

Six monthly progress report

(July – December)

Equality Budget 2017-20

Organisation: Equality Network
Project: Equality Network Strategic Intermediary
Completed By: [redacted]
Period: July to 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	[redacted] Equality Network
Funding Programme	Equality intermediary and national projects
Amount of Grant Received	£115,000 over the six months
Project Website (if applicable)	Organisational website: www.equality-network.org

1	<p>In a few sentences, tell us about your funded project (see guidance note 1)</p>
	<p>The project aims to create a lasting improvement in the situation of LGBTI people in Scotland, including those with intersectional identities, by: improving law, and national and local policy and services, based on the needs expressed by LGBTI people; supporting LGBTI communities to advocate for equality and human rights and to reduce social isolation; and developing and sharing expertise in LGBTI equality. There is a strong focus on including the full diversity of LGBTI communities.</p> <p>A major aim of this project is to work with policy makers to inform and advise them on the needs of LGBTI people (Outcome 1).</p> <p>This can only be done successfully if informed by LGBTI people, and based on good evidence, and Outcomes 2 and 4 address this. This includes consultation events with LGBTI people to inform our policy work, and facilitation of direct engagement between diverse LGBTI people and policy makers. It also includes community capacity building work in rural areas, to help address specific issues identified there. Outcome 4 includes research into the situation of LGBTI people, and provision of information on this.</p> <p>Outcome 3 addresses issues affecting disadvantaged sections of the LGBTI communities, with a particular focus on bisexual people, and people with intersectional identities, including minority ethnic LGBTI people and disabled LGBTI people.</p> <p>Finally, Outcome 5 involves partnership and sharing of expertise, with partners in Scotland, across the UK, and elsewhere. This helps ensure that the project continues to learn from best practice, and to share our experience.</p>
2	<p>What Fund Outcomes did you work towards? (see guidance note 2)</p>
☑	<p>Discrimination against people who share protected characteristics is reduced, and multiple discrimination is addressed so that barriers to participation are reduced.</p>
☑	<p>People covered by hate crime legislation experience lower levels of hate crime.</p>
☑	<p>People and communities are supported to participate in and engage with services and civic society; their contribution is recognised and community cohesion is increased.</p>
☐	<p>Current imbalances in representation in all aspects and levels of public life, including education and employment, are addressed to better reflect our communities.</p>
3	<p>How much progress has been made towards your project outcomes? (see guidance note 3a and 3b)</p>
	<p>Project Outcome 1: Equality and human rights for LGBTI people are increasingly delivered by the law, services, employment and society of Scotland</p>
	<p>What you actually did:</p> <p>Provided information and advice to policy makers including:</p> <ul style="list-style-type: none"> • A submission to the Scottish Government’s consultation on hate crime. • Advice to the Scottish Government on the implementation of the Historical Sexual Offences (Pardons and Disregards) (Scotland) Bill. • Advice to the Scottish Government on reform of civil partnership law, and a

submission to the Scottish Government consultation on this.

- Advice to the Scottish Government on the publicity campaign for hate crime awareness week.
- Advice to NRS around sexual orientation and gender identity questions in the Census 2021, three written stage 1 evidence submissions to the Parliament's Culture Committee, and oral evidence to the Committee.
- A submission to the Scottish Government consultation on reform of the Children (Scotland) Act.
- Advice provided through membership of the Police Scotland LGBTI Reference Group and directly to the police around issues such as hate crime, the Scottish Courts and Tribunals Service Equality Advisory Group, and the First Minister's Circle on Women and Girls. (The Crown Office Equality Advisory Group is currently not meeting).
- Advice provided to the Scottish Law Commission on their forthcoming consultation on surrogacy law.
- Information and advice to a range of sports bodies and the Scottish Government, in the LGBTI Sports Coordinating Group.
- We met three times with Scottish Ministers, to discuss a range of issues around LGBTI equality, from reform of the Gender Recognition Act to international development.

We held regular policy coordination meetings with Stonewall Scotland, and LGBT Youth Scotland, and also coordinated on policy matters with LGBT Health and Wellbeing.

We operated as the secretariat for the Scottish Parliament Cross Party Group on LGBTI+ Issues, which met twice, with the meetings focussed on LGBTI homelessness, and on international development.

What difference you made as a result:

Policy development in many of the areas noted above is ongoing. We can already identify the effects of our advice on a number of policy areas, including:

- The implementation of the Historical Sexual Offences (Pardons and Disregards) Bill
- The developing proposals for the Census 2012, including proposed stage 2 amendments for the Census (Amendment) Bill.

Project Outcome 2: LGBTI people and groups are increasingly able to engage with each other and more widely, to reduce social isolation and improve equality and human rights in the law, services, employment and society in Scotland

What you actually did:

We provided one-to-one support for a range of local LGBTI groups across rural and island Scotland, including in Shetland, Orkney, Western Isles, Highland, Ayrshire, Moray, Lochaber, Oban, Renfrewshire and Scottish Borders. This included support with governance and on submitting funding bids, and support for LGBTI people in establishing new groups, including Oban Pride, and groups in Skye and Angus.

We held an LGBTI community consultation event on sport during the European Championships.

	<p>We encouraged and supported community members to submit their own responses to the Scottish Government's consultations on hate crime and on reform of civil partnership law.</p> <p>We prepared a Your Rights guide for LGBTI people, to be launched with our new websites in spring 2019.</p> <p>We worked with LEAP Sports to encourage LGBTI people to engage in sport.</p> <p>We engaged with many hundreds of community members at the Pride event in Glasgow and smaller events around the country, including hosting speeches by Scottish Ministers and MSPs from other parties, providing information on our work and on LGBTI equality.</p> <p>What difference you made as a result:</p> <p>Our support has assisted a new Pride event to start in Oban. It is too early to tell whether the two new groups in Skye and Angus will be self-sustaining.</p> <p>The reports of the Scottish Government consultations on hate crime and on civil partnership have not yet been published.</p>
	<p>Project Outcome 3: The full diversity of LGBTI people in Scotland, including those with intersectional identities, increasingly benefit from equality and human rights work</p>
	<p>What you actually did:</p> <p>We provided four training sessions on intersectionality for service providers.</p> <p>We provided support for 11 individual intersectional community members including LGBTI refugees and asylum seekers, to build their capacity as volunteers and as advocates for their rights.</p> <p>We produced and launched a film of LGBTI asylum seekers describing their experiences of, and ideas for improving, services. We supported the LGBT Unity asylum seeker group to advocate for members' rights.</p> <p>We did initial preparation for filming Deaf LGBTI people about their experiences of, and ideas for improving, services, in partnership with Deaf Action.</p> <p>To meet demand, we reprinted our Including Intersectional Identities guidance for service providers on intersectionality.</p> <p>We published our new Roadmap to Bisexual Inclusion – good practice guidance for service providers. This has been widely distributed.</p> <p>In partnership with Stonewall Scotland, we ran BiTastic! – Scotland's annual networking and support event for bisexual people, held this year in Stirling.</p> <p>We provided support for a number of bisexual people to advocate for their rights, including supporting them to attend the main UK bisexual annual conference, BiCon.</p> <p>We worked with Gaelic speakers, Sabhal mor Ostaig, and Edinburgh University, to plan a</p>

Gaelic LGBTI lexicon.

To improve access to our own work, and to better reach and engage under-represented groups, we:

- Arranged for Glasgow Disability Alliance to advise on our accessibility
- Expanded our Diverse Image Bank of LGBTI people to use in our publications.

Our events are held in accessible venues and we conduct access audits of new venues, as well as providing any adjustments needed for access, communications and dietary requirements. Our surveys and publications are publicised through other equality organisations, including women's, disability and BME organisations,

What difference you made as a result:

Our Roadmap to Bisexual Inclusion has been widely distributed, including to bisexual groups worldwide, where it has generated great interest.

The feedback from participants in the intersectionality training sessions, and the BiTastic! event, has been overwhelmingly positive, with an average assessment score of 9/10. As a result of the training sessions, we have received a range of follow-up requests for further information and advice from service providers, and increased participation by others in partnership with us. We continue to receive more requests for training on intersectionality than we have capacity to provide.

Our support for intersectional community members has increased their confidence and enabled them to directly advise policy makers.

Project Outcome 4: There is an increasing understanding of, and expertise in, the situations and needs of LGBTI people in Scotland

What you actually did:

We conducted a survey of LGBTI people on their experiences of reproductive and fertility services. This was promoted through our networks and those of partners including women's organisations, and through fertility and reproductive health clinics, GPs, midwifery services, and community spaces. It has received over 500 responses.

We commissioned an Ipsos MORI opinion poll on attitudes towards bisexual people, using a question based on those in the Scottish Social Attitudes Survey, for comparability.

We provided a wide range of information on LGBTI equality developments via social media (we have 10,000 likes for our facebook page and 20,000 twitter followers), and our email mailing list (20,000 members), and via our website (which will be relaunched as a new design in spring 2019).

We worked with the press, TV and online media, organising photo shoots and press coverage, and provided comment to the press on request, on a wide range of LGBTI equality issues. This included supporting LGBTI community members to tell their stories.

We delivered a number of LGBTI awareness training sessions to other organisations.

What difference you made as a result:

The results of our reproductive and fertility services survey will inform our work, including for example our work with the Scottish Law Commission on their review of surrogacy law.

We have an archive of positive national press coverage resulting from our media work over the period.

Project Outcome 5: The Scottish, UK and international equality and human rights sectors have increasing awareness of LGBTI equality and human rights expertise and good practice developing in Scotland

What you actually did:

We participated in conferences and events to share best practice, including:

- BiCon, the national UK bisexual conference
- The ILGA-Europe annual conference

We worked in partnership with other national LGBTI organisations in Scotland and the UK, including with:

- Stonewall Scotland, LGBT Youth Scotland and LGBT Health and Wellbeing, on a wide range of policy issues
- LEAP Sports, to engage more LGBTI people in sport

We worked in partnership with equality and other organisations in Scotland and elsewhere, including:

- With Glasgow Disability Alliance to improve access to our work
- With Deaf Action to develop a BSL LGBTI glossary film
- With Edinburgh University to prepare a seminar focussing on intersectionality
- With the Equality and Human Rights Commission Scotland on the implications of gender recognition and equality law
- With SACRO to discuss ways to address hate crime offending
- With Victim Support Scotland to discuss support for LGBTI victims of crime
- With fertility clinics on the design and distribution of our survey on reproductive and fertility health services
- With sportsscotland and other sports stakeholders in the LGBTI Sports Coordinating Group
- As a member of the Commonwealth Equality Network and the UK Alliance for Global Equality, to share experience across countries around the world

What difference you made as a result:

Partners fed back positively on our participation with them (and asked for more!). Participation in conferences widens understanding of LGBTI issues. Partnership with other LGBTI organisations provides mutual support, improves clarity and consistency of LGBTI equality work, and avoids unnecessary duplication. Partnership with other equality organisations allows sharing of experiences, development of cross-strand solutions, and exploration and addressing of intersectional issues.

4	<p>Has the project enabled your organisation to maintain and/or develop connections, networks and partnerships? (see guidance note 4)</p>
	<p>Partnership work is a core part of the project, specifically under Project Outcome 5. In the report on Outcome 5 above, we have outlined our partnership activity over the period and its impact.</p>
5	<p>Have there been any significant challenges or changes? (see guidance note 5)</p>
	<p>There was a significant increase in public debate about trans equality towards the end of the six-month period, including some unpleasant and disrespectful material in the media and on social media, much of it originating in other parts of the UK, but some in Scotland. This has included inappropriate comment from a small number of supporters of equality (mostly outwith Scotland), and we continue to lead by example of, and explicitly to call for, respectful dialogue. The experience in England has been that this debate has led to some division between the wider LGBT community and small segments of the lesbian and gay communities who do not support current proposals for greater trans equality. However, perhaps due to the much longer establishment of LGBT partnership work in Scotland, this has not so far become a significant issue here.</p> <p>As always, demand for our work remains higher than our capacity, and we need to carefully prioritise all of our work.</p>
6	<p>What have you learned? (see guidance note 6)</p>
	<p>Project Outcome 4, as described above, specifically supports our learning, through surveys and other research. Activity under Project Outcome 5 enables us to learn from partners.</p> <p>The way we deliver this work, and the five Project Outcomes, have been refined over several years, and we did not identify any additional changes during this 6-month period.</p> <p>During the 6-month period, we found that LGBTI asylum seekers we work with were increasingly in need of help to advocate for themselves effectively in their asylum claims and appeals. It has become clear to us that the demand for that is much greater than we could provide, and we are examining possible solutions and partnerships for resourcing these requirements.</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.