at least one of the following fund outcomes and not more than three. Please select the outcome(s) that your project will work towards.

1.	Discrimination against people who share protected characteristics is reduced, and multiple discrimination is addressed so that barriers to participation are reduced.	<input checked="" type="checkbox"/>
2.	People covered by hate crime legislation experience lower levels of hate crime.	<input checked="" type="checkbox"/>
3.	People and communities are supported to participate in and engage with services and civic society; their contribution is recognised and community cohesion is increased.	<input checked="" type="checkbox"/>
4.	Current imbalances in representation in all aspects and levels of public life, including education and employment, are addressed to better reflect our communities.	<input checked="" type="checkbox"/>

3.2 Project outcomes and activities

Please describe the most important change or difference for the intended beneficiaries that this funding will support. (The guidance notes accompanying this form may be useful in helping to complete this section.)

Area 1. Improving LGBTI young people's participation and engagement in civic society

Project outcome 1	<i>LGBTI young people will report having increased confidence, skills and knowledge to engage with key decision makers; resulting in Scottish policies and legislation that reflect the needs and experiences of LGBTI young people.</i>	
Which fund outcome(s) will this contribute to?		
1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/>		
Proposed outcome activities for outcome 1	Timescales and frequency	
1. We will contribute to the implementation of new legislation and respond to national Scottish Government and Scottish Parliament consultations in line with the needs, views and identified priorities of the young people we work with:	Timescales reliant on the work of the Scottish Government and Parliament	
- Respond to key consultations from public bodies, the Scottish Government and the Scottish Parliament including:		
- Introduced Bill focused on Domestic Abuse and Coercive Control in Scotland	Summer 2017 (estimate = e)	

<ul style="list-style-type: none"> - a review of Hate Crime legislation in Scotland - consultation on the Gender Recognition Act and any subsequent changes for legislation - engaging and involving young people in the debate on the future of Scotland - Key changes to the Named Person and GIRFEC approach 	<p>January 2017 – March 2018 e</p> <p>Summer 2017 – March 2020 e</p> <p>Autumn 2018 – Spring 2019 e</p> <p>As required</p>
<p>We will use a variety of methods (meetings, events and film) to engage LGBTTI young people directly with MSPs and other elected members to ensure their views and experiences are included in civic society</p>	<p>As required.</p>
<p>Work with transgender young people and the Scottish Trans Alliance to identify a joined-up approach to engaging with MSPs and the Scottish Government regarding the Gender Recognition Act; ensuring that transgender young people experiences are heard</p>	<p>July 2017 – March 2020 e</p>
<p>Contribute to the National Coalition to End Youth Homelessness in Scotland, ensuring that LGBTI young people's views are heard and considered in the development of national and local strategies to address Youth Homelessness</p>	<p>July – March 2020</p>
<p>Support the rollout of the National Approach to Anti-Bullying by embedding messages into training, embedded content on our website and sharing messages on social media, working closely in partnership with respectme</p>	<p>As required. See Outcome 2 for more information on Education.</p>
<p>Develop and deliver a consultation event to engage with intersex young people and intersex organisations, gathering their views on improving services and policy in Scotland and sharing these findings widely</p>	<p>Summer 2017</p>
<p>Work with the Scottish Government and the Scottish Parliament to ensure that LGBTI young people's views are considered regarding next steps in improving education settings; co-chairing 2 meeting per year with LGBTI organisations such as Stonewall Scotland</p>	<p>Minimum of 2 per annum</p>
<p>Further work will be delivered in Year 2 and 3 of the funding, in line with the Scottish Government and Scottish Parliament's priorities.</p>	<p>Initial discussions December 2017; implementation Year 2 & 3</p>

<p>2. We will create opportunities for LGBTI young people to have their views heard and upskill them to engage with key decision makers</p> <p>Identify a web platform to engage a minimum of 100 LGBTI young people in social action to share their views and experiences. Engaging with intersectional organisations and LGBTI student groups across Scotland, connecting with LGBTI young people with existing skills and those with intersectional identities.</p> <p>Support two new members of the Scottish Youth Parliament (term begins in June 2017) to represent the views of LGBTI young people by engaging with their peers and attending 3 Scottish Youth Parliament sittings per year. We will provide direct support as well as remote support through social media and new technologies.</p> <p>We will build the skills and knowledge of new MSYPs on their roles and responsibilities, support them to use social media and online technologies to seek the views of their constituents; and how to engage with key decision makers.</p> <p>Recruitment new Members of Scottish Parliament in year 3. Create database of interested candidates in autumn, hold a preparation day for young people running in the election in winter, and organise an internal hustings event, live streamed, by February.</p> <p>Deliver 1 event which brings together young people and key decision makers including MSPs, those within Scottish Government, and public bodies per annum.</p> <p>Set up a new Youth Commission with a focus on Gender Identity and Recognition to support the Scottish Government's plan to consult on changes to Gender Recognition legislation, engaging with a minimum of 10 young people per annum.</p> <ul style="list-style-type: none"> - Deliver 6 development days per year, using the Youth Commission structure, which focus on building young people's skills and knowledge in the areas of influencing key decision makers, engaging with the press, and new media opportunities, as well as action planning and the delivery of key tasks. - Deliver 1 residential for 10 Youth Commission members to increase confidence, knowledge and skills of existing gender recognition legislation, consulting with them directly and develop methods to engage with MSPs and 	<p>July 2017- March 2018</p> <p>July 2017 – March 2020</p> <p>March – April 2017</p> <p>October 2017; October 2017 – December 2017; February 2018</p> <p>July 2017 – March 2018</p> <p>July 2017- March 2018</p> <p>July 2017 – March 2020; 6 per annum</p> <p>September 2017, July 2018, July 2019</p>
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<p>key decision makers. To take place toward beginning of each year.</p> <ul style="list-style-type: none"> - Support youth commission members to meet with a minimum of 3 strategic organisations per year on the experiences of LGBTI young people in order to inform service improvement. Year 1 focuses on young trans people's views on gender recognition to build broader understanding. - In year 2 and 3 identify key topics for Youth Commission to address, building on consultations with young people and new research findings. 	<p>August; November; March</p> <p>April 2018 onwards</p>
<p>3. We will use an evidence based approach, developing new research and sharing the findings widely with public bodies, key decision makers and the general public.</p> <p>Analyse results of new research with a focus on LGBTI young people's 'Life in Scotland', this will result in a minimum of 3 reports with the following themes</p> <ul style="list-style-type: none"> - LGBTI young people experiences of education - LGBTI young people's health - LGBTI young people's safety <p>Maintain and develop existing relationships with Universities in order to create new research on LGBTI young people lives; resulting in research with a focus on LGBTI homelessness, their mental health and education. Over the past year we have worked to build relationships with staff at University of Glasgow, Strathclyde University, and Stirling University. We are in the initial stages of building a relationship with Edinburgh University.</p> <p>We will work with the press and news sources to raise awareness of our work and evidence of impact, key research findings and the experiences of LGBTI young people throughout the year; responding to requests, producing press releases and using social media to highlight our achievements.</p>	<p>Report 1 March 2018; Report 2 August 2018; Report 3 Feb 2019</p> <p>1 joint research proposal submitted per year (July 2018, July 2019, March 2020); planning meetings in to discuss potential engagement with research students over academic year (August 2017, 2018, 2019)</p> <p>Ongoing; key activity during February</p>

2. Addressing HBT bullying and supporting best practice in education settings

Project outcome 2	School staff and education authorities will report having increased confidence, skills and knowledge to address homophobic, biphobic and transphobic bullying and to include LGBTI young people and identities in the curriculum
Which fund outcome(s) will this contribute to? 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/>	
Proposed outcome activities for outcome 2	Timescales and frequency
<p>1. We will build capacity of teachers and schools to better meet the needs of LGBTI young people.</p> <p>A minimum of 50 schools will receive practical support and guidance to enable them to meet minimum standards required for the LGBT Schools Charter; this will be able to clearly evidence an improvement in school ethos in terms of LGBTI inclusion; in year 1 focus on existing clients with further promotion in year 2 and 3; with 7 completions per annum.</p> <p>Training delivered to a minimum of 800 teachers per annum linked to the LGBT Schools Charter; with targeted support in 2 local authorities per annum (Glasgow and Dundee identified as areas for year 1, as linked to the Scottish Government attainment challenge).</p> <p>Deliver education seminars per annum with a focus on HBT bullying, including LGBTI young people and supporting trans young people; 2 seminars delivered per year, linked to Respect for All, and the National Approach to Anti-bullying.</p> <p>Deliver seminars and lectures within colleges and universities who deliver initial teacher training; engaging with a minimum of 6 Universities, reaching a minimum of 500 students per annum; engaging with ITE at the earliest stages in their career and building skills for life.</p> <p>In year 2 we will deliver an event/ meeting to share learning with senior University leads in order to increase their capacity to create LGBTI inclusive curricular content and to share best practice.</p>	<p>July 2018 – March 2020</p> <p>July – March 2020</p> <p>July 2017 – March 2020</p> <p>July 2017 – March 2020</p> <p>April 2018 onwards</p>
<p>2. We will develop and contribute to the development of resources for schools which aim to reduce homophobic, biphobic and transphobic bullying, guide practice and improve curriculum inclusion:</p> <p>Roll out LGBT Youth Scotland's Guidance on Supporting Transgender Young People in School, developed in partnership with Scottish Trans Alliance, engaging with key national bodies and delivering supporting seminars (see above)</p>	<p>July 2017 – March 2018 & ongoing</p>

<p>Develop a new Charter Mark Workbook for Schools in year 1, with promotion in year 2 and 3, to support the implementation and roll out of the LGBT Schools Charter</p> <p>Work with NHS Health Scotland and NHS Glasgow and Greater Clyde to develop a new National Relationships, Sexual Health and Parenthood Programme; to support the implementation of a national programme that is LGBTI inclusive and improves consistency Scottish schools.</p> <p>Develop lesson plans and assemblies, connected LGBTI the LGBT cultural calendar including LGBT History Month, International Day Against Homophobia, Biphobia and Transphobia, and Trans Visibility Day.</p> <p>Distribute Guidelines for setting-up LGBT youth groups or 'Gender Sexual Orientation Alliances' (commonly known as gay straight alliances) in schools; encouraging pupil participation in developing school initiatives; increasing the knowledge of school staff and students; and to improve a consistency in approaches in schools across Scotland.</p> <p>We will promote and share lesson plans, assemblies and resources via a quarterly education e-bulletin reaching more than 200 school staff, attendance at key events, and a communications strategy to sharing information via social media and press outlets</p>	<p>September – February 2018</p> <p>July 2017 – March 2019 e</p> <p>July 2017 – March 2020</p> <p>July 2017 – March 2018</p> <p>July 2017 – March 2018 (4 e-bulletins per annum)</p>
<p>3. We will identify opportunities to engage with key partners and stakeholders in the field of education including young people, parents and partners.</p> <p>Make links and identify opportunities for partnership working with key national bodies including Education Scotland, EIS, GTCS and the SPTC.</p> <p>Working with education bodies and local authorities to complete the LGBT Charter Mark including local authorities and the General Teaching Council for Scotland; 2 education Charter Marks to be completed with education authorities per annum.</p> <p>Work with Education Scotland and the Scottish Government to provide information for their new Improvement Hub and offer free training for Inspectors and the Learning Directorate</p> <p>Continue to be a managing partner of respectme working alongside SAMH, linking with Childline and ParentLine Scotland.</p>	<p>On-going</p> <p>March 2018</p> <p>July 2017 – March 2018</p> <p>July 2017 – March 2020</p>

Develop work with key national bodies to identify what methodologies work in order to reduce HBT bullying and to create inclusive learning environments for LGBTI young people; methodology to be developed by March 2018	March 2018 onwards
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3. Driving change and supporting best practice in public services & the third sector

Project outcome 3	<i>Professionals and organisations in the public, third and private sector will have increased awareness of LGBTI people's rights and they will report having increased skills and knowledge to develop more inclusive services</i>
Which fund outcome(s) will this contribute to? 1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/>	
Proposed outcome activities for outcome 3	Timescales and frequency
<p>1. We will co-ordinate and implement the LGBT Charter of Rights in Scotland</p> <p>Deliver a minimum of 4 charter review meetings per annum; reviewing a minimum of 12 portfolios per year. The Charter review process creates a robust evidence review process for submitted portfolios.</p> <p>Streamline the LGBT Charter Mark process, rolling out a Toolkit to support its implementation and our work with the existing 200+ Charter clients. This will be complemented by the Equally Safe funding stream's proposed activity of development of an improved record-keeping system.</p> <p>We will support a minimum of 3 youth services per annum to progress towards the LGBT Charter Mark; with Children in Scotland, Young Scot and the Scottish Youth Parliament identified for Year 1. Trainings delivered within 2 months of registration, with quarterly development meetings taking place.</p> <p>We will support a maximum of 10 GBV services each year to undertake the LGBT Charter, with a minimum of 4 achieving</p>	<p>Seasonal</p> <p>Guidance shared with staff and clients from July 2017; 'toolkit' submission document piloted in year 1, with feedback gathered from organisations at beginning of year 2.</p> <p>July 2017 – March 2020</p>

<p>the award each year. Trainings delivered within 2 months of registration, with quarterly development meetings taking place (Equally Safe Funding proposed for capacity to carry out).</p> <p>Develop new web content to showcase those organisations that have completed their LGBT Charter Mark, increasing awareness of inclusive services; this will be accompanied by a clear social media and comms plan to celebrate their achievement</p>	<p>July 2017 – March 2020</p> <p>After each quarterly review meeting; larger celebration after each financial year.</p>
<p>2. We will reach out to and work in partnership with children and youth services and equalities organisations in order to improve services responses for LGBTI young people</p> <p>Year 1: We will deliver a national conference in partnership with Children in Scotland targeted at professionals in the fields of health, social care, education; looking the themes of LGBTI inclusive education, mental health, transgender young people, and intersectional identities</p> <p>Undertake partnership and capacity building work over three years with Faith-Based, Disability, and BME organisations to ensure that LGBTI identities are represented in the work of each sector, and that intersectional LGBTI identities are visible in LGBT Youth Scotland's knowledge, resources, materials, and approach. Key aim is to increase access to groups and services for LGBTI young people with intersectional experiences. One sector per year.</p> <ul style="list-style-type: none"> - Delivering a symposium for Equalities organisation in Dumfries and Galloway in Year 1; sharing learning from the LGBT charter mark and supporting intersectional approaches in the area. <p>Year 2-3 Actions to be determined.</p>	<p>February 2018</p> <p>Initial meetings: August (2017; 2018; 2019) Approach and action agreed by December 2017; 2018; 2019) Action carried out by June 2018; 2019; March 2020.</p> <p>March 2018</p>
<p>3. We will deliver specific work to improve domestic abuse services for gay, bisexual and transgender men and those with non-binary gender identities</p> <p>Provide 2 multi-agency training sessions in two local authority areas per year on GBT men's experiences of domestic abuse; with 20 spaces available to professionals and reaching out to those in the fields of justice, health and housing.</p>	<p>November; March each year.</p>

<p>Develop web content for gay, bisexual and transgender men experiencing domestic abuse and develop a comms plan to promote this information through social media across Scotland</p> <p>We will continue to deliver services for gay, bisexual and transgender men experiencing domestic abuse, working with SACRO, Shakti Women's Aid, and Respect UK(funded by Big Lottery). Please note: this work is funded elsewhere, however strategic management for this work is embedded into the Policy and Research Managers role.</p>	<p>Quarterly web articles</p> <p>Ongoing until June 2019.</p>
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4. Promoting LGBTI community cohesion through art, culture & sport

Project outcome 4	There will be improved visibility of LGBTI communities and LGBTI people will report that LGBT History Month and other cultural events provided them with a mechanism to connect with others
Which fund outcome(s) will this contribute to?	
1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/>	
Proposed outcome activities for outcome 3	Timescales and frequency
<p>1. We will co-ordinate the implementation of LGBT History Month in Scotland engaging with local authorities' schools, community groups, and key stakeholders.</p> <p>Co-ordinate the LGBT History Month website including the promotion of events through social media and a clear web presence; resulting in a minimum of 50 events published and promoted per annum; increasing the profile of LGBTI issues and improving community cohesion.</p> <p>Develop themes LGBT History Month and accompanying materials; in February 2018 this will specifically link to the Scottish Governments 'Year of Young People', intergenerational work and LGBTI elderly people</p> <p>Implement Purple Friday on the last day of LGBT History Month with specific engagement with key decision makers and a partnership with a media outlet; this will culminate engagement with all political party leaders and the Scottish Government; 1 major new story; a minimum of 5 locations lit up purple across Scotland</p>	<p>July 2017 – March 2020; February 2018, 2019, 2020 for web content</p> <p>July 2017 – March 2020; Feb 2018</p> <p>Planning to begin September 2017; delivery February 2018; 2019; 2020</p>
2. Provide support for public bodies and key stakeholders to implement LGBT History Month in Scotland and promote the broader LGBT cultural calendar throughout the year	

<p>Refresh the LGBT History Month advisory group and develop a three year plan for LGBT History Month and its implementation in Scotland; with a minimum of 2 meetings per annum; developing more consistent approaches to its implementation in Scotland.</p> <p>Using social media, we will engage people in promoting the LGBTI cultural calendar (including IDAHOBt, Trans Awareness Day and World Aids Day).</p> <p>We will use new media to promote key messages regarding LGBT History Month and the LGBT cultural calendar including Pride, World Aids Day, International Day Against Homophobia Biphobia & Transphobia</p>	<p>July 2017 – March 2020 (Meeting in Sept, Nov, Jan)</p> <p>July 2017 – March 2020 – see LGBTI cultural calendar dates</p>
<p>3. Work in partnership with key organisations including Creative Scotland, IGLYO and LEAP Sport to promote and develop opportunities around art, culture and sport</p> <p>Develop and submit new application to Creative Scotland which will support art and cultural work in this area and diversify our funding in this area; developing a new panel of artists to support the implementation of cultural commissions in Scotland. Diversifying our funding and building the capacity of artists to deliver LGBTI themed work.</p> <p>Liaise with IGLYO to deliver a national event, bringing together LGBTI young people from across Europe, aligned to Year of Young People in 2018. Developing and submitting an application for this work in June 2017 with a goal to improve the profile of Scotland’s contribution to LGBTI equality in Europe.</p> <p>Contribute to LGBT Sports Co-ordination Group and engage with key partners in the field of sport, with a specific role to link LGBTI young people to opportunities and raise awareness of their experiences; attending a minimum of 2 meetings per annum</p>	<p>Meeting in August; Application by September 2017</p> <p>Application June 2017; event Summer 2018</p> <p>July 2017 – March 2018 (2 meetings per annum; 6 in total)</p>

5. Improving reach to LGBTI young people and increasing awareness of their rights

Project outcome 4	LGBTI young people will report having increased awareness of their rights with a specific focus on education, mental health services and hate crime; LGBT Youth Scotland will
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	also be able to report extension of service reach for LGBTI young people in rural and remote areas
Which fund outcome(s) will this contribute to? 1 <input checked="" type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/>	
Proposed outcome activities for outcome 3	Timescales and frequency
<p>1. We will increase service-reach for LGBTI young people in rural and remote areas:</p> <ul style="list-style-type: none"> - Partnership plan will be developed to create a service specification for extension of service provision covering a defined rural geographic region (most likely Highland) - On-line youth work will target areas where there is a limited availability of support for LGBTI young people. This approach will develop and innovate to enable LGBTI young people to be more aware of their rights, access support required, and act as a springboard to engage more fully in civic society. 	<p>Plan developed Sept 2017</p> <p>Online Youth Groups from June 2017; 3x digital live chat sessions available per week</p>
<p>2. We will deliver targeted work which aims to raise awareness of LGBTI young people's rights</p> <ul style="list-style-type: none"> - An annual National Gathering for up to 100 LGBTI young people from across Scotland will take a rights-based youthwork approach where young people and workers co-design programmes that reflect current needs and priorities and create a platform where peer led learning informs the personal development and engagement of marginalised young people. - Digital content on mental health and hate crime will be co-developed with young people and promoted in order that knowledge of rights and protection is enhanced; with mental health resources developed in Year 1 and Hate Crime in Year 2; with thematic areas to be agreed in Year 3. 	<p>Annual Gathering co-delivered with young people by 20 December 2017</p> <p>March 2018; March 2019; March 2020</p>
<p>3. We will support the development of network for professionals in key areas</p> <ul style="list-style-type: none"> - LGBTYS will ensure the voice and needs of LGBT young people will be represented through local LGBT development groups. These groups will be the platform for collaborative community capacity building and drive partnership activities to improve outcomes for LGBT people across Scotland. LGBTYS will lead or contribute to groups in (as a minimum) Tayside, Dumfries and Galloway, Borders, Forth Valley, Edinburgh. 	<p>15 Development Group meetings supported or led per annum</p>

3.3 Contribution of Promoting Equality and Cohesion Fund to wider work

A. There are a number of Scottish Government publications that have a strong equality focus. If the project for which you are applying for funding is delivering against any ambitions, goals or specific actions in the following documents in relation to the protected characteristics, please select the relevant document(s). Detail of the work you are taking forward should be provided in the text box, linked to the specific actions in the relevant Scottish Government publication:

<u>Race Equality Framework</u>	<input type="checkbox"/>
<u>A Fairer Scotland for Disabled People</u>	<input type="checkbox"/>
<u>New Scots: Integrating Refugees in Scotland's Communities</u>	<input type="checkbox"/>
<u>Fairer Scotland Action Plan</u>	<input checked="" type="checkbox"/>
<u>Scotland's Labour Market Strategy</u>	<input type="checkbox"/>

Detail of the way in which the work of the project contribute to the ambition, goal or specific actions in the Scottish Government publication(s) indicated above:

Below is a list of the ways in which LGBT Youth Scotland work will directly contribute to the Scottish Government's Fairer Scotland Action Plan.

PARTICIPATION, DIGNITY AND RESPECT

7. (Scottish Government) We will do more to help people to have a say in their local areas.

8. (Scottish Government) We will take action to make democratic institutions more representative of the communities they serve.

LGBT Youth Scotland's is committed to ensuring the LGBTI young people have their say in decisions that affect their lives. Over the next three years our contribution will include:

- Rolling out the findings from the Mental Health Youth Commission to key public bodies in the field of child and adolescent mental health include services in local areas such as CAMHS
- Continuation of the Housing and Homeless Youth Commission who will have specific role in engaging with Housing and Homelessness Hubs within local authority area (funded within Equally Safe)
- Setting up a new Youth Commission with a focus on Gender Identity and legal recognition of transgender young people and non-binary identities
- Engagement with community planning structures, arranging meetings with local counsellors and LGBTI young people
- Engagement with MSPs on key youth commission issues
- We are also currently in the process of recruiting two new members of the Scottish Youth Parliament to represent the views of LGBTI young people

9. (Scottish Government) We will reform public services to deliver the highest quality service to users, with dignity and respect at their core.

LGBT Youth Scotland's uses a human rights and equalities charter model to engage with public services. The programme supports services to undertake training, review policies in line with legislation, and consider practices and resources. Key to this approach is a focus on engaging with LGBTI communities in order that they can help to shape services. At present we have more than 200 LGBT Charter clients, the majority of which are public services including schools, local authorities and key national bodies such as the Care Commission and the General Teaching Council for Scotland. Over the next 3 years we will continue to roll this programme out to public services across Scotland including:

- Training sessions on the needs of LGBT men experiencing domestic abuse
- Support for strategic organisations within the children and young people's sector to undertake the LGBT charter
- Support for Domestic Abuse organisations to undertake the LGBT Charter (within Equally Safe funding)
- Other service improvement engagement including partnerships with BME, Disability, and faith organisations, joint conference with Children in Scotland on LGBTI young people, and joint event with Scottish Trans Alliance on transgender young people.

EQUALITY AND HUMAN RIGHTS

12. (Scottish Government) We will review and reform gender recognition law so it is in line with international best practice for people who are Transgender or Intersex.

LGBT Youth Scotland will play a significant role in the Scottish Government's consultation on the gender recognition starting in the summer with a specific role to gather the views of transgender and non-binary young people.

We will also set up a Youth Commission on Gender Recognition. Provide case studies for the Scottish Transgender Alliance's campaign on Equal Recognition and upskill young people to engage with the press. We also expect significant engagement with the Scottish Government, MSPs and the children and youth work sector on this issue over the course of the next 3 years. See box below for more information.

HOUSING

16. (Scottish Government) We will build on Scotland's world-leading homelessness rights.

LGBTI young people experience high levels of homeless largely due to familial rejection. Through our Housing and Homelessness Youth Commission, funded by Equally Safe if successful and which is matched to the Youth Commission on Gender Recognition we will engage directly with Housing Hubs in local areas to build the their capacity to meet the needs of LGBTI young people.

We will also work with key national organisations including Shelter Scotland and youth specific organisations to facilitate a National Coalition to End Youth Homelessness, working closely with health services, mental health services and education. So that those facing homelessness combined with multiple exclusion get joined up support.

HEALTH

NEW MENTAL HEALTH STRATEGY – LGBT Youth Scotland will work with the Scottish Government to finalise and/ or roll out their mental health strategy to ensure that the needs of LGBTI young people are considered.

We will also continue to engage CAMHS mental health services and identify opportunities for partnership working; including encouraging their staff to be effectively trained on LGBT awareness and responding to transgender young people's needs.

JUSTICE

25. In the first year of the current parliament, we will introduce a Bill to establish domestic abuse as a specific offence.

- We will engage with the introduced Bill through evidence submissions
- We will continue to raise awareness, through the LGBT Domestic Abuse Project, that one barrier to reporting domestic abuse is concern over being outed in court.
- We will engage with professionals working in justice to recognise: the barriers to reporting domestic abuse that LGBT people face as a result of concern over being outed in courts; the current views and experiences of LGBT young people as analysed in the 2017 Life in Scotland survey.

HIGH QUALITY EDUCATION FOR ALL

34. We will do more to address bullying in schools – including homophobic, biphobic and transphobic (HBT) bullying.

Improving the inclusion of LGBTI young in schools is core to LGBT Youth Scotland's strategic plan. Key activities over the next few years include:

- We will launch an resource on HBT bullying, developed in partnership with *respectme* working closely with the Scottish Government to ensure that this work aligns with the National Approach to anti-bullying.
- We will support the launch of the national approach to anti-bullying, sharing key messages with local authorities and education authorities across Scotland.
- We will continue to be one of the managing partners of *respectme* working alongside SAMH, linking with Childline and ParentsLine Scotland.
- We will deliver high quality training to teachers, teaching assistant and to those in initial teacher education.
- We will roll out guidance on supporting transgender young people in schools, working with LGBTI organisations, the children and young people's sector and education national bodies.
- We will work with Health Scotland and NHS Glasgow and Greater Clyde to develop a new programme focused on Relationships Sexual Health and Parenthood Education, ensuring this is LGBTI inclusive.
- We will work with the Scottish Government, Scottish Parliament, the LGBT Sector and key national bodies in the field of education to identify solutions and reduce HBT bullying.

B. It should also be noted that there are some consultations and an independent review that are either live or impending which may impact on future equality work in this funding period. If the outcome of any of the following are of relevance to your proposed project, please select the consultation(s)/review below for which this is the case.

Scottish Government consultation on the Draft Gender Representation on Public Boards (Scotland) Bill (consultation period: 5 January – 17 March 2017)



Forthcoming Scottish Government consultation on the first British Sign Language (BSL) National Plan (1 March – 31 May 2017)	<input type="checkbox"/>
Forthcoming Scottish Government consultation on the reform of Gender Recognition legislation (summer 2017)	<input checked="" type="checkbox"/>
Any engagement with Lord Bracadale’s independent review of the existing laws around hate crime offences in Scotland (30 January 2017 – January 2018 approximately)	<input checked="" type="checkbox"/>

Please provide a brief overview of the work of the proposed project in relation to the relevant consultation or review indicated above:

B.

Gender Representation on Public Boards

This consultation is due before the application submission date. We have read and fully support the submission written by the Scottish Trans Alliance.

Gender Recognition Consultation

Depending on the Scottish Government plans it is likely that LGBT Youth Scotland will play a major part in this consultation. There are areas of the consultation that are particularly relevant to transgender young people including reducing the age of the GRC to age 16, bringing this into line with other Scottish Government legislation; and allowing gender recognition to those under 16, with parental permission. The recognition of non-binary identities is also particularly important to transgender young people.

As the only organisation working with transgender young people in Scotland specifically, we foresee that we will have a significant role in supporting the Scottish Government, MSPs and the general public to understand the experiences of transgender and non-binary identities and specifically those under 25. We have already met with the Family and Property Law team to discuss transgender young people’s views and are in the process of organising a consultation between the team and transgender young people in youth groups.

In supporting the larger engagement process, we plan to ensure that transgender and non-binary young people are robustly consulted with, this will mean promoting the Scottish Government consultation through all our social media channels, developing and delivering workshops at youth groups and/ or carrying out our own questionnaire to gather their views.

We will set up a new Gender Recognition Youth Commission who will lead on gathering the views of transgender young people across Scotland and make recommendations; contribute to the Scottish Transgender Alliance’s campaign on gender recognition including developing trans young people’s case studies. Arrange meetings with MSPs and attend key meetings/ events.

We will also brief the youth and children’s sector on transgender young people’s experiences and respond to media requests. In year 2 and 3 of this funding we are also likely to be called upon to present evidence in parliament and meet directly with MSPs specifically in relation to Gender Recognition and the experiences of transgender young people.

Review of Hate Crime Offenses

Depending on the Scottish Government's consultation methodology we will ensure that LGBTI young people are robustly consulted with and provide an organisational response.

Specifically we would focus on hate crimes connected to sexual orientation and gender identity, how Police Scotland can increase the number of the hate crimes reported and for robust monitoring and reporting of hate crimes and hate incidents.

As an organisation we support young people who experience hate crimes, gather evidence on the impact on this and methodologies to improve their experiences we hold particular expertise in this area. With our work with schools we are also aware of the sometimes complex interplay with bullying in school and other settings and appropriate responses.

3.4 Contribution to Scottish Government Equality Outcomes

If relevant, applicants should also demonstrate how their project would help contribute to one or more of the Scottish Government Equality Outcomes and National Performance Framework Outcomes (see the criteria for this fund for more information).

Below is a summary of how LGBT Youth Scotland's work fits with the current Scottish Governments Equality Outcomes and the National Performance Framework Outcomes:

Scottish Government Equality Outcomes (2013 – 2017)

1. Scottish Government directorates are by 2017 more confident in and better informed on equality and diversity matters and can engage with partners and stakeholders to effect change and improvement.

- LGBT Youth Scotland will work closely with the Equalities Unit, the Learning Directorate and the GIRFEC Team in order that LGBTI young people's needs and experiences are understood and considered.
- We will also deliver training to the Learning Directorate and Education Scotland's Inspectors, which has been agreed by Directors.

2. Progress is made towards the reduction in violence against women by 2017 through a strategic and co-ordinated approach by agencies and women's organisations.

- LGBT Youth Scotland will contribute to the implementation of Equally Safe, provide training to domestic abuse and GBV services and link them to the LGBT Charter Mark.
-

3. Within the longer term outcome that all children and young people will be able to make the most of the education opportunities available to them, reach their full potential, there will be progress by 2017 in the experience of those with protected characteristics who are currently disadvantaged or underperforming.

- LGBT Youth Scotland will provide training to teachers on HBT bullying and LGBT inclusion in schools through annual education seminars and through the delivery of LGBT Schools Charter
- We will develop and roll out resources on HBT bullying, working closely with *respectme*
- We will distribute guidance on supporting transgender young people in school settings.
- We will work with schools in the Scottish Government Attainment challenge areas including Glasgow and Dundee

National Performance Outcomes

- **We are better educated, more skilled and more successful, renowned for our research and innovation**
 - We will develop research on the experiences and lives of LGBTI young people growing up in Scotland and share these findings widely. We will share these findings with our European partners to ensure that Scotland's innovation and research is widely recognised.
 - We will also develop new research partnership with Universities across Scotland. At present there is particular interest in the fields of LGBTI young people's mental health and housing and homelessness.
- **Our young people are successful learners, confident individuals, effective contributors and responsible citizens**
 - Our work with LGBTI young people will build their skills, confidence and knowledge. Directly contributing the outcomes and experiences in Curriculum for Excellence and the as the National Youth Work Outcomes.
- **We live longer, healthier lives**
 - We will engage with NHS Health Scotland and NHS Greater Glasgow and Clyde to develop a new Relationships Sexual Health and Parenthood Education Programme for Scotland.
 - We will seek to work with CAMHS with a focus on improving service responses for LGBTI young people.

- We will work with the broader youth work sector to demonstrate the effectiveness of youth work to young people's mental health and wellbeing
- **We have tackled the significant inequalities in Scottish society**
 - All of LGBT Youth Scotland interventions seek to reduce the significant inequalities faced for LGBTI young people and those with the protected characteristics of sexual orientation and gender re-assignment. We also seek to improve the lives of those with intersecting identities.
 - Specifically we aim to work closely with media outlets sharing key messages with mainstream media; with the aim to improve social attitudes towards LGBT people.
- **We have improved the life chances for children, young people and families at risk**
 - Through the our work in education settings and work with teacher training institutions, we will create a legacy of teachers who feel confident and skilled to improve the life chances of LGBTI children, young people and families
- **We live our lives safe from crime, disorder and danger**
 - Through our engagement with policy developments such as the review of hate crime legislation and the introduction of a coercive control Bill, we will ensure that LGBTI people are reflected in national policy affecting safety
 - Through our work to support the dissemination of the National Approach to Anti- Bullying, we will demonstrate the value of LGBTI-inclusive programmes that increase safety
 - Through our work with the NHS to create a LGBTI-Inclusive Relationships, Sexual Health, and Parenthood programme, we will support the increased access to relevant and appropriate information for LGBTI young people
- **We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others**
 - Through our LGBTI Development Group model in local authorities' areas will build the capacity of professionals to better meet the needs of LGBTI people.
 - Through our LGBTI Development Group model in local authority areas, we will build the capacity of professionals to better meet the needs of LGBTI people.
 - Through partnership development of a service spec for a rural geographic area (most likely Highland) we will thereafter be able to enhance resilience for LGBTI people through the development of a capacity building programme

coupled with direct service delivery supported by other funders. Through the co-ordination of LGBT History Month we will improve community cohesion and awareness of LGBT identities and experiences.

3.5 How will you know you are making a difference (e.g. what information/ feedback do you collect and how do you record it)?

Evidence: We collect several types of evidence: first-hand evidence from young people about their experience and evaluation of the services and programmes we run with them; data we collect about our outcome indicators from questionnaires; case studies about the impact of our work on individual young people and organisations (including training evaluations and LGBT Charter case studies), and; reflections made by staff and volunteers, in session records and through professional dialogue in team meetings and inter-agency meetings with our partners.

Monitoring & Self-evaluation: The charity embarks upon an annual operational planning exercise, linked to self-evaluation and individual staff appraisal. We have fostered a culture of self-evaluation which develops year on year, and is rooted in the rationale for our work. Outcome indicators and challenge questions (from How Good Is Our Third Sector Organisation) are reflected upon in team meetings and supervision. The focus of our self-evaluation is to look inwards and outwards at the impact of our work and forwards, to plan for future activity and improvement.

Analysis and Improvement: It is important that we learn from the data we collect and analyse what that means for the provision of future services and improvements in performance. We celebrate achievement through annual reporting and impact reports, an example of which is below:
https://www.lgbtyouth.org.uk/files/documents/Transforming_Lives.pdf

OUTCOME INDICATORS

Our outcome indicators for this thematic programme of activities have been identified as follows:

1. Improving LGBTI Young People's contribution to civic Scotland

- Professionals working with young people and key decision makers will have a better understanding of the needs of LGBTI young people
- Policies and legislation developed and implemented by the Scottish Government will include LGBTI young people and reflect their specific needs
- Through the development of a new web platform young people will reach out to 100 young people and through events and projects they will report increased confidence and knowledge to engage in civic Scotland

- Decision makers will have a better understanding of the key issues in relation to transgender young people and gender recognition legislation through the development of a new Youth Commission in this area

2. Addressing HBT bullying and supporting best practice in education settings

- Through teacher training and seminars teachers and school staff will report an increase in confidence in dealing with homophobic, biphobic and transphobic bullying and on improved inclusion for LGBTI young people; engaging with a minimum of 800 teachers per annum
- Teachers will report an increase in confidence and knowledge in supporting transgender pupils through the distributions of our National guidance on 'Getting it Right for Transgender Young People in Schools' and accompanying seminars
- All Scottish universities with Initial Teacher Education programmes will be able to report LGBTI inclusion within their teaching programme, through LGBTYS lectures and seminars and a national event to share learning; reaching approximately 800 students
- We will engage with a minimum of 50 schools through our LGBT Schools Charter Programme; each school will be able to evidence LGBTI inclusion in their school

3. Driving Change and supporting best practice in public services and the third sector

- Gender based violence services will be better able to meet with specific needs of LGBTI clients
- Two domestic abuse reference group meetings with a strategic focus to take place each year. The reference group includes representation from Scottish Women's Aid, Stonewall Scotland, Women's Support Project, Scottish Trans Alliance, *respectme*, NHS GGC, and LGBT Health.
- We will deliver 2 targeted training sessions on meeting the needs of gay, bisexual and transgender men experiencing domestic abuse
- A new LGBT domestic abuse website will be launched, with regular content created aimed at LGBT people (including GBT men and non-binary people) and service providers.

4. Promoting Connectivity & Improving Outcomes for LGBTI People - Art, Culture & Sport

- Programme of events will increase visibility for LGBTI people and communities, with increased visibility on social media and within the press
- Evaluations will show increased connectivity/ community cohesion amongst LGBTI people
- Local authorities and public bodies will engage with LGBT History Month, reaching out to LGBTI communities and delivering intersectional work
- A minimum of 50 events will take place across Scotland during February per annum, including events in rural and remote areas
- New resources will be developed to promote LGBT History Month, connecting to Scottish Government themes

5. Promoting Connectivity & Improving Outcomes for LGBTI Young People – Digital Reach & National Programmes

- Service specification is developed for extended service reach in a rural area
- Funding sources for delivery of rural capacity building service identified and applied to. Thereafter funding is secured for extended service reach
- A minimum of 3 live chat sessions available per week targeting areas of rurality and communities experiencing additional isolation
- Up to 40 young people per year are engaged in online group activity that enhances social engagement
- By 2020, 50% of LGBTYS' service users are actively engaged in regular meaningful Social Action and their contribution is recognised through accreditation and awards
- A minimum of 15 development group meetings are supported across Scotland each year, building community capacity building approaches and ensure the voice and needs of LGBT young people are heard and responded to by a range of partners in the planning and delivery of partnership activities

3.6 How will your organisation work with individuals and communities to develop social networks and relationships to strengthen communities?

Building connections and making links between individuals and communities is embedded to LGBT Youth Scotland's organisational ethos. Our work with LGBTI young people increases their confidence and skills to engage in services and in their local community. Below are examples of how our work delivers in this area:

Example 1

Our policy and participation work will engage LGBTI young people from youth groups across the country. Our Youth Commissions will work with LGBTI young

people across Scotland, reaching out to some of the most rural and remote areas. Here young people will have the opportunity to share experiences and build their confidence. This will result in improved community cohesion, strengthening the LGBTI community; and gaining the skills they need to engage with local services and structures.

Example 2

We will deliver education seminars to those from multi-disciplinary backgrounds, engaging with school staff from a wide geographic area to share best practice and to overcome challenges. At present we work with some of the most rural and remote communities in Scotland; in the past year we have built good working relationships with education authorities in Orkney and the Shetland Isles bringing young people, teachers and school staff together through assemblies and CPD opportunities.

Example 3

Through our LGBT History Month programme we will support local communities and professionals to deliver events; this facilitates an opportunity for local authorities to engage with LGBTI communities and individuals. Events will take place across Scotland from the Scottish Borders to the Highlands, bringing people together from rural and remote areas and across the central belt. We also encourage events to have a welcoming and inclusive ethos, including LGBTI and straight allies, those with wide range of protected characteristics, and individuals with multiple and intersecting identities.

Example 5

Through our national programme of youth engagement we will bring LGBTI young people together to engage in a national youth summits to address an area of importance to them. We are also piloting ways to ensure that young people can make connections with each other through new technology; delivering group work on-line so that young people are able to make connections with each other through social media platforms.

3.7 How will your organisation tackle the root causes of problems in communities and prevent negative outcomes?

- Building the skills and knowledge of young people to engage in civic Scotland not only supports the implementation of the Children and Young People (Scotland) Act 2014 and UNCRC; it creates a legacy whereby LGBTI people will go onto engage in a civic and democratic Scotland.

- Our policy work and research development aims to make Scotland's legislation and policy landscape inclusive of LGBTI young people; working towards a fully inclusive nation which no longer needs this specific work or expertise.
- Our education capacity building programme uses a preventative approach to address the root causes of homophobia, biphobia and transphobia. Our Schools Charter uses a 'whole school' approach to improve school ethos; working towards long term change rather than piecemeal interventions.
- By training more than 800 teachers in training (on an annual basis) we will build a legacy for the teaching profession: building their skills, knowledge and confidence to address the root causes of homophobia, biphobia and transphobia and address incidents in their immediacy, rather than simply dealing with bullying behaviour or hate crime incidents.
- LGBT History Month builds the capacity of community groups to deliver 50 – 100 events across Scotland. This programme also raises awareness among the general public, of the key issues that affect LGBTI people, moving towards a more equal and inclusive Scotland.
- Our LGBT Charter Mark builds the capacity of services and professionals to meet the needs of LGBTI people, which examines policy and practice and delivers bespoke training to services. This robust process supports organisations to make cultural change, having an impact both on their service users and the wider community. LGBT Charter awardees report: an increase in knowledge to support LGBTI people; increased community engagement and understanding of the needs of service users; and, confidence that their policies and practices met legislative requirements and best practice.
- Our national programme of youth work builds the skills, knowledge resilience and confidence of young people to be able to learn and enter into positive destinations. Much of our direct services, including our on-line youth work, regularly support young people who have poor mental health and can have suicidal thoughts. This work reduces referrals to mental health services and reduces the likelihood of completion of a suicide plan. The development of Gender Sexual Orientation Alliances in Schools enables us to address the education inequalities that are prevalent for LGBT young people.

3.8 How will your organisation work in partnership with other public, private and third sector organisations to achieve greater outcomes?

LGBT Youth Scotland has a key strength in achieving outcomes through its strong partnerships with other third sector and public sector organisations across Scotland.

Some of these partnerships include:

- Strategic management partnership with Scottish Association of Mental Health (SAMH) in the operation of *respectme*, Scotland's anti-bullying service. Our CEO is a cofounder and leads this piece of work for LGBTYS.
- Our CEO is Chair of the National Voluntary Youth Organisations (NVYOS) network and leads the planning of network activity
- A member of staff sits on an Education Scotland's Equalities Reference Group and involved and consult both Education Scotland and the Learning Directorate in the delivery of key outputs
- We actively contribute to the LGBT Police Scotland Reference Group, providing a focus on domestic abuse and representing the views of LGBTI young people
- Our CEO chairs a network of youth workers and organisations with a focus on equality, on behalf of YouthLink Scotland
- Our Policy and Research Manager is a member of YouthLink Scotland's Policy Forum, with a focus on considering key policies issues affecting the youth work sector.
- More than 200 organisations are signed-up to the LGBT Charter of Rights, engaging the public and third sector in strategic partnership work
- At a local level we also contribute to Community Planning structures across Scotland
- Staff across LGBT Youth Scotland participate in approx. 70 steering and reference groups with public authorities, to represent the needs of LGBTI young people and the wider community
- We also engage partners in strategic meetings to oversee the implementation of LGBT History Month, domestic abuse work in Scotland and delivery of local services, see below:
 - The LGBT History Month Advisory Group has representation from Police Scotland, British Transport Police, Creative Scotland, LGBT Health and Wellbeing, the Equality Network and LEAP Sport Scotland. This group will oversee the delivery of LGBT History Month in Scotland and ensure that our deliverables meet the needs of a wide range of stakeholders.

- The LGBT Domestic Abuse Project's reference group currently includes representation from Scottish Women's Aid, the Scottish Transgender Alliance, NHS Greater Glasgow and Clyde, the Women's Support Project, Stonewall Scotland, *respectme*, and LGBT Health and Wellbeing.
- Our local development networks will provide an opportunity for local authority, NHS and other bodies to consult with LGBT people and feed into their Single Outcome Agreements, Community Plans and Equality Plans. LGBT Youth Scotland current hosts or supports development groups in Borders, Dumfries Tayside, Forth Valley and Edinburgh.

Section 4: Staffing

4.1 How many staff will be employed on this project? Please provide details below and ensure that the information provided here accurately reflects the information provided in the Excel budget form accompanying your application

Job Title	No. of hours per week	Basic Salary (Pro rata) of annual salary	Employer's NI	Pension	TOTAL	Existing or new post
Senior Programmes & Influencing Manager	35.7	33,496.25	3,542.36	1,339.85	38,378.46	Existing
Policy & Research Manager	33.92	28,245.28	2,871.58	1,129.81	32,246.67	Existing
Policy & Participation Officer	37	26,235.00	2,500.97	1,049.40	29,785.37	Existing
Development Officer	18.5	13,117.50	690.76	524.70	14,332.96	Existing
Youth Work Director	14.24	15,064.00	1,647.99	602.56	17,314.55	Existing
Partnership Manager Central & North	18.13	14,428.05	1,442.54	577.12	16,447.71	Existing
Digital Youth Worker	18.5	12,237.63	1,144.24	493.91	13,985.77	Existing
Education Capacity Building Officer	37	25,611.75	2,414.97	1,024.47	29,051.19	Existing
Finance & Admin	22	17,508.00	1,297.00	700.31	19,505.00	Existing
Chief Executive	5.8	8,761.00	1,029.00	350.00	10,140.00	Existing
TOTAL	N/A	194,704.46	18,581.41	7,792.13	221,187.68	N/A

4.2 Key duties, relevant skills and experience of staff.

Please provide details below of the key duties, relevant experience and skills of the staff and volunteers who will support project delivery.

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The Senior Programmes and Influencing Manager has experience of managing a diverse projects, managing staff and engaging with key decision makers. This individual also has a well-developed understanding of youth participation, education capacity building and national strategies that work towards the support and development of young people. She has more than 12 years' experience in the youth and community work sector and is qualified in both Community Education and Media and Marketing.

The Policy and Research Manager has a background in research and equalities work. With particular expertise in building capacity amongst professionals through training delivery, policy engagement and LGBT Charter support. This individual manages LGBT domestic abuse work and leads on our technical policy work; developing responses from our consultations with young people and research.

The Policy & Participation Officer has a background in sexual health and relationships education and is experienced in delivering youth led-projects. They lead on LGBT Youth Scotland's approach to youth participation in our policy responses and engagement with key decision makers. This individual also has experience of delivering and developing peer led research.

The Education Capacity Building Officer is a qualified teacher who worked in the field of education as a primary teacher for more than 6 years. This person has a proven track record of creating developmental initiatives within school settings and supporting curriculum development. In the past year this individual has worked on developing a series of lesson plans, delivering initial teacher training within colleges and universities and oversees the delivery our LGBT Schools Charter Mark.

The Development Officer (History Month, Art Culture & Sport) has experience of building and maintaining partnerships, overseeing projects with external impact including LGBT History Month and our cultural calendar. In addition they have a background in supporting children and young people and working with vulnerable groups. They have specialist knowledge in art and cultural work and has overseen our artistic commissions and partnership work with Creative Scotland for the past three years.

The Youth Work Director has a background in children's rights, sexual health and relationships and managing youth services. They have experience of leading and managing staff, financial management, external relations, and strong knowledge of youth work strategies and policies. This individual brings a depth of experience from

working within local authorities and the third sector to improve the lives of young people.

The Partnership Manager (Central & North) has experience of managing a number of diverse projects for young people, working with key strategic leads on young people issues, and has particular skills in developing and delivering programmes of training and support to those working with young people. This individual also has a well-developed understanding of youth participation, and national strategies towards the support and development of young people.

Digital Youth Work Officer - has several years of experience in the field of online communications work and has a background in working with the NUS. This individual currently manages our on-line youth work, which is viewed as innovative and an example of sector leading practice.

The Finance Manager oversees our organisational finance and financial risk management. The finance manager is qualified in accounting and business studies and has over 30 years of experience in this field within the third sector.

Our CEO has more than twelve years of experience campaigning for human rights and equality for young people, particularly in relation to homophobic bullying in schools. An experienced senior manager in the not-for-profit sector, the CE has led organisational change in strategy, finance and human resources for ten years. A member of the Executive Committee of the Community Learning and Development (CLD) Standards Council in Scotland, the CE has a strong commitment to the principles and values of community work with young people. The CE is co-founder and managing partner of *respectme*, Scotland's anti-bullying service. He also chairs the National Voluntary Youth Organisations Scotland network and is a member of the Scotland Committee for BBC Children in Need.

The CE is responsible for the day-to-day strategic leadership of the charity and reports directly to the Board of Trustees.

Section 5: Budget

Please complete the separate Excel Budget Form accompanying this application form.

5.1 What is the total amount you are requesting from this grant fund?

£771,818.95 for funding between the 1st of July 2017 – 31st March 2020

See excell spreadsheet and below for more information.

5.2 Please tell us if there is anything we should know about the figures in the budget, include an explanation or breakdown to show how main costs were calculated.

This application seeks to reduce the costs of key deliverables by building partnerships with public bodies, the third sector and the private sector to identify venues and share resources.

The majority of costs in this application are therefore attributed to staff time and their expertise. We have a track record of achieving this and will continue to do so if successful in this application.

The other key area of expenditure is staff travel. This is based last year's expenditure and we do not expect this to reduce. As an organisation we work with and reach out to the most rural and remote areas in Scotland. This can involve new technology (such as Skype) but there are times when travel is essential, including travel to deliver training.

Spend on deliverables is therefore at a minimum. A detailed breakdown of the headings 'Events & Projects' and 'Web & Comms' is outlined below:

Activities Breakdown

Strand	Activity	Breakdown	Events & Projects	Web & Comms
1.	Gender Recognition Youth Commission (Events & Projects)	£13.00 per person for young people's travel x 10 young people x 6 events = £780 £25 for young people's refreshments x 6 =£150 £70 for printing materials, letter writing;	£1,000.00	
1.	Policy Consultations with Young People	Refreshments for a minimum of 4 Scottish Government consultations x £25 = £100	£100.00	

	(Events and Projects)			
2.	Training for Teachers (Web & comms)	<p>Print costs for training materials, based on last year's expenditure £500.</p> <p>Reaching more than 800 teachers per annum and 1000 students.</p>		£500.00
2.	Schools Charter Workbook	<p>Design costs estimated at £750, based on designer estimate.</p> <p>This will reach a minimum of 50 schools in the first year; with a further 50 in Year 2 and 3.</p>		£750.00
2.	Education Seminars (Events & Projects)	<p>Venue costs for 2 seminars £100 per hour room rental x 2 event = £200; Teas and Coffee £3.50 per head x 60 = £210; £90 approx. for IT and comms support</p> <p>We will work in partnership with a local authority or school to identify a venues and to promote this to school, keeping costs to a minimum.</p>	£500.00	
3.	Design of Workbook for Charter clients	<p>Design costs estimated at £750, based on designer estimate.</p> <p>This will reach a minimum of 200 Charter clients including public bodies and the third sector and will reduce costs in printing.</p>		£750.00
3.	LGBT Domestic Abuse Website	<p>Costs £600 per annum, including maintenance.</p> <p>If successful this will be shared with the Scottish Government Violence Against Women Fund.</p>		£300.00

4.	LGBT History Month Resources (Web & Comms)	The design and print of more than 3,000 resources last year cost £1,800 and the distribution cost £423 with a total cost of £2,223. Each year however we share the cost of this by seeking match funding with an alternative funder or through corporate sponsorship. We will therefore only be applying for 50% of the costs in this area		£1,100.00
4.	LGBT History Website	Hosting of the website cost £600 per annum, including maintenance.		£600.00
5.	National Youth Summit	This event will work with around 100 LGBTI young people across Scotland. Based on previous events we estimate the event will cost £1,300 for venue and catering; £750 for young people's travel; £300 for workshop materials; £150 for comms and IT. We will also seek to identify sponsors for this event bringing in an additional income of £500.00 as venue costs can vary considerably.	£2,500.00	
TOTAL (Year 1)			£4,100.00	£4,000.00

In Year 2 the cost of 'Web and Comms' reduces as Charter Workbooks will be complete.

In Year 2 and 3 the cost of staff increases due to increments.

We will also seek to reduce staff costs in Year 2 and 3, through match funding and diversified funding sources.

5.3 If this application is part of a bigger project, and supported by other funders, please provide details below (see guidance notes)

List Funder(s)	Amount requested	Amount secured	Expected date of outcome for unsecured funding

Scottish Government Intermediary Funding - Violence Against Women & Girls	£46,000.00	TBC	TBC
Big Lottery Fund – Investing in Communities Funds staff time for 3 posts directly connected to this application <ul style="list-style-type: none"> - Digital Youth Work Officer 6 month per annum - Partnership Manager 4.92 month per annum - Youth Work Director 2.45 months per year per annum 	£380,200 for 3 years	£380,200 for 3 years from July 2016 £37,763 for staff time per annum	Confirmed

5.4 If you are currently receiving funding from another Scottish Government fund then please complete the following table

Name of fund	Amount received	Department (Education, Health, etc)	Contact name in the Scottish Government	50 word summary of the project
1. Equalities Intermediary Funding– VAWG 2015 - 2016	£40,000	Equalities	[REDACTED]	The harmful effects of violence and abuse against women and girls are reduced due to the provision of early interventions and appropriate, high quality services.
Children & Young People and Families Early Intervention Fund	£75,000	Education	[REDACTED]	Schools and the wider learning community are safe and welcoming environments for lesbian, gay, bisexual and transgender (LGBT) young people in order that they can become successful learners, confident individuals, responsible citizens and effective contributors.
SG Learning Directorate	£9,990	Education	[REDACTED]	To facilitate on line resources and practice seminars to address homophobic, bi-phobic and transphobic bullying in Scottish Schools.

5.5 How do you intend to diversify your funding sources during this funding period?

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We are in discussions with Paul Hamlyn foundation regarding their continued support of the Policy and Participation work; we will be applying for funding from Creative Scotland to provide additional support to artists and communities to actively engage with History Month 2017; we will also continue to seek maintain and increase funding from national funds including Big Lottery and Children in Need as well as local authorities.

In the last year we have recruited a Fundraising Manager to diversify our income streams and increase unrestricted funding across the organisation. With a focus on growing corporate partnerships we are currently in discussion with multiple partners on how their support, both financial and skills sharing, can feed into our Policy and Participation work going forward.

5.6 How will your project outcomes be sustained when the funding for this project ends?

Certain activities within LGBT Youth Scotland's plan are designed to empower key networks to eventually take the lead after providing leadership and expertise. Activity has been designed to build the capacity of networks and organisations through providing leadership and expertise, and eventually supporting them to take a lead in the area. Examples of this include the production of publications particularly in relation to the LGBT domestic abuse and the LGBT Charter Mark which build capacity in others to ensure their service is LGBT inclusive. Local area LGBTI development groups have also proven to be successful. Activities are therefore designed to be self-sustaining.

LGBT Youth Scotland has future sustainability as a central and on-going concern of Board and staff. Each year we also conduct a funding risk assessment as part of the audit of the charities finances, which is scrutinised by Board and key staff.

5.7 Is the organisation an Accredited Living Wage Employer?

Yes No

Does the organisation pay all staff employed using Scottish Government funding the Living Wage or above? If the organisation does not do so currently but is working towards this, please provide an indication of this plan here.

LGBT Youth Scotland pays all its staff employed using Scottish Government funding the Living Wage or above, with rates linked to SCVO's pay scale.

LGBT Youth Scotland will look into the benefits of paying to register to be a Living Wage Employer.

5.8 Fair Working Practices

The Scottish Government has set out its aspiration to create lasting economic success by building on sustainable growth that also achieves fairness, equality, opportunity and innovation. Examples of this approach are set out in the [Scottish Business Pledge](#) and in the [procurement guidance on fair work practices](#).

The Scottish Government is keen to promote fair working practices and would encourage funded organisations to have in place policies, practices and procedures which are consistent with promoting fair working practices, including payment of the Living Wage. Please select from the list below all the practices that are in place or which apply to your organisation. Successful applicants will be expected to provide a copy of the policies that evidence the Fair Working Practices they have identified.

A fair and equal pay policy including, for example, ensuring no gender discrimination or the monitoring of pay ratios within the organisation	<input checked="" type="checkbox"/>
Clear managerial responsibility to nurture talent and help individuals fulfil their potential including, for example, a strong commitment to Modern Apprenticeships and the development of Scotland's young workforce	<input checked="" type="checkbox"/>
Promoting equality of opportunity and developing a workforce which reflects the population of Scotland in terms of the protected characteristics (age, disability, gender, gender identity, religion or belief, race, and sexual orientation)	<input checked="" type="checkbox"/>
Support for learning and development	<input checked="" type="checkbox"/>
Stability of employment and hours of work, and avoiding exploitative employment practices including, for example, no inappropriate use of zero-hours contracts	<input checked="" type="checkbox"/>
Flexible working (including, for example, practices such as flexi-time and career breaks) and support for family friendly working and wider work life balance	<input checked="" type="checkbox"/>
Support progressive workforce engagement, for example, Trade Union recognition and representation where possible, otherwise alternative arrangements to give staff an effective voice	<input checked="" type="checkbox"/>

Section 6: Beneficiary Monitoring

You should only provide answers to sections that most apply to your target beneficiaries.

6.1 Will your project mainly benefit people from a particular ethnic background?

Yes No

If yes, which ethnic group(s) or background?

A White

- Scottish
- Other British
- Irish
- Gypsy /Traveller
- Polish
- Other white ethnic group, please specify

B Mixed or Multiple Ethnic Group

- Any mixed or multiple ethnic groups, please specify

C Asian, Asian Scottish or Asian British

- Pakistani, Pakistani Scottish or Pakistani British
- Indian, Indian Scottish or Indian British
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Chinese, Chinese Scottish or Chinese British
- Other, please specify

D African

- African, African Scottish or African British
- Other, please specify

E Caribbean or Black

- Caribbean, Caribbean Scottish or Caribbean British
- Black, Black Scottish or Black British
- Other, please specify

F Other ethnic group

- Arab, Arab Scottish, or Arab British
- Other, please specify

6.2 Will your project mainly benefit people from a particular age group?

- Yes No

If yes, which age group? (Please select up to two)

- 0-24 years 25-64 years 65+ years

6.3 Will your project mainly benefit disabled people?

We use the definition from the Equality Act 2010, which defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day to day activity. It should be noted that the Scottish Government recognises British Sign Language (BSL) as a language in its own right, and although many BSL users do not consider themselves disabled, they are covered by the Equality Act 2010. Projects working to progress

equality for BSL users can, therefore, apply to this funding stream if the project will benefit BSL users.

Yes No

6.4 Will your project mainly benefit people of a particular gender?

Yes No

If yes, which? (Please tick all that apply).

- Men (including trans men)
- Women (including trans women)
- Other (e.g. non-binary people)

6.5 Will your project mainly benefit people who identify as transgender?

Yes No

6.6 Will your project mainly benefit people who are lesbian, gay or bisexual?

Yes No

6.7 Will your project mainly benefit people of a particular religion or belief?

Yes No

If yes, which specific religion or belief?

- | | |
|---------------------------------------------|------------------------------------------------|
| <input type="checkbox"/> Church of Scotland | <input type="checkbox"/> Jewish |
| <input type="checkbox"/> Roman Catholic | <input type="checkbox"/> Hindu |
| <input type="checkbox"/> Other Christian | <input type="checkbox"/> Pagan |
| <input type="checkbox"/> Muslim | <input type="checkbox"/> Humanist |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Other, please specify |
| <input type="checkbox"/> Sikh | |

6.8 Will your project work intersectionally, i.e. with people who have a combination of protected characteristics?

Yes No

If yes, please state which protected characteristics and provide a brief description of this work.

Many of LGBT Youth Scotland's service users have intersectional identities and LGBT Youth Scotland works with young people who face multiple forms of disadvantage and discrimination including:

- LGBTI who have a disability including both physical and learning disabilities
- LGBTI young people with poor mental health

- LGBTI young people with faith
- LGBTI young who are black or from an ethnic minority, including assylum seekers
- LGBTI young people from rural areas
- LGBTI young people who are experiencing poverty or from an area of social deprivation
- LGBTI young people who are in care or are care leavers
- LGBTI young people who are homeless
- LGBTI young people who are experiencing or have experienced domestic abuse
- LGBTI young people who are victims of crime including hate crime and sexual assault

Specifically we therefore work with people with the following protected characteristics: age, sexual orientation, gender reassignment, dissability, religion and belief and sex.

We also work in partnership with key organisations that can facilitate intersectional work, largely through our LGBT Charter Mark, including: Edinburgh and Lothian Race Equality Council, Shakti Women's Aid and Hemat Gryffe Women's Aid. We will also continue to engage with key national partners including Engender, BEMIS and Scottish Women's Aid.

6.9 Describe what steps you take to ensure your services are inclusive and accessible to all.

LGBT Youth Scotland has an Equalities Policy and a staff handbook which embues the principles of the Equality Act (2010). We have a regular programme of staff and volunteer training to address the particular needs of our service users, including Mental Health First Aid, suicide intervention skills, and domestic abuse training.

We use a person-centred approach to address service user needs. This involves assement of additional requirements during event planning, as well as implementing individual needs assessments for those service users who have additional support needs. For example, we will ensure venues are accessible and BSL interpreters are provided at key events.

To promote equalities between different protected characteristics we engage with key partners with specialist expertise through our LGBT Charter Mark including BME organisations.

Section 7: Declaration

I apply, on behalf of the organisation named above, for a grant as proposed in this application in respect of expenditure to be incurred over the proposed funding period on the activities described.

Signatory one (see Guidance)

This must be the primary contact named in the first part of the application. I, please enter name confirm that I am authorised to submit this application and that the information given in this form is true and accurate. My organisation authorises Scottish Government/ Voluntary Action Fund to hold any information supplied about this application in its electronic or manual records and that the information supplied can be used for the purposes of assessment; publicity or promotion of any award; or passed on to other external third parties without the need for further consent to be obtained.

I understand that you may contact me during the assessment process and I confirm that I am authorised by the organisation for this purpose and that you may rely on any further information supplied to you by me.

Name	Position
Cara Spence	Senior Programmes & Influencing Manager
Date	Signature
(dd/mm/yyyy)	

Signatory two (see Guidance)

I confirm that this application and the proposed project within it have been authorised by the board members or other governing body.

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

Section 8: Submitting your application

This form should be emailed to pecfapplications@vaf.org.uk with your organisation's name in the subject line of the email. Please save this Word form and your separate Excel budget form with your organisation's name and project name (if different) as the file titles. Attach the documents requested in the check list. For enquiries call 01383 620780 or email pecfenquiries@vaf.org.uk The mailbox has an automated response acknowledging the receipt of your application. Please contact Louise Heathcote if you do not receive an automated response.

Check List:

Have you completed all the questions on the Application Form?	<input checked="" type="checkbox"/>
Have you completed and attached your Excel Budget Form spreadsheet?	<input checked="" type="checkbox"/>
Have you enclosed/attached the following documents? <ul style="list-style-type: none">• A copy of your Memorandum and Articles or Constitution, signed and dated.• Most recent independently examined or audited accounts, or verified statement of income and expenditure (if a new organisation, most recent bank statement).• A copy of your Equality and Diversity Policy.• A copy of your Child Protection/Vulnerable Adult Policy if your project involves working with children, young people or vulnerable adults.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

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