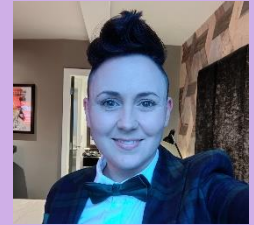




# Scottish LGBTI Police Association Strategy 2024-25



# Foreword



**Ash Toner-Maxwell**  
(she/they)  
General Secretary

I am pleased to present the Scottish LGBTI Police Association strategy for 2024-25.

As we embark on the next 12 months of activity, it has never been more important to keep people at the centre of everything we do. Life in Scotland remains challenging for LGBTQ+ people. As an Association we must keep in mind that many of our members do not feel like they belong in policing because of their sexuality and / or gender identity and can also feel excluded from the LGBTQ+ community out-with policing because of their police connection. It is vital that we continue to facilitate safe spaces for our members and nurture the sense of belonging they feel within our network.

Service delivery challenges in relation to trust and confidence continue to exist. We remain committed to supporting all Scottish forces to improve community relationships which we hope will in turn make services more welcoming for our members.

Over the next 12 months we hope to build on the successes of last year including the increase in organisational support for significant cultural events. We look forward to

working with Chief Constable Jo Farrell on matters including visibility and to her joining us at a Pride event in the summer. We hope to see Police Scotland's LGBT Allies network flourish and we will continue to play a key role in the education of our allies through awareness inputs and our LGBTQ+ Lending Library.

By laying out our strategic intentions for the coming year we will continue to ensure that our work is in line with the needs of our membership. Our objectives naturally align with the joint Scottish Police Authority and Police Scotland Equality Outcomes; we are pleased to be undertaking the journey towards inclusion and anti-discrimination together.

Our objectives can only be achieved through the hard work and dedication of our committee. There remain significant challenges for the Association including funding, capacity, legislative challenges which threaten LGBTQ+ rights and more. Our members remain firmly at the heart of all Association business and are the driving force behind everything we do. This focus will continue as the Association moves forwards.

We thank you for your support.

# Chair's Message



**Lee Page**  
(he/him)  
Co-Chair

It has been a privilege to take on the role of Chair since Autumn last year and to witness first-hand the amount of sheer hard work that has been put into delivering on the Association's objectives by Ash as General Secretary, with the support of the wider committee and all our members.

This new strategy for the next 12 months deliberately refocuses our priorities on supporting the membership first and foremost, with a renewed energy around priority objectives such as events, a new development programme, mentoring, uniform and visibility. It is in acknowledgement of how much of an incredibly difficult and turbulent time it currently is for LGBTQ+ people just now – and the additional support we feel is required for our members to address the specific challenges faced by those of us working in policing.

Despite these challenges however there is cause to be optimistic about our future with the recent arrival of CC Jo Farrell to Police Scotland, who has pledged her commitment to support us in our objectives, which we all hope will lead to a further acceleration of LGBTQ+ inclusion within policing across the country.



## Deputy Chair's Message

**John McNellis** (he/him)

A strategy is not something that instils joy in most people but it's so important to have. This strategy sets out to our members, member Forces and the Scottish Government what the Association stands for and what we do over the year ahead.

As Deputy Chair it is my role to hold the General Secretary and executive committee accountable for the completion of these activities. In addition, I also commit personally to being a strong advocate for the voice of LGBTQ+ police and forensics staff across our services.

# Who we are

## Our purpose

Working together for the LGBTQ+ police family.

## Our vision

To advance LGBTQ+ equality, inclusion and support throughout policing in Scotland and the communities we serve.

## Our aims

- **People:** Enable and encourage people to bring their whole professional self to work and reach their full potential.
- **Influence:** Work collaboratively to influence positive change.
- **Visibility:** Increase the visibility of the Association and its activity.
- **Governance:** Maintain a robust governance structure to ensure accountability and transparency.

# About Us

The Scottish LGBTI Police Association is a membership-based police Diversity Staff Association with a constitution which governs our structure and organisation. The Association has evolved over many years, tracing its roots back to the formation of LAGPA (Lesbian and Gay Police Association) in 1990.

The Scottish LGBTI Police Association is representative of officers and staff from: British Transport Police (BTP), Civil Nuclear Constabulary (CNC), Police Scotland / Scottish Police Authority (SPA), Ministry of Defence Police (MDP) and not a single Police Service. The Association remains an independent and constitutionally based Association of members.

The General Board is elected biennially at the Annual General Meeting. Vacant posts can be filled by majority agreement of the elected General Board. All members of the Association are entitled to stand for election and elected members can vote on decisions of the Association.



The running of the Association relies on the support of members volunteering their time in addition to the full-time general secretary post.

The Association strives to ensure value for money in the use of financial resources. The main costs of the Association are funded from grant provided by the Scottish Government as well as in kind contributions from Police Scotland.

# Benefits of membership

All staff networks are incredibly valuable resources in the workplace. They benefit the organisations they represent, their members and the communities they serve. As described by the author of 'The Incredible Power of Staff Networks', associations, including the Scottish LGBTI Police Association, are:

***“A beacon which shines a light on innovation and creative cooperation cutting across all levels of an organisation.”***

Cherron Inko-Tariah MBE

## Benefits of Membership



Membership is open to serving and retired officers and staff from Police Scotland (including Special Constables and Police Scotland Youth Volunteers), the SPA, BTP, CNC and MDP.

When someone signs up to join, our Membership Secretary verifies their details and sends out the pictured membership pack. It contains an Association lanyard, pin badge and stickers. Members will then also receive our monthly newsletter which is the best way to stay up to date with all things LGBTQ+ happening across policing in Scotland.

Membership is completely free of charge.

To join, visit [www.lgbtipolice.scot/join](http://www.lgbtipolice.scot/join)

Further members benefits include:

- Support, signposting and advocacy.
- Invitations to events, conferences, social gatherings etc.
- Development opportunities within our committee.
- Access to our LGBTQ+ Lending Library and more.

# Benefits of membership

The charity Stonewall conducted research on the benefits of staff networks as follows:

## Benefits to our organisations:

- **Promotes diversity** - demonstrate the Forces' commitment to equality and diversity and shows that it values all staff from the initial recruitment stages.
- **Encourage legal compliance** - help make sure the Forces policies respond to different staff needs, that harassment and discrimination is tackled, and that employment practices are fair.
- **Build employee communication channels** - provides an effective consultation mechanism, facilitating communication between organisations and LGBTQ+ employees. They are a point of contact for employers who want to find out about the concerns of their staff and can be a useful resource for policy makers.
- **Strengthen reputation** - recognition of the value of LGBTQ+ employees, builds trust with the wider LGBTQ+ community.
- **Provides peer support** - the Association provides a forum for LGBTQ+ colleagues to support each other. The group can also speak up for LGBTQ+ staff who are experiencing problems at work.
- **Talent management** - participation can provide employees with new skills and aid career development.

## Benefits to the communities we serve:

- **Improves services** - allows the Forces to develop a better understanding of the needs and expectations of LGBTQ+ communities as well as barriers that LGBTQ+ people face when dealing with the police.

## Benefits for employees

- **Builds communication channels** - provides a forum for LGBTQ+ staff to talk to managers about issues that specifically affect them. Providing a forum for discussion is an important way to build a workforce that feels valued.

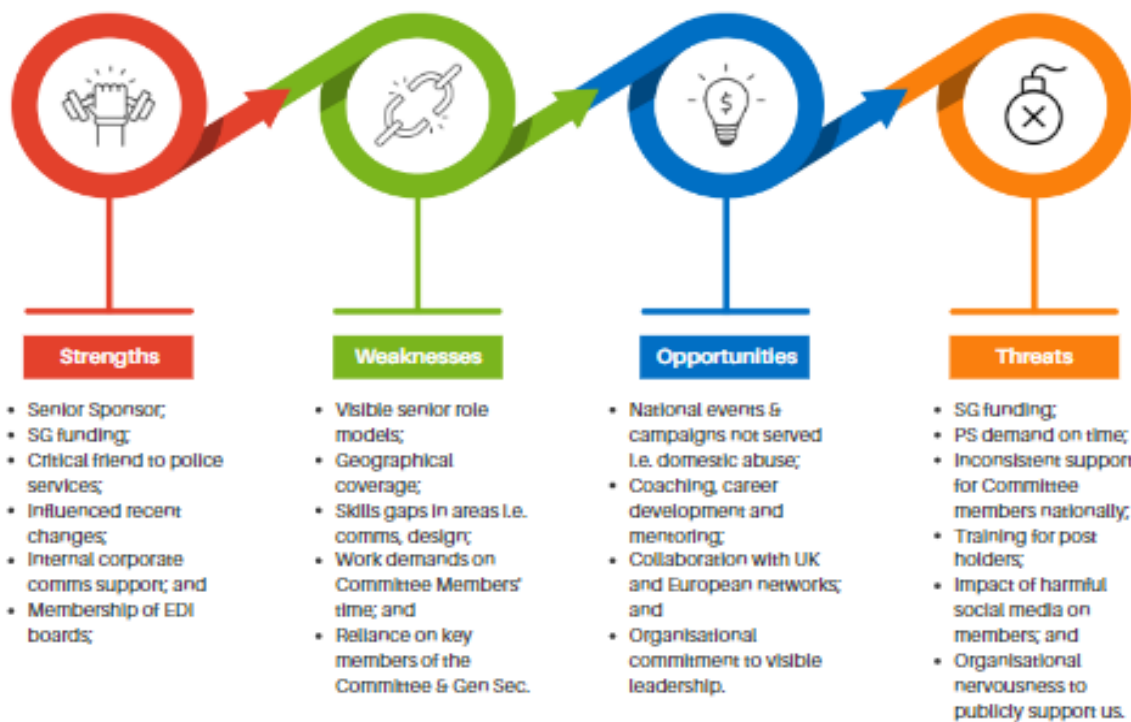


# Operating environment

## Internal appraisal

The Association recently appointed a new Chair to support our work. The executive team has strengthened as a result, allowing for improvements including representation at national meetings. Challenges remain to increase visible senior LGBTQ+ role models, both within the Association and the wider policing bodies, and to do more for the benefit of the Associations members.

An assessment of the current Association position is summarised below.



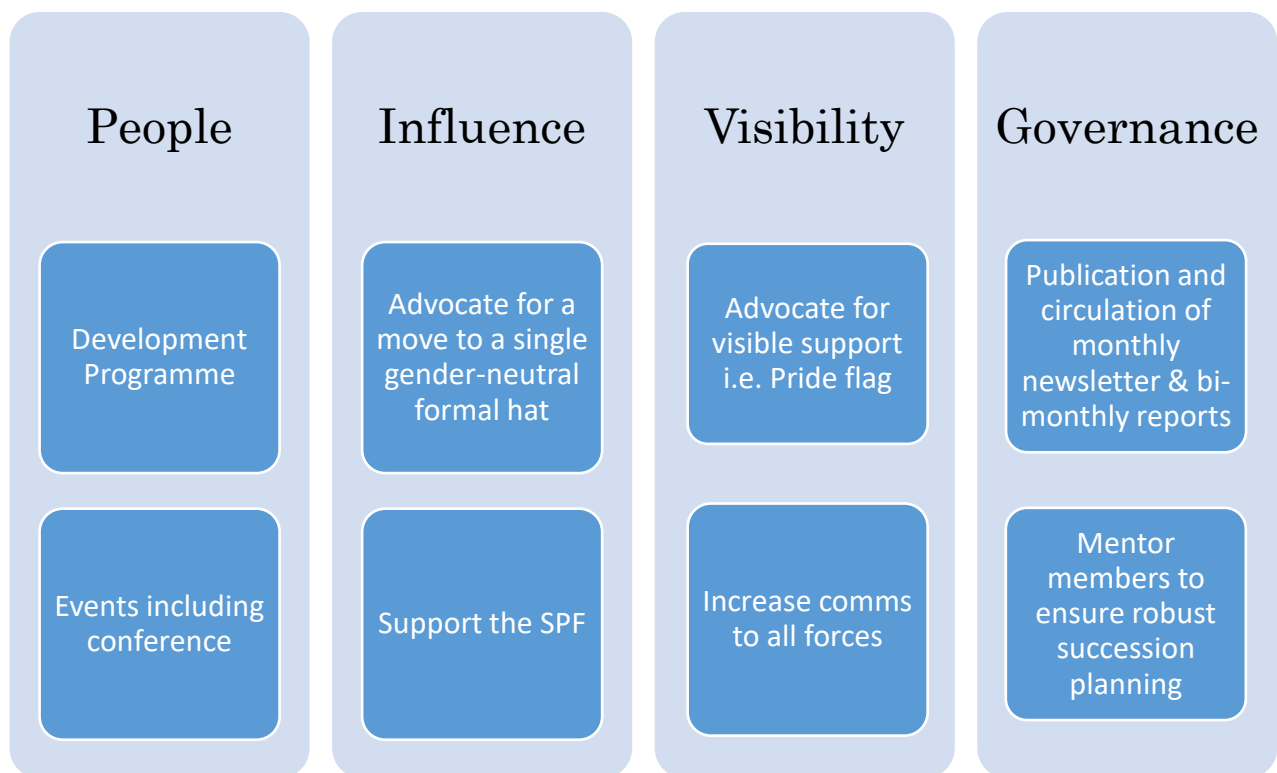
## Specific aims and priorities for the year ahead

Member of the Association executive took part in a facilitated planning event to update the Association's aims and priorities for the forthcoming years. Our four overarching aims were agreed as still being relevant (people, influence, visibility and governance); each with refreshed objectives to be undertaken. These activities are detailed in the following pages.



# At a glance

Our four strategic aims are shown below with two priority objectives listed within each. These eight objectives will be our focus over the next 12 months and will be where our General Secretary will direct the majority of their time and attention.



# People

## Business as usual activity:

- Signposting to support and supporting members through processes i.e. grievance.
- Celebrating intersectionality through activity / output and planning for it at events.
- Senior leadership engagement, particularly with exec sponsor.

Activity	Description	Target date
Development Programme	Deliver a bespoke 'LGBTQ+ Development Programme' for members.	March 2025
Events (including conference)	Support min. of three regional pride events (east, west, north).  Deliver LGBTQ+ conference.  Increase social events.  LGBTQ+ wellbeing event.	Winter 2024  March 2025  March 2025  March 2025
Recognition	Recognise committee members' contributions and contributions from the wider organisation by way of an awards ceremony.	March 2025
Probationer mentoring	Re-energise our Probationer Mentoring scheme.	March 2025

# Influence

## Business as usual activity:

- Influence at force governance groups including CEWG, ED&I SOB, ethics panels etc.

Activity	Description	Target date
Advocate for a single gender-neutral, formal hat	Continue to engage with the Clothing & Equipment Working Group to influence uniform policy in relation to headwear.	March 2025
Support the SPF	Work more closely with the Scottish Police Federation to increase awareness and understanding of LGBTQ+ issues.	March 2025
Transgender inclusion	Continue to engage with the National LGBT+ Network on this. Support our organisations in increasing awareness.	March 2025
Influence national campaigns	Work to support LGBTQ+ inclusion in national hate crime, domestic abuse etc. campaigns. We know our communities appreciate when they are directly addressed in national corporate messaging.	March 2025
Proposals to support service delivery	Proposal 1: Reintroduce LGBTQ+ Liaison Officers Proposal 2: LGBTQ+ hate crime reporting hotline / live chat pilot.	March 2025

# Visibility

The LGBTQ+ community is often invisible with an onus placed on individuals to 'out' themselves throughout their lifetime in both a professional and personal setting. This can place additional and unnecessary pressure on individuals who are fearful of how this information will be received.

The Association remains committed to taking steps to ensure that the visibility of positive LGBTQ+ role models is a key priority. In addition to ensuring regular communications are pushed out from within, the Association will seek to act as a critical friend to the service and identify opportunities for LGBTQ+ imagery to be maximised. The Association will also drive activity which seeks to improve relationships with other networks and Associations working to support other protected characteristics to ensure we don't work in isolation.

## Business as usual activity:

- Coordinate the police attendance at Pride events.

Activity	Description	Target date
Visible support	Continue to advocate for forces to visibly display LGBTQ+ support i.e. by displaying the pride flag. Support forces to ensure this is not tokenistic and in supplement to meaningful work and engagement.	December 2024
Increase communications	Increase communications to all forces. Ensure comms are high quality and relevant / tailored to our different audiences.  Redesign newsletter.	March 2025  Summer 2024
Education	Drive education on allyship and LGBTQ+ issues.  Continue to develop our LGBTQ+ Lending Library.	March 2025
Divisional rep work	Support all reps to deliver activity regionally and nationally.	March 2025
Cultural calendar	Continue to engage with Police Scotland's cultural calendar group to ensure LGBTQ+ inclusion in as many national celebrations as possible.	March 2025

# Governance

Work is ongoing to address gaps in the Association’s system of governance, including the development of this strategy which will aid the strategic direction and focus of the Association.

Activity	Description	Target date
Communications	Publish monthly newsletters, bi-monthly reports, annual reports.	March 2025
Succession planning	Coach / mentor members who would like to take a more active role in the Association.	March 2025
Meetings	Review meeting cycles and compositions.	Summer 2025
Constitution	Committee and wider membership review the constitution to ensure it is fit for purpose and up to date.	March 2025

