



**POLICE
SCOTLAND**
POILEAS ALBA

Hosted at the Scottish Police College



UK & Ireland LGBTI Police Conference

Scotland 2018

Delegate Pack

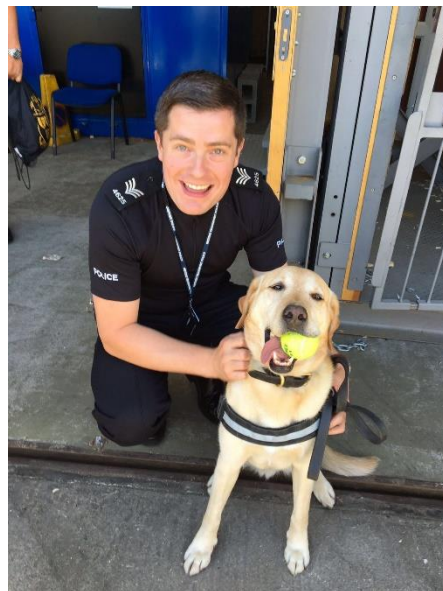


Welcome

Scottish LGBTI Police Association, Chair

Frazer Robertson

As Chair of the Scottish LGBTI Police Association, it is with a great sense of pride that I welcome you all to the Scottish Police College at Tulliallan. The venue itself is world class and our conference planning team have been working tirelessly in the preceding twelve months to ensure our schedule is enjoyable, engaging and leaves a tangible legacy for many years to come. In Scotland we have much to celebrate in terms of our LGBTI credentials and it is hoped that our delegates will gain an insight of best practice which can be replicated back home. We have an excellent variety of guest speakers from a range of public-, private- and voluntary-sector organisations and our planned entertainment will help give our delegates a rich flavour of Scottish culture with a rainbow twist. Lastly I hope to see you all on the dance floor at the Ceilidh!



#lgbtipoliceconference

@lgbtipolicescot



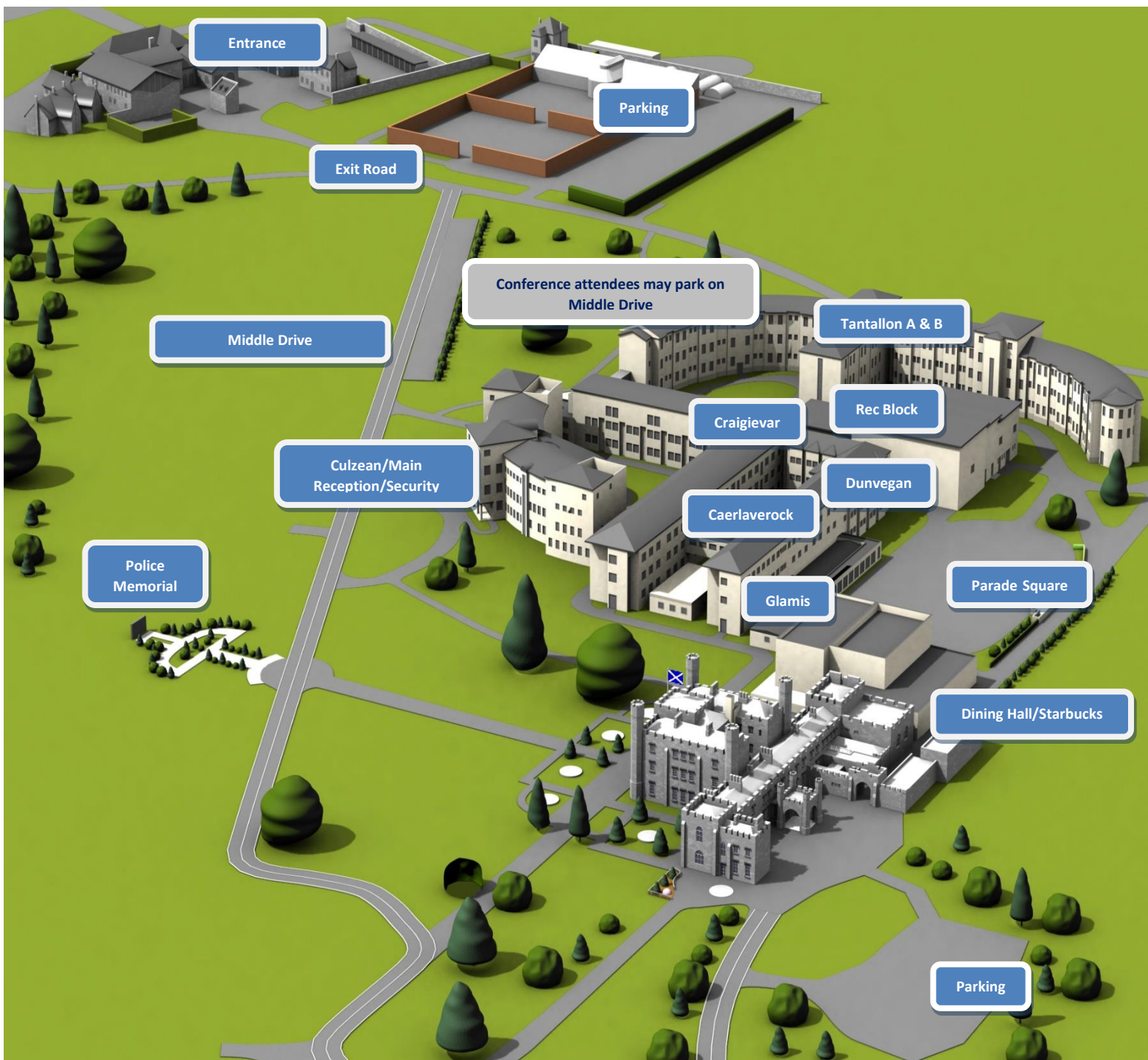
Conference Overview

UK & Ireland LGBTI Police Conference 2018 | Programme

Friday		Saturday		Sunday	
1300-1700	Registration & bag drop Culzean Building	0700-0800	Campus morning rainbow run Parade Square	0730-0930	Breakfast Dining Hall
1700-1845	Registration & room allocation Culzean Building	0730-0900	Breakfast Dining Hall	0930-1000	Pres 6 – Pride Engagement Supt Foy, PSNI LGBT Network Chair
1900-2030	Civic Reception Tulliallan Castle – Kinnear Room	0830-0930	Registration & room allocation Culzean Building	1000-1030	Pres 7 – Network Looking Forward PCs Tracy O'Hara & Peter Rigby, Co-chairs, Nat. LGBT Police Network
2030-0030	Cultural lounge Copper Lounge (Recreation Block)		Conference welcome Initial welcome from conference team Pres 1 – Conference opening address Formal welcome Pres 2 – Chair's address Sgt Frazer Robertson, Scottish LGBTI Police Association	1030-1100	Pres 8 – Role Models & Future Focus CI Maxwell, BTP
				1100-1200	Workshops 4 See options in pack
				1200-1245	Lunch Dining Hall
				1245-1300	Parade form up Behind Rec Block
				1300-1400	Formal parade Parade Square
		1330-1415	Workshops 2 See options in pack	1400-1500	Closing refreshments Culzean Building
		1415-1500	Workshops 3 See options in pack	Workshop Options	
		1500-1515	Refreshment break	Please note – Delegates are invited to select a preference regarding one of three workshops which will be offered over four sessions. Places will be limited to forty per workshop to ensure an even spread of delegates across the workshops. Delegates will be invited to make their selections on the Friday/Saturday before the conference starts at 0930hrs. We ask that if more than one delegate is attending from each force that they seek to select differing workshops to maximise the potential for learning and the sharing of best practice.	
		1515-1645	Formal plenary session		
		1645-1700	Pres 5 – Parade briefing Sgt Frazer Robertson, Scottish LGBTI Police Association		
		1900-0000	Formal dinner Dining Hall		
Plenary Panel Members					
1. Hugh Torrance - LEAP Sports Scotland					
2. Becky Kaufmann - Equality Network					
3. Cara Spence - LGBT Youth Scotland					
4. Jordon Daley - TIE Campaign					
5. Sophie Bridger - Stonewall Scotland					
6. Tracy O'Hara – National LGBT Police Network					
7. ACC Cooke - National LGBT Police Network (ACPO LGBT Lead)					
8. DCC Adrian Hanstock - British Transport Police (Senior Sponsor)					
9. DC Ross Fulton-Boyd – Scottish LGBTI Police Association (Depute Chair)					
Please note – Delegates are invited to submit a question for consideration using the plenary question cards issued on arrival. These should be returned to the conference team no later than 1330hrs on the Saturday.					



Scottish Police College | Map





Scottish Police College | Facilities

Navigation

The College is the historic home of Scottish policing and, as a result, is a complex including a number of buildings, all of which (except the entrance/road policing complex) are interconnected. There are navigation signs throughout the campus, which you can follow to your destination. The general door code is **1245**.

WiFi & Phone Service

The College is providing **free WiFi** to participants for the duration of the conference.

- Network: **NatNat Guest**
- On the self-registration page, click 'don't have an account'
- Passcode: **101999**
- Click register, accept the terms and conditions and the connection will be valid for seven days.

Unfortunately, mobile phone service at the College is notoriously fickle due to its location. Anecdotally, the strongest signal is on the parade square, should you encounter any issues.

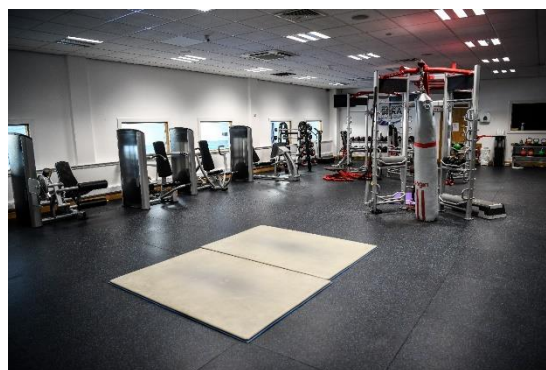
Starbucks

There is a branch of Starbucks at the College serving hot and cold drinks, sweet and savoury snacks. The coffee shop is located beside the canteen and assembly hall, straight off the parade square. It will be open until 1600hrs on Friday and during breakfast service on Saturday and Sunday.



Gym, etc.

The Scottish Police Recreation Association's gym in the recreation block (just to the south of the parade square, down a set of steps) is available for participants' use. The gym is upstairs on entering the rec block. (Rec block code **1514**, gym **1435**.)



The rec block also hosts a swimming pool and steam room.

Fire Arrangements

Please familiarise yourself with the posted fire arrangements in the accommodation areas and conference venues. There are no planned fire drills during the conference. If you hear the fire alarm, please proceed to the parade square, which will function as the fire assembly point. If you discover a fire, activate the nearest fire alarm and alert the Scottish Fire & Rescue Service on 999.

Other Emergency Arrangements

As usual, Police Scotland, the Scottish Fire & Rescue Service and the Scottish Ambulance Service can be contacted on 999 in an emergency.

- Police Scotland non-emergency: 101
- NHS 24 (NHS Scotland non-emergency): 111.

The nearest hospital is the Forth Valley Royal Hospital in Larbert (FK5 4WR).

Please bear in mind the conference team of the Scottish LGBTI Police Association will be on hand to assist and you should make them aware of any emergencies or issues. The team's emergency number is 07872 392 064.

Additional Points of Interest

The Scottish Police Memorial is located in the College grounds on Middle Drive and includes the ceremonial flagpole and the memorial stones themselves, including the name of all Scottish officers who have died in the line of duty.

The Scottish Police Museum is located in the College between the castle and the canteen/parade square.

Main Reception

For all other matters, the main reception is in the Culzean building (sandstone-coloured building on Middle Drive – pronounced ‘cull-ayn’ if you need to ask for directions), downstairs from the lecture theatre.



Shop

For those arriving during the day on Friday, the College shop will be open until 1600hrs (not open on Saturday and Sunday). Along with general merchandise, the shop sells Scottish Police College souvenirs you can't get anywhere else, including branded stationery and branded glassware. The shop is located between the castle and dining hall, close to the castle end of the corridor.



Conference Workshops | Saturday

Option 1A | 1130-1230hrs, Lecture Theatre

LGBT Youth Scotland

“Our vision is that Scotland is the best place to group up for lesbian, gay, bisexual, transgender and intersex young people.

Our mission is to play a leading role in the provision of quality youth work to LGBTI young people that promotes their health and wellbeing, and to be a valued and influential partner in LGBTI equality and human rights.”

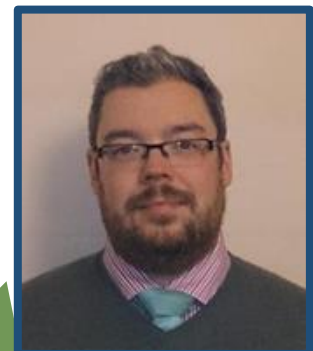


LGBT Young People's Experiences of Education

This interactive workshop will draw on LGBT Youth Scotland's research and experience supporting LGBT young people. The session will cover LGBT young people's experiences of education, explore bullying and safety in school and highlight positive partnership working. Participants will increase their knowledge of the issues affecting LGBT young people and resources and tools available for use in schools.

Graeme Ross

Graeme is a qualified teacher and currently supports schools across Scotland to develop approaches to LGBT inclusion. This includes overseeing the implementation of an LGBT Schools Charter, developing resources and offering advice and support on any issue affecting LGBT young people. Most recently, he developed innovative guidance on 'Supporting Transgender Young People' in schools which was endorsed by the Children's Commissioner for Scotland and 17 local authorities.



Option 1B | 1130-1230hrs, Breakout Room 1

Scottish Trans Alliance

“Scottish Trans Alliance was set up in 2007 as the first trans specific charity project funded by a national government in Europe. We have worked since then to help government, public bodies and other organisations to understand and improve the human rights and needs of trans people through training, consultation and policy development. We also work to empower trans people directly by helping them to express their rights and needs directly to the government, public bodies and others through research, public events and training.”



**Scottish
Trans**

Trans Awareness for Police – Working with Victims, Witnesses & Offenders

This workshop will explore the basics of trans awareness as needed in day-to-day policing. If it is finished in time, we will be premiering a training video produced by Police Scotland in partnership with Scottish Trans Alliance.



Becky Kaufmann

Becky, the Justice Policy Officer for Scottish Trans Alliance began work in 2013 around the same time that the Scottish Prison Service, in partnership with Scottish Trans Alliance was finishing up the drafting of their Gender Identity and Gender Reassignment Policy (2014). Becky brings 20 years' experience in the Wisconsin (USA) prison system to the table along with her academic and activist credentials. She has worked over the past 4 years across the justice sector to advocate for the rights of trans people and to teach justice practitioners about the needs and rights of trans people.

Option 1C | 1130-1230hrs, Breakout Room 2

Stonewall Scotland

“Stonewall Scotland works for acceptance without exception for all LGBT people. We believe we're stronger united, so we partner with organisations that help us create real change for the better. We have laid deep foundations across Scotland and the UK - in some of our greatest institutions - so our communities can continue to find ways to flourish, and individuals can reach their full potential. But our work is not finished yet. Not until everyone feels free to be who they are, wherever they are.”



Tackling Trans Hate Crime

This workshop will cover trans people's experiences of hate crime, and look at how police can support trans people and communities.

Sophie Bridger

Sophie leads on Stonewall Scotland's campaigning and influencing work, working on areas such as hate crime, inclusive education and trans equality to help create a fairer Scotland for LGBT people. Prior to this, she trained teachers on how to tackle anti-LGBT bullying. In her spare time she likes growing her own dinner and attempting to run long distances.



Option 2A | 1330-1415hrs, Lecture Theatre

Equality Network

“The Equality Network is the leading national charity working for LGBTI equality and human rights in Scotland.

Equality Network has published a number of research reports about LGBTI experiences in Scotland, including the Scottish LGBTI Hate Crime Report 2017.”



**Equality
Network**

Scottish LGBTI Hate Crime Report 2017

The workshop will discuss the findings and implication of the network's 2017 hate crime report.

Hannah Pearson

Hannah is the Policy Officer at Equality Network. She previously worked for Scottish Women's Aid. Hannah has an MSc Equality and Human Rights, specialising in sexual and reproductive human rights. She is the author of the network's Scottish LGBTI Hate Crime Report 2017.



Option 2B | 1330-1415hrs, Breakout Room 1

Barclays Spectrum

“Barclays’ Spectrum network focuses on supporting LGBT people within Barclays and is open to all employees who are interested in the LGBT community.”



Barclays Spectrum

This workshop will discuss Barclays’ LGBT network.

Siobhan Friar (right)

Siobhan first joined Barclays in 2014 working in Barclays’ Stockbrokers and now works in reference data helping to manage teams and projects in Chennai. She loves to travel and has a passion for citizenship work, recently abseiling down the Forth Rail Bridge in aid of LGBT Youth Scotland.

Barrie Cairns (left)

Barrie is Vice President, Global Loan Operations at Barclays. He joined Barclays in 2010 from the Bank of Scotland and became co-chair of the Barclays Scotland Spectrum Diversity Group in 2013. Barrie also co-chairs Out in Glasgow.

Colum Coleman (centre)

Colum is Assistant Vice President Change Manager and previously co-chaired Barclays Scotland Spectrum Network and was a founding member of Out in Glasgow and is a current committee member of both and is the communications lead for Spectrum.



Option 2C | 1330-1415hrs, Breakout Room 2

SX Scotland

“Launched in 2016, SX is about improving the sex, health and wellbeing of gay and bisexual men across Scotland.

We work with the community to reduce the transmission of HIV and STIs, encourage regular testing and inform men about how to reduce risks. We also work to challenge broader health inequalities facing our community, providing information, advice and support to improve their physical and mental health and wellbeing.

SX is delivered by Waverley Care, Scotland’s HIV and hepatitis C charity.”



Sex Health Wellbeing
For Gay & Bisexual Men

Sex, Chemsex and Gay Men

This workshop will inform and engage participants in the work of SX. We will look at why gay and bisexual men in Scotland are disproportionately affected by poor sexual health and discuss the role of partnership interventions in tackling this.

The workshop will consider ChemSex, discussing why men may choose to engage in it and what can be done to reduce harm. In addition, we will look at some of the issues of risk taking behaviour including consent and coercion and the use of social sexual apps.

Alistair Rose

Alistair has worked in the field of sexual health for 12 years, with a particular focus on improving the health and wellbeing of gay and bisexual men. He has been involved in a number of targeted initiatives across Scotland, most recently the development of the community-based SX project. As part of his work with SX, Alistair also has keen interest in exploring ChemSex in the Scottish context, and is delighted to present his experience on the unfolding situation



Option 3A | 1415-1500hrs, Lecture Theatre

LEAP Sports Scotland

“LEAP Sports is Scotland’s LGBTI sports charity. It exists to break down the structural, social and individual barriers which prevent lesbian, gay, bisexual, transgender and intersex (LGBTI) people across the country from accessing, participating and excelling in Scottish sports, and is committed to eradicating LGBTI-phobia from sport. LEAP Sports works with communities around the country, supports sports governing bodies and works in community sports groups, clubs and schools.”



Sport for All* (*exclusions apply)

Are LGBTI people now more able to participate in sport and physical activity without barriers? Are experiences of PE, grassroots sport and competitive sport improving? Do we even still need LGBTI sports groups? This workshop will take a look at the key issue for LGBTI people in sport and what’s happening to address them. We will also look at some of the exciting ways that sport is being used as a tool to change people’s lives and to deliver equality and human rights messages.

This will be an engaging and interactive workshop, so be prepared to get involved.

Hugh Torrance

Hugh is a founding member of LEAP Sports Scotland and Executive Director since 2015. He previously spent eight years as Youth Work Director for LGBT Youth Scotland and is currently co-chair of Pride House International, a board member of Scottish Outdoor Education Centres and a part-time lecturer at Ayrshire College.



Option 3B | 1415-1500hrs, Breakout Room 1

Terrence Higgins Trust

“Terrence Higgins Trust Scotland offers a range of services throughout Scotland that are tailored to suit the varied needs of our diverse communities. It is the leading provider of services for men and women in Scotland who are living with, or who are at increased risk of contracting HIV and other sexually transmitted infections.”



Working with the LGBTI Community

The workshop will provide participants with an overview of the work that THT Scotland does with the LGBTI communities across Scotland and how this work has developed over the years.

David Bingham

David has worked in the HIV and sexual field for just over 30 years and presently manages the Health promotion team at Terrence Higgins Trust Scotland (THTS) who deliver a programme of initiatives that work towards providing gay and bisexual men and the wider LGBTI community with the skills, knowledge and confidence needed to make positive decisions about their sexual health. This is complemented with development work that encourages cultural or societal change such as challenging homophobia.



Option 3C | 1415-1500hrs, Breakout Room 2

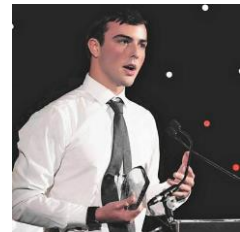
TIE Campaign

“TIE Campaign is a Scottish campaign group which was founded in June 2015 with one very simple aim: to eradicate homophobic, biphobic and transphobic attitudes and behaviours amongst young people by adopting an educational approach; embedding LGBT topics and issues into school curricula and social teaching. TIE believe in an education system which is inclusive and free of prejudice for LGBT youth. TIE is working collaboratively with the Scottish Government to achieve this.”



LGBT-inclusive Education and Policing

This workshop will outline the work that TIE have undertaken collaboratively with Police Scotland in equipping school and community engagement officers with the necessary skills to support their school communities in becoming LGBT inclusive. Attendees will be provided with information about the issues affecting LGBT young people, an overview of the campaign for LGBTI-inclusive education in schools, the opportunity to learn more about how homophobia, biphobia, and transphobia amongst young people can be tackled – and the crucial role that police officers can play in improving the experiences of LGBT youth.



Jordan Daly



Liam
Stevenson



Conference Presentation 4 | Saturday

Presentation 4 | 1130-1230hrs, Lecture Theatre

Football v Homophobia Scotland

Football v Homophobia Scotland is a whole football strategy with a vision of Scottish football as inclusive for all whatever their sexual orientation or gender identity, as well as a campaign of work that includes improving education and awareness, developing policy and practice, and supporting inclusive communications. FvH Scotland wants football to take a clear stand against homophobia so that everyone can enjoy the beautiful game and so that football leads the way in removing discrimination and prejudice based on sexual orientation and gender identity and expression.

FvH in Scotland is led by LEAP Sports, Scotland's LGBTI sports charity. LEAP Sports exists to break down the structural, social and individual barriers which prevent lesbian, gay, bisexual, transgender and intersex (LGBTI) people across the country from accessing, participating and excelling in Scottish sports, and is committed to eradicating LGBTI-phobia from sport. LEAP Sports works with communities around the country, supports sports governing bodies and works in community sports groups, clubs and schools.

With the World Cup in full swing, we take a look at the relationship between LGBTI people and football. What are the challenges in policing hate speech based on sexual orientation and gender identity and expression within football? Do we know where the line is between banter and homophobia? And what can we learn from the football fans movement? FvH Scotland will present on these issues and more in a keynote which promises to be both insightful and pragmatic, and which will be a timely call to action for LGBTI equality.

Speakers:

Hugh Torrance, Executive Director of LEAP Sports Scotland with
Lindsay Hamilton of CSC Proud Huddle, Celtic Football Club LGBTI

Fans Group, and Stephen McDowall-Laing of Proud Jags, Partick Thistle LGBT+ Supporters Group.

Hugh Torrance is a founding member of LEAP Sports Scotland and became its Executive Director in 2015. Prior to this, Hugh spent 8 years as Youth Work Director for LGBT Youth Scotland, and had a varied career with marginalised groups in social work and community work prior to that. Hugh is also co-chair of Pride House International mentoring international LGBTI sports activists, and delivers equality and human rights education training programmes.

Lindsay Hamilton is 23 years old, supports Celtic Football Club and is a member & midfielder for United Glasgow FC and is a founder member of the first LGBTQI+ Celtic Supporters Club, namely Proud Huddle C.S.C.. Lindsay currently writes three sports blogs, namely Sports History & Culture, The Fitbaw Weekly and Celtic United. Her passion for football runs deep and from a young age she has challenged many aspects of her own life through participating in football as a player, coach, fan and activist. Football dominates Lindsay's work at Sports Heritage Scotland, where she uses football to improve the lives of those who live with dementia and other forms of memory loss.

Stephen McDowall-Laing is Founder Member of Proud Jags The Official Partick Thistle LGBT+ Supporters Group. Stephen came out in 1979, when it was still illegal to be a gay man in Scotland. He studied Geography and Geology in Liverpool in the 1980's where he started the Gay and Lesbian Society at what is now the John Moore's University, and took an active role in Section 28 activism in the late 80's. Stephen has followed both Partick Thistle and Leeds Utd on their rollercoasters over the past few decades, but once a fan...always a fan.





Conference Plenary | Panel

Hugh Torrance LEAP Sports
Scotland
(Exec. Director)



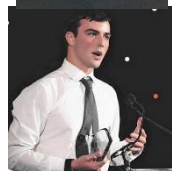
Becky Kaufmann Equality Network



Graeme Ross LGBT Youth
Scotland



Jordan Daly TIE Campaign



Sophie Bridger Stonewall Scotland



PC Tracy O'Hara National LGBT
QPM
(Co-chair)



ACC Julie Cooke NCPP LGBT Lead



DCC Adrian British Transport
Hanstock Police (Senior
Sponsor)



DC Ross Scottish LGBTI
Fulton-Boyd Police Association
(Depute Chair)





Conference Workshops | Sunday

Option 4A | 1100-1200hrs, Lecture Theatre

3In Consulting

“3In Consultancy is a diversity and inclusion company that provides a wide range of strategic and operational consulting solutions to all types of businesses from small to large.

The approach is to customise engagements with a client’s specific needs, providing outcomes that are unique to each organisation.”



Why Professional LGBTI Networking is Important

This workshop will explain the important role a professional LGBTI networking group has in linking businesses with emergency/support services, charities, and other businesses.

It will highlight how LGBTI and allies have a key role in this engagement to benefit all parties. It will also explain how gaining increased knowledge and understanding not only fosters closer relationships but benefits the individual.

The success of Out In Glasgow an LGBT networking group will be cited as an example.

Paul Skovron



Following a career in Financial Services, Paul established his business to channel his passion for diversity and inclusion as a specialist consultant.

He also has extensive experience in Project & Programme Management; Performance & Talent Management; Organisational Design & Transformation; Stakeholder Management, Training; Communications; and Governance.

Option 4B | 1100-1200hrs, Breakout Room 1

European LGBT Police Association



“The European LGBT Police Association (EGPA) was founded in 2004 and currently comprises 17 European national LGBT police associations and members.

The aims of the European LGBT Police Association are supporting police employees who are LGBT+; building confidence within the LGBT+ community to report crime; supporting the development of national LGBT+ staff associations; representing national LGBT+ police support networks on collective issues; and supporting police forces in relation to LGBT issues.”

EGPA

EGPA Executive Committee member Alan Sneddon will provide an informative and engaging presentation about the work of the Association, the benefits of membership and how the EGPA, together with partners, is working to improve service delivery and improved inclusion within police forces across Europe, for LGBT people.

Alan Sneddon

Alan is a member of the EGPA Executive Committee and General Secretary of the Scottish LGBTI Police Association, having also been chair of the Scottish association between 2013 and 2018.

Alan has over 20 years' police service and is a Sergeant of Police Scotland. Alan has worked tirelessly over the past decades on LGBT issues and won numerous awards.



Option 4C | 1100-1200hrs, Breakout Room 2

Justice for All

“Justice for All is a Council of Europe programme supporting the development of European police forces, primarily in Eastern Europe and the Balkans, in relation to LGBT issues. Since June 2016, Stonewall has been working with LGBT and human rights organisations, police forces, prosecutors, judges and lawyers, and policy makers in the UK and across the Balkans and Turkey as part of a two-year programme addressing violence and access to justice, policing and state institutions for LGBT communities. Officers from some UK forces teamed up with Stonewall and took their knowledge and experiences to colleagues there.”



Justice for All

This workshop is led by Peter, one of the officers who has been in the Balkans and will share some of his experiences. He will talk about the systemic homophobia he witnessed and the struggle and persecution of LGBT people in these countries, as well as how change is slowly taking place.

He will also talk about how police forces here can play a role in changing hearts and minds of colleagues who are struggling to come to terms with LGBT rights and how participants can get involved.

Peter Rigby

Peter is the Co-chair of the National LGBT Police Network for England, Wales and Northern Ireland and Secretary of the European LGBT Police Association.

Peter has over 20 years' police service in England and has been involved in police LGBT networks since 1999, when he founded Staffordshire Police's first LGB group.

Peter works with Stonewall in England on the Justice for All project.





Meet the Team | Scottish LGBTI PA General Board

Chair
BTP Representative

PS Frazer Robertson



Depute Chair
Communications

DC Ross Fulton-Boyd



General Secretary

PS Alan Sneddon



Membership & Engagement/East

PS Grant Robertson



Women

PC Louise Beale



Treasurer/West

PC Dwayne Blockley



Ministry of Defence Police

PS Debbie Carr



Parents

PI Stephen French



**Additional Members:
Conference Team**

PC Ross Jackson

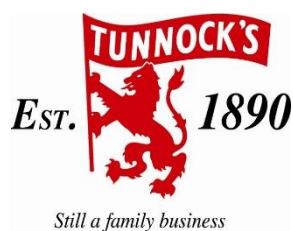


PC Stephen Ferguson



lgbtipolice.scot

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