

## **National LGBTI Sports Group**

### **Online Meeting**

**Date: Monday 15th February 2021, 1030am-12pm**

#### **Present:**

- Hugh Torrance, Executive Director, LEAP Sports Scotland (Chair)
- Eilidh Paterson, Regional Development Coordinator, Scottish Student Sport
- Megan Snedden, Campaigns, Policy & Research Officer, Stonewall Scotland
- Francesca Snitjer, Executive & Equalities Officer, Scottish Athletics
- David Fallon, Head of Development, Scottish Squash
- Jane Gallacher, Sport & Physical Activity Manager, Scottish Government
- David McArdle, Equality Manager, Scottish Football Association
- Eleanor Sanders White, Community Development Officer, Equality Network

#### **Guests in attendance:**

- Lucie Phillips, Safeguarding in Sport Project Worker, Children 1st
- Gary Grieve, National Development Manager, Scottish ClubSport

#### **Apologies**

- Scott Cuthbertson, Development Manager, Equality Network
- Fiona Lilley, Partnership Manager, sportscotland

1. Welcome and introductions

2. Previous actions

- Calum from Glasgow Life will join us at a future meeting
- Sub-meeting to be held following this
- Dr Erikainen's slides have been circulated
- Hugh & Fiona met with Gary Grieve, Scottish ClubSport and circulated recommendation to group
- Children 1st contacted and in attendance today
- Dates for 2021 have been circulated

3. Guest input: Lucie Phillips, Children 1st

- Safeguarding in sport is a partnership between Children 1st and sportscotland. Working primarily with governing bodies of sport providing training or responding to safeguarding concerns about children and young people. Have developed a set of 8 standards and work with governing bodies to help them to meet those in relation to child protection in their sport. Currently have moved on from those foundations to build a wider wellbeing focus including how to give children and young people a voice within sport.
- Diversity & inclusion is not one of the areas that is looked at in any depth within the standards so a relationship with the National LGBTI Sports Group is welcome and potentially adding to the remit that Children 1st currently have.
- Exploration on where safeguarding issues arise in relation to LGBTI:
  - bullying queries
  - room sharing on residentials and sports away fixtures
  - queries around gender identity and changing facilities
  - when children's sport ends and adult sport starts
  - the role that LGBTI-phobia plays in supporting cultures where abuse can take place
- Future scope for specific member tie-ins between Children 1st and group members in relation to this agenda e.g. Scottish FA in relation to their facilities guidance, and Scottish Student Sport on their LGBTI inclusion work.
- Children 1st happy to look at guidance that's being developed from an impact assessment perspective and would welcome this being shared.

4. Updates

**Sector Development:**

- More stringent equality criteria has been introduced within club licensing process for the 118 Scottish FA clubs to promote a zero tolerance message, and to hold clubs to account around instances of discrimination and equality monitoring.
- Madhu Malhotra has been appointed as the first Director for Equality, Inclusion & Human Rights. Madhu has already met the Director of Population Health and expressed a strong interest in what's going on in the equality, inclusion and human rights space within sport.
- Carbmill Consulting completed fieldwork and sportscotland now completing the work around the trans guidance and hoping to hear more on this in the year ahead.
- Review of Equality Standard in Sport ongoing.

### **Awareness:**

- Football v Homophobia Month of Action this month, significant number of events in Scotland, UK wide and also being run by the FvH youth panel too.
- LGBT History Month this month, we'll tweet a photo from this meeting later this week.
- The Twitter storm approach for International Day Against Homophobia Biphobia and Transphobia is being planned again for this year's day (May 17th). Focus not yet worked out but plan to get something out end of April.
- Scottish Squash about to submit their intermediary standard application and recognise that they struggle to get enough membership data collected. They have some info on underrepresentation of women and young people just through annual returns rather than equality survey returns and so a new area on their action plan is around awareness, around recognising and reporting instances of discrimination. Outcomes being a needs analysis on training, and an improvement in discrimination incident reporting.
- Scottish FA have developed a discrimination reporting tool that allows incidents to be reported via the website straight to a central point at Scottish FA which allows oversight and strategic view of incidents rather than simply going through local governance processes. Guidance document and poster available to share.
- Equality Network currently developing a new Rainbow Mark for LGBTI inclusive venues.

### **Grassroots:**

- Thanks to support from the Communities Recovery Fund, there is extended funding support available for LGBTI sports groups which is currently open until the end of May. The previous round of funding support saw almost £14K of recovery support distributed amongst 20 sports clubs and welfare support to a further 25 individuals.

- The UK wide Pride Youth Games moved to August 2021. Still not clear if it can go ahead this year or not.
- Festival Fortnight will definitely go ahead in June, and there will be enough online or hybrid events organised for a festival to take place, although we are hopeful that at least some outdoor events might be able to take place. Partners invited to come and speak to LEAP Sports with ideas.
- PRiDE OUT and Rainbow Golf are 2 new grassroots sports networks that have been set up country-wide and are supporting folks to get reconnected to cycling and golf respectively; but also a growth in localised activity such as 'Active Buddies' in Glasgow and Trans\*Active starting to emerge as responses that tie together mental health and wellbeing with physical activity. Might be a connection here to work going on in Scottish Government around inclusion messaging within walking, cycling and so on.

### Improving Knowledge:

- A report on the impact that covid-19 has had specifically on the LGBTI sports groups and more widely on the membership of those groups, is currently being developed and expected to be published first week in April.
- Active Scotland delivery group...
- 4 new equality roles created at Scottish Student Sport Equality Steering Group, Carolina Sousa E Sa appointed in the LGBTI position.
- Equality positions on the Scottish Squash Equality Advisory Group coming up soon, and some support to share this would be good.
- Scottish Athletics ran a sizeable webinar for the Athletics Pride webinar series run through UK Athletics. The webinar featured Ethan Akanni and SA were delighted with the approach and the attendance at the webinar.
- Cycling Pride network about to launch, Tennis one on the way, both joining networks in swimming, horseracing and many others which have launched in the last 12 months or so.
- Scottish FA about to launch their Football Unite which will feature an online learning module developed in partnership with Football v Homophobia Scotland - open to anyone involved in Scottish football
- Currently a consultation ongoing with the British Kickboxing Council and Scottish participants are on the consultation group
- LEAP Sports biennial conference 4th and 5th March which will be a UK wide approach for the first time.
- All partners encouraged to remember to circulate all learning opportunities to each other. This can be done directly to group members via the [nationalgroup@leapsports.org](mailto:nationalgroup@leapsports.org) email address which will circulate to all the members contact points

## Education Settings:

- Group of teachers working in Edinburgh to set up a new model of after school sports support for LGBTI pupils. We will try to bring this into a future education focused meeting.
- Children 1st developing a module for young leaders on safeguarding at the moment. Lucie currently in touch with Active Schools coordinators and with children and young people themselves. One of the aspects is a video compilation of young leaders who have been in particular situations concerning welfare and/or safeguarding issues. Still scope to get people involved in this.

## Other:

- The final report on the Independent Review of Sexual Abuse in Scottish Football has been published and it was noted that the second recommendation relates to the part which homophobia played in preventing disclosures of abuse, and enabling abuse to continue. This is an important moment as this has been explicitly acknowledged and evidenced.

## 5. Membership

- Scottish ClubSport agreed to join the group as a member from here onwards, with Gary Grieve being the main representative.

## 6. Future meetings

Next meeting, 10th May 10am.