

# Six monthly progress report

(July – December)

## Equality Budget 2017-20

Organisation: *Equality Network*  
Project: *Scottish Trans Alliance*  
Completed By: *[redacted]*  
Period: *July 2018 – December 2018*

Before completing this form please read the guidance provided at the end of this form.

### Project Information

Name and Position of Main Contact Person	<i>[redacted]</i>
Funding Programme	Equality intermediary and national projects
Amount of Grant Received	£200,000 per year
Project Website (if applicable)	<a href="http://www.scottishtrans.org">www.scottishtrans.org</a>

1	<b>In a few sentences, tell us about your funded project</b> (see guidance note 1)
	A national project to inform, equip and support transgender people, equality organisations, government policy makers and other employers and service providers to engage together to improve gender identity and gender reassignment equality, rights and inclusion in Scotland. The project focuses on building capacity for transgender people's engagement in equality policy and good practice development, as well as improving social attitudes and visible inclusion in Scottish daily and public life.
2	<b>What Fund Outcomes did you work towards?</b> (see guidance note 2)
<input checked="" type="checkbox"/>	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"/>	People covered by hate crime legislation experience lower levels of hate crime.
<input checked="" type="checkbox"/>	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 type="checkbox"/>	Current imbalances in representation in all aspects and levels of public life, including education and employment, are addressed to better reflect our communities.
3	<b>How much progress has been made towards your project outcomes?</b> (see guidance note 3a and 3b)
	<b>Project Outcome 1:</b> Government policy makers, equality organisations, and other employers and service providers are more informed about how to improve gender identity and gender reassignment equality, rights and inclusion through policy and good practice development.
	<p><b>What you actually did:</b></p> <p>Worked extensively with the NHS National Gender Identity Clinical Network for Scotland (NGICNS) to seek to improve access to NHS gender identity services. Alongside participation in the quarterly NGICNS Steering Group, this has included participating in Data Subgroup meetings to develop standardised data points to be collected by Gender Identity Clinics across a trans person's gender reassignment treatment process. It has also included participating in the Information Leaflet Subgroup to create a variety of information resources for trans people waiting to attend Gender Identity Clinics. Following on from us running a focus group and supporting two trans women volunteers to work with us to conduct a community online survey on access to hair removal, a Hair Removal Subgroup was created by NGICNS to bring together stakeholders to develop new guidelines for local health boards on hair removal provision. Participated in the Endocrine Subgroup where we relayed trans community perspectives and concerns to clinicians redrafting the NHS Scotland trans endocrine guidelines (completed Oct 2018). Contributed to the NGICNS Performance Review process.</p> <p>Responded to several ad-hoc requests for information and community perspectives on a variety of general healthcare topics from local health boards. Worked with NHS Lothian to support their creation of a short information film for new patients waiting to be seen by their Gender Identity Clinic. At the request of Gender Identity Clinicians, we used the findings of our community engagement surveys to provide three trans awareness training</p>

inputs (in Glasgow, Tayside and Inverness) to wider NHS CPD training courses for doctors.

Worked with Waverley Care, THT, HIV Scotland and NHS Scotland to identify ways to better include trans people within policies and practices relating to PrEP, PEP and other sexual health and blood-borne viruses services.

Worked with Police Scotland, COPFS, the Scottish Courts & Tribunals Service, the Judicial Institute for Scotland and the Building Connected Communities network, to assist them in addressing transgender equality and hate crime. This primarily took the form of participating in formal roundtable meetings and consultations together with other equality organisations.

Regularly attended Scottish Prison Service case conferences to help trans prisoners understand the process, to offer information to both the prisoner and SPS about practical complexities that may be encountered during transition, and to encourage SPS to consistently and robustly carry out comprehensive individualised risk assessments.

Participated in the LGBTI Inclusive Education Working Group in partnership with LGBT Youth Scotland, Stonewall Scotland, and Time for Inclusive Education to increase trans inclusion and reduce bullying in schools.

Attended the quarterly meetings of the Scottish Parliament Cross-Party Group on LGBTI+ issues.

Worked with Registrars of Scotland to create short film explaining to trans people how they can update their title deeds when they transition.

In partnership with LGBT Health and Clinic-Q, organised specialist training day about transgender inclusion in sexual health services for staff working in NHS, LGBT and HIV organisations on 6<sup>th</sup> September 2018.

Provided information, through meetings and briefing papers, to civil servants and MSPs about how trans people generally engage with diversity monitoring questions and ways in which the census data quality can be maintained or improved while respecting trans people's dignity and privacy.

Participated in Scottish Government Transgender Awareness Discussion Event in Edinburgh on 15<sup>th</sup> November 2018.

**What difference you made as a result:**

We record downloads and hardcopy distribution of our information resources and also the dates and topics of meetings which inform policy and practice development by government and other policy makers, employers and service providers. We also use training evaluation forms. At the end of specific key pieces of policy and good practice development work we meet with partners to jointly identify the difference made and what we learned from the process. We intend to analyse the data to seek to determine the difference made by the end of the year rather than at the 6 month mark.

**Project Outcome 2:** Transgender people are more informed, equipped and supported to

engage with equality organisations, policy makers, service providers and employers on improving gender identity and gender reassignment equality, rights and inclusion.

**What you actually did:**

In partnership with Scottish Borders LGBT Equality, ran a Trans Equality Conference in Melrose on 19<sup>th</sup> September 2018 bringing together trans people and public and voluntary sector staff to discuss trans inclusion good practice. (This was our major trans forum event outside of the central belt for Year 2.)

Held a Scottish Trans Activism and Wellbeing Conference in Edinburgh on 10<sup>th</sup> November 2018 to share skills and knowledge, consult trans people about their equality work priorities and improve trans community connections and resilience. It included a keynote and Q&A by the Minister for Older People and Equalities, followed by confidence building and creative arts activities, and interactive discussion workshops on community nominated topics such as trans health research, language use, preventing burnout, sexual health and intersectional equality.

In partnership with LGBT Health, ran an 'Understand and Uphold Your Rights' skills training session for trans people in Glasgow on 25<sup>th</sup> August 2018.

Ran two community discussion workshops (on the topics of non-binary inclusion and the development of trans equality legislation) at collaborative UK-wide trans community conference in London on 8<sup>th</sup> Sept 2018.

Ran a trans community discussion workshop and trans information stall at the BiTastic community conference in Stirling on 22<sup>nd</sup> Sept 2018.

Provided tailored support and supervision to nine diverse trans people to enable them to carry out a variety of ongoing volunteer work within Scottish Trans Alliance, including helping to shape content and direction of Scottish Trans Alliance project work, review Scottish Trans Alliance documents, create social media content, co-facilitate workshops, deliver trans awareness presentations and staff trans awareness stalls.

Informed and supported trans people (including young trans people through partnership working with LGBT Youth Scotland) to enable them to engage directly with MSPs and civil servants about issues that affect them, including gender recognition law, census questions, single-sex services and healthcare access. This primarily involved using social media to inform trans people about engagement opportunities and gradually building people's confidence to respond in writing to public consultations and to meet in person with their MSPs.

A lot of time has been spent engaging online and by phone with dozens of trans people across Scotland who are particularly distressed about the recent social media based backlash against trans people's existing rights and also about increased hostility against trans people being expressed within their local neighbourhoods. Assisting trans people to find ways to support each other's mental health and to connect them up with crisis services has been increasingly necessary.

**What difference you made as a result:**

We are using paper-based personal development plans and equality work knowledge, confidence and skills development self-assessments to record the impact on volunteers

	<p>supported by the project. We are also recording activities promoting transgender inclusion which are undertaken by the volunteers supported by the project. We are collecting diversity monitoring and evaluation form data of transgender people participating in the project's engagement events and other consultation methodologies. We will collate and analyse this information into an impact report at the end of the year.</p>
	<p><b>Project Outcome 3:</b> An increase in accurate, positive and inclusive visibility of transgender people's experiences in Scotland in order to improve social attitudes towards transgender people.</p>
	<p><b>What you actually did:</b></p> <p>Ran trans equality information stalls at Fife Pride, Pride Glasgow, Perthshire Pride, Dundee Pride, Inverness Pride and West Lothian Pride during this 6 month period. Supported diverse trans community volunteers to march in all of Scotland's Pride marches with our hand-made 15 metre long giant trans visibility flag. At the invitation of trans organisations in London and Brighton, we supported several trans volunteers to take the giant trans flag on the Pride London and Trans Pride Brighton marches.</p> <p>Worked in partnership with the volunteer Trans Pride Scotland committee members to ensure the success of the Trans Pride Scotland public AGM in Glasgow on 14 October 2018, and helped with handover between outgoing and incoming committee members. Provided guidance and support for Trans Pride Scotland committee to identify Bonar Hall in Dundee as the most suitable venue for their 2019 event. Gave assistance to Trans Pride Scotland with health and safety planning, risk assessment, finance management and liaison with Police Scotland. Provided individualised volunteer development as desired by Trans Pride Scotland committee members. Work is ongoing as Trans Pride Scotland will take place on 30 March 2019. It is an annual national event to increase trans visibility and empower trans people to speak up for equality, including discussion workshops on the history and future of Scottish trans equality work.</p> <p>Worked in partnership with the Scottish Queer International Film Festival to hold an interactive audio-visual filmmaking workshop exploring telling diverse trans stories on 9 December 2018.</p> <p>Carried out extensive media work, including writing articles about trans equality for The Herald, The Sunday Herald, Scotland on Sunday, and The Scotsman, and taking part in live radio and television discussions on topics such as trans people's experiences of workplace discrimination, access to transgender healthcare and trans inclusion good practice in higher education. Supported several trans community members to speak to the media about their personal experiences of inequality and social exclusion. Responded to frequent press enquiries and requests for comments (average of around 3 requests per week).</p> <p><b>What difference you made as a result:</b></p> <p>Currently we are logging the considerable media coverage in Scotland about trans people, evaluation feedback and diversity data from trans people who engage with our visibility activities, and examples of general public reactions to our trans visibility activities. We will also use social attitude survey data and opinion polling. We will not be carrying out the analysis of this data until later in the three year project so are not yet able to robustly state the amount of difference made.</p>

<b>4</b>	<b>Has the project enabled your organisation to maintain and/or develop connections, networks and partnerships?</b> (see guidance note 4)
	<p>The following particularly vital and useful connections and networks have been able to be maintained and strengthened. We are able to have open, frank, constructive dialogue that respects our independence and encourages us to critically refine our policy positions and improve our intersectional community engagement. Through working with each other, we are able to explore differences of view, identify potential unintended consequences from our policy positions and work effectively to resolve any disagreements or misunderstandings:</p> <ul style="list-style-type: none"> <li>- LGBT Youth Scotland, Stonewall Scotland, LGBT Health and LEAP Sport.</li> <li>- Engender, Scottish Women’s Aid, Rape Crisis Scotland and other mainstream feminist organisations and academics in Scotland.</li> <li>- Equality and Human Rights Commission Scotland, Children and Young People’s Commissioner Scotland and Scottish Human Rights Commission.</li> <li>- Amnesty International, Inclusion Scotland, Regional Equality Councils and other equality and human rights organisations in Scotland.</li> <li>- NUS Scotland’s LGBT Campaign, LGBT Student societies at Scottish universities and colleges, EIS, National LGBT Committees within large trade unions such as Unison and Unite and the STUC.</li> </ul>
<b>5</b>	<b>Have there been any significant challenges or changes?</b> (see guidance note 5)
	<p>There has been significant social media and mainstream media misinformation about trans equality, primarily from American and English sources but also, to a much lesser degree, from within Scotland. As geographical borders are largely irrelevant on social media platforms such as Twitter, antagonistic online exchanges between small numbers of trans and anti-trans campaigners around the world can sometimes overshadow the constructive calm interaction style Scottish Trans Alliance maintains. Trans people’s existing legal rights and inclusive policies and practices that have been operating smoothly for many years are suddenly being attacked and this requires us to spend a lot of time patiently rearticulating, to public bodies and to journalists, the detailed rationale for existing policy and practice.</p>
<b>6</b>	<b>What have you learned?</b> (see guidance note 6)
	<p>The challenges described in section 5 have resulted in us having to prioritise work to protect existing trans rights and to respond to rapidly fluctuating areas of media interest. We have learned to prioritise helping trans people, including our own staff members, to improve their emotional resilience and have therefore ensured staff have access to a counselling service. We have had to learn to accept that progressing lower priority activities may need to be placed on hold and that it is necessary to take a flexible approach to our activity plans. We have not needed to change our actual objectives though. We have also learned that the complexity of carrying out equality work during a backlash period makes it difficult to evaluate accurately the positive impact of our current work. It is important not to rush to premature evaluations.</p>

## Guidance notes for six monthly progress report

**Guidance note 1:** About your funded project (no more than 250 words)

Please tell us about the part of your project that is funded by the Scottish Government grant. Please give us a brief outline of the project and, if the grant is providing part funding of the project alongside other grants, please tell us about the project as a whole.

**Guidance note 2:** What Fund Outcomes did you work towards?

The Fund Outcomes were set by the Scottish Government in application documentation. Please tick the relevant Fund Outcomes that you are working towards (you should be working towards a minimum of one and a maximum of three fund outcomes). Refer to your original application or re-profiling form if the original outcomes have changed.

**Guidance note 3:** How much progress has been made towards your Project Outcomes?

Project Outcomes were set individually by each organisation. In sections 3a and 3b, please tell us about each of your outcomes separately – no more than one page of A4 per outcome.

**Guidance note 3a:** What you actually did

Here we are interested in hearing about the activities you undertook to achieve the project outcomes. Please give a brief description of what you did under each, and the reason why you did this particular activity. For example, in addition to saying 'we provide group work', tell us about what the group does, who typically participated, how it supported the individuals involved and what happened during a session. You may wish to describe your activities in separate paragraphs or, if you prefer, you can use bullet points to identify key information.

We have provided separate headings in this section. If you would prefer to include the evidence of your work (what difference we made as a result) after each activity rather than in separate sections then please feel free to write as one narrative.

**Guidance note 3b:** What difference you made as a result

This section is where you provide your **evidence** of the difference you have made through your activities. This could include quotes and other soft evidence, hard evidence and statistics, links to electronic files/case studies/websites/videos, observations, questionnaire results, the media, or through relevant sections of anonymised support plans charting progress.

**Guidance note 4:** Has the project enabled your organisation to maintain and/or develop connections, networks and partnerships? (no more than 500 words)

Has the grant allowed your organisation to engage with other organisations, develop new connections and/or participate in new networks, including any funded through Equality Budget funding? If so, please give examples describing the relationships and what impact this has had on your work.

**Guidance note 5:** Have there been any significant challenges or changes? (no more than 500 words)

We are aware that you will experience many challenges due to the very nature of your work. However, this section is for capturing unforeseen challenges or changes to your circumstances, e.g. staffing issues, funding challenges, environmental or organisational changes, and partnership working. You may also want to talk about increased demand for your service or activities if appropriate.

**Guidance note 6:** What have you learned? (no more than 500 words)

What have you learned since the project started? What you have done, or what do you intend to do, as a result of this learning? Have you made, or do you intend to make, any changes to the way you operate as a result? For example, you may have changed or refined your outcomes.