



UK & Ireland LGBTI Police Conference
Scotland 2018
Conference Report





Chair's Foreword

Scottish LGBTI Police Association, Chair

Frazer Robertson

I am delighted to present the conference summary to those who attended and, indeed, supported the 2018 conference. It has been an incredibly busy period having only formally relaunched in February this year. I would therefore like to credit my colleagues from the Scottish LGBTI Police Association, who adopted a wide variety of roles in advance of the event to ensure all relevant planning was in place to welcome our delegates and, of course, during the conference itself to ensure the event ran smoothly.

The conference was a fantastic opportunity for colleagues old and new to meet, open dialogue, debate and share best practice. I am sure that those attending will have left the conference reinvigorated to continue championing LGBTI inclusion and will showcase the police service as an positive and welcoming employer of choice and one which understands and values diversity.

Particular thanks to all of our sponsors and partner agencies from within the police service and wider third sector, who All helped make the conference so meaningful and engaging.





Delegations

Five Nations

The conference welcomed 125 delegates from Scotland, England, Wales, Northern Ireland and Ireland. 38 forces from the five nations were represented by the Scottish LGBTI Police Association, National LGBT Police Network and G-force.

The event represented the largest LGBTI police conference ever hosted in Scotland, with the highest number of forces from outwith the country attending.



G - f**orce**





Experience

Scottish Police College

The Scottish Police College is the historic home of Scottish policing. The College, including its outstanding Tulliallan Castle, sits in its own stunning grounds on the edge of Kincardine-on-Forth in Fife. The College was made available to conference participants in its entirety, including the castle, dining room (breakfasts and formal dinner), Copper Lounge bar, recreation block and gym, Starbucks, and, of course, en-suite rooms.



Scottish Culture | *The Experience*

The Scottish LGBTI Police Association made clear at the Leeds conference in 2017 that we hoped to provide a flavour of Scottish culture and the world renowned welcome for which our country has become famous.





Experience

On arrival, delegates were welcomed to their room with a can of Irn Bru and a Tunnocks caramel wafer, which are common treats consumed by the Scots. To highlight how highly regarded Irn Bru is held, Scotland is the only country in the world where Coca Cola is not the number one selling soft drink.

On the Friday evening our guests were welcomed by a Civic Reception held within Tulliallan Castle and heard words of support and solidarity from the Provost of the Kingdom of Fife, Jim Leishman. A brief history of the Scottish Police College and Tulliallan Castle was also eloquently presented by Inspector Stephen French (Scottish LGBTI Police Association Parents Co-ordinator) which gave insight to the rich history of the venue chosen for the conference.



On the Saturday evening guests were invited to a black tie dinner held in the main dining hall of the college. The menu included haggis, neeps and tatties; for many this was the first time they tried this famous Scottish dish. As it was served dinner guests heard the Burns poem "Address to a Haggis". During the meal, guests were also entertained by the award winning Cumbernauld Gaelic Choir who sung three beautiful Gaelic songs, including the European anthem "Ode to Joy".



To allow the evening to flourish and for our delegates to let off some steam and stretch their legs, a ceilidh was held in the Copper Lounge (college bar). The ceilidh band was from the Royal Conservatoire of Scotland and of a very high standard. The dance floor was truly rocking and full for the whole night. Feedback from delegates was that the Ceilidh was a real highlight and something which was thoroughly enjoyed and allowed colleagues to mix and make new friends.





Conference Content

Content

The conference consisted of three formal functions and 19 inputs (including workshops), with 15 organisations involved in conference inputs. The diversity of presentations and workshops was impressive, covering topics from hate crime, career development, homophobia in sport, inclusive education and even a brief history of policing in Northern Ireland.

Contributing organisations:



Thank you to all those who kindly gave up their time to provide inputs at the conference to provide an insight into their work, which will undoubtedly have an impact in Scotland and beyond.



Communications & Reach

Social Media

The conference's primary communications focus was on social media interaction, with the hashtag #lgbtipoliceconference. The Scottish LGBTI Police Association's Twitter @lgbtipolicescot and Facebook page saw daily posts from the week before and then during the event.

During the conference, the Scottish LGBTI Police Association live tweeted (automatically replicated on Facebook) with text and images. Live tweeting results in impressive increases in reach, far exceeding expectations before the event. Twitter analytical comparisons with the 28 days previous to both the UK & Ireland (22 – 24 June 2018) and the European LGBT Police Association (27 June – 1 July 2018) conferences show (in relation to @lgbtipolicescot account):

Tweet impressions: +3,500% (116,000 total)

Profile visits: +1,332% (4,325 total)

Mentions: +2,400% (200 total)

Followers: +101

Overall, including attendees' and others' posts, the hashtag #lgbtipoliceconference was used 112 times in relation to the conference.



Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 23

A very brief moment for a photo - Chair (Frazer, left) and Depute Chair (Ross, right) enjoying the conference!

#lgbtpoliceconference



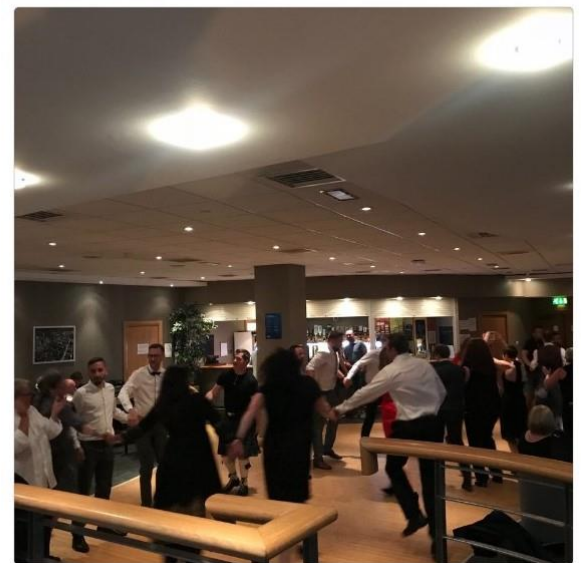
Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 23

We're all ready for our plenary session! #lgbtpoliceconference



Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 23

Our ceilidh is in full swing. A very warm welcome to Scotland to all of our delegates from Ireland, Northern Ireland, Wales, England, and of course Scotland! #lgbtpoliceconference



Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 23



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Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 23

We're now hearing from colleagues from down south (and across the water) - Co-Chairs of National LGBT Police Network of England, Wales and Northern Ireland (@lgbtpoliceuk) PC Peter Rigby and DC Tracy O'Hara QPM



Show this thread

Scottish LGBTI Police Association @LGBTIpoliceScot · Jun 24

Our conference photo #lgbtpoliceconference



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Support & Thanks

The conference was supported by a wide range of officers, staff and organisations and the Scottish LGBTI Police Association would like to take this opportunity to thank each and every one, including every single attendee for making the conference such a success.

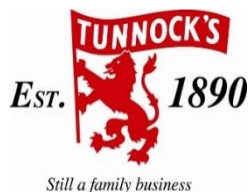
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Special Thanks

Attendees will have seen several Scottish LGBTI Police Association General Board Executive members leading the co-ordination of the event while it was ongoing including Chair, Frazer Robertson, General Secretary, Alan Sneddon, and Depute Chair, Ross Fulton-Boyd and behind the scenes Treasurer, Dwayne Blockley and Parents Co-ordinator, Stephen French. The Board would, however, like to award special thanks to non-Board members of the association for their exceptional effort during the conference

Ross Jackson (Greater Glasgow Division Co-ordinator)

Stephen Ferguson (Ayrshire Division Co-ordinator)

and to non-association members

Barry Dickson Darren Wilson James Smart.



Legacy

The UK & Ireland LGBTI Police Conference 2018 has been a landmark achievement for the Scottish LGBTI Police Association and its legacy is already being celebrated and cemented. The General Board met less than four weeks after the conference to capture organisational learning and identify the key elements that brought about the conference's success for future projects.

Scottish LGBTI Police Conference 2019

At its meeting in July 2018 and with consideration of the conference just passed, the General Board gave its initial approval and encouragement for planning to commence for the Scottish LGBTI Police Conference 2019. Normally held annually, except in years when other LGBTI police conferences are held in Scotland, the Scottish conference will return next summer and will undoubtedly be enriched following on from this year's learning.

30th Anniversary Celebrations

Between 2019 and 2021 and beginning with the 2019 conference, the Scottish LGBTI Police Association will celebrate its 30th anniversary and the advancement of visible LGBTI policing in Scotland. Plans are now being brought forward to mark this very special occasion and all those attending the 2018 conference are heartily invited to become involved in the celebrations.

@swplgbt

South Wales Police LGBT Network



Haste ye back! (*See you again in Scotland soon*), but until then –

See you in Wales in 2019

