

# Moving to LGBTIQ+ Inclusion

*LEAP SPORTS CONFERENCE 2024*



**30th OCTOBER | 9:00AM - 4:00PM | STIRLING**

**LEAP  
SPORTS**

 Equality and  
Human Rights

---

Follow us @LEAPSports





# Welcome

---

Welcome to the 2024 LEAP Sports conference - Moving to LGBTIQ+ Inclusion. The conference takes place every two years, and is an opportunity to look at all the work that's been happening to enable lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people's inclusion and participation in sport and physical activity. As ever, the conference will look at knowledge emerging, highlight good practices, consider participant experiences, and reflect on future activity.

We are pleased to have such a great selection of contributors today and hope you have a great day of learning, sharing and networking. Throughout today you will hopefully make new connections, learn something new and feel inspired.

Thank you to our conference steering group for their support and advice, and to all the volunteers who have supported the organising behind the scenes.

We'd love to hear your comments and interactions and we encourage you to share these using the [#DiverseSport](#) hashtag. As always you can find us on [@LEAPsports](#)

---

Follow us @LEAPsports





# Morning Programme

- 
- |               |   |
|---------------|---|
| 09:00 - 09:30 | <b>Arrival and registration</b>   |
| 09:30 - 09:40 | <b>Welcome</b>  |
| 09:40 - 09:50 | <b>Minister for Social Care, Wellbeing and Sport, Maree Todd</b>  |
| 09:50 - 10:25 | <b>Plenary Panel - Our community, our voice: lived experience in Scottish sport</b>   |
| 10:30 - 11:30 | <b>Parallel Session</b> <ul style="list-style-type: none"><li>1. <i>Standing strong on shifting grounds: athlete centred and evidence-led participation</i></li><li>2. <i>Developing local communities: Evidence-based initiatives to improve health outcomes</i></li></ul>       |
| 11:30 - 11:40 | <b>Comfort Break</b>  |
| 11:40 - 12:45 | <b>Workshops:</b> <ul style="list-style-type: none"><li>1. <i>LGBTIQ+ data in Scotland: Opportunities and Challenges</i></li><li>2. <i>Good practices in making LGBTIQ+ inclusion real</i></li><li>3. <i>Changing LGBTIQ+ lives through sport and physical activity</i></li></ul> |



# Afternoon Programme

---

12:45 - 13:45	<b>Lunch</b>
13:45 - 14:15	<b>In conversation with Robyn Love</b>
14:15 - 14:35	<b>Focus on: Research and knowledge from European partners</b>
14:35 - 14:50	<b>Tea / Coffee</b>
14:50 - 15:20	<b>Visible and proud: LGBTIQ+ staff in the Scottish sport sector</b>
15:20 - 15:55	<b>Plenary panel - Moving to LGBTIQ+ Inclusion: How's it going?</b>
15:55 - 16:00	<b>Closing remarks</b>



# Breakout Sessions

---

## Parallel Session | 10.30AM - 11.30AM

### *1: Standing strong on shifting grounds: athlete centred and evidence-led participation*

Blair Atholl

“Breaking down the fear, and the barriers” **Dr Sheree Bekker** and **Stephen Mumford** discuss a feminist focus in sport while providing context to sexism aimed at athletes during the Paris Olympics.

“Understanding what a trans-athlete looks like: the first steps in evidence based policy” **Dr Fergus Guppy** presents recently published research on the strength, power and aerobic capacity of transgender athletes including findings and reflections on what they mean in relation to trans people’s participation in sport, and for policymakers in the field.

### *2: Developing local communities: Evidence-based initiatives to improve health outcomes*

Room: Mull

**Rebecca Campbell** will share data from the 2022 NHS LGBT+ Health Needs Assessment on mental and physical health outcomes for LGBT+ people and the subsequent Leisure Trust accelerator programme.

Drawing on learning from a targeted project in the West Midlands, **Andy Paul** will explore how working directly with community members influenced recommendations and actions to improve community access to sport and physical activity.

## Workshops | 11.40AM - 12.45PM

### *1: LGBTIQ+ data in Scotland: Opportunities and Challenges.*

Room: Erskine

A workshop to explore conceptual challenges associated with the collection, analysis and presentation of data about LGBTIQ communities as well as a dive into some of the data available in 2024. Presented by **Dr Kevin Guyan** and **Florence Oulds**.

### *2: Good practices in making LGBTIQ+ inclusion real*

Room: Callendar Dollar

**Paddle Scotland**, **Scottish Curling** and **Live Active Perth** share examples of good practice of widening inclusion and accessibility of LGBTIQ+ people. This workshop will include important learning, challenges as well as what worked well and the successes.

### *3: Changing LGBTIQ+ lives through sport and physical activity*

Room: Mull

This workshop will showcase examples of projects working on helping marginalised people to use sport and physical activity to improve their lives and situations. The session will hear from projects working with families of gender diverse children and young people, and LGBTIQ+ refugees and asylum seekers.

## Plenary sessions

### *Plenary panel - Our community, our voice - lived experience in Scottish sport*

This community panel will delve into what it means to be an LGBTIQ+ person participating in mainstream and specific sport spaces.

#### *In conversation with.. Robyn Love*

Having recently returned from Paris Paralympics 2024, Robyn Love joins conference host **Hannah Bardell** to delve into the reality of being an out athlete, woman, Paralympian and mother.

#### *Focus on: Research and knowledge from European partners.*

**Sarah Townsend** brings an overview of recent research into LGBTI Women in Sport from the European Organisation for grassroots sport (ENGSO).

**Michele Mommi** will share highlights from the Erasmus+ project 'Sport for all Genders and Sexualities' (SGS) which is a follow-up of OUTSPORT, the first European study on LGBT+ athletes in sports.

### *Plenary panel - Visible and proud: LGBTIQ+ staff in the Scottish sport sector.*

Hear directly from staff working in Scottish sport about what it is like to be LGBTIQ+ and visible.

### *Plenary panel - Moving to LGBTIQ+ Inclusion: How's it going?*

This panel will round off the day by looking at some of the strides made towards LGBTIQ+ inclusion in the UK, consider the challenges faced along the way, and look at what's ahead in the coming years.

# Speakers

---

## Alex Johnston

Alex is Chair of the LEAP board as well as Policy and Influencing Manager with Spirit of 2012, the London 2012 Olympic & Paralympic Games legacy funder, and leads on their sport and physical activity work across the UK. In this role, he works closely with sportscotland and the Scottish Government on the Changing Lives through Sport and Physical Activity programme



## Amanda Aitken

Amanda (they/she) is the co-producer of the Sideline Podcast, a podcast about women's football in Scotland. They are also co-chair of the Glasgow based inclusive football team Camp Hellcats FC.

## Amy McDonald

Amy is a Senior Auditor at The Premier League, supporting the development and implementation of the PGAAC framework. Amy is a member of the LEAP Sports Board and was previously Women and Girls Football Manager at Rangers FC.



## Andrew Henderson

Andrew (he/him) is a journalist focusing on sport and LGBTQ+ topics. He created Pride of the Terraces in October 2019 to share stories of the queer community in sport, and has gone on to work with LEAP on Seen & Heard, a podcast and live event series.



## Andy Paul

Andy has been working in sport for almost 30 years and joins as a consultant for Pride Sports as well as bringing knowledge from his current work in managing the Talent Pathway for Athletes based at Birmingham Athletics Hub.



## Atlas Martin

Atlas is a transgender man, but almost gave up sport entirely when coming out as trans. He has now joined Perth Parrots with floorball now being his main sport. Atlas is passionate about building and maintaining welcoming sports spaces and accessible routes into sport for LGBTQIA+, so that our community has equitable access to all the benefits of physical activity and sport.



## Cara Shearer

Cara is Vice Co-Chair at LEAP Sports as well as Chair of the scottishathletics EDI advisory board. She is currently working with Sports Scotland as a Partnership Manager and her experiences within the sporting sector are underpinned by a PhD from the Physical Activity Exchange, focusing on community participation and engaging underrepresented groups.



## Colin Arthur

Semi retired rugby player now coaching at Caledonian Thebans RFC focussing on player development. Colin has played rugby since a teenager and played in Scottish premiership for the last 4 years focussing on inclusion within rugby at all levels of the game.



## Eilidh McCall-Lawrie

Eilidh McCall-Lawrie (she/her) is the Head of Sport & Communities at Scottish Curling, bringing over 20 years of experience in the sports sector, with a focus on development and safeguarding. Eilidh is passionate about ensuring that sport provides opportunities for everyone in safe and inclusive environments.



## Esraa Husain

Esraa Husain (any pronouns) works at LEAP Sports with the Just Active project for LGBTIQ+ refugees and asylum seekers. Esraa is also a freelance creative writer, community curator and researcher. They run @UBelongGlasgow, a multilingual community platform for Queer, BPOC and disabled creatives, est. 2020.



## Dr Fergus Guppy

Fergus is an Associate Professor in Sport and Exercise Physiology at Heriot-Watt University, specialising in body composition, bone health, and elite athlete performance. His research focuses on the physiological responses to exercise, using advanced tools like the DXA scanner to monitor changes in muscle, fat, and bone health in a variety of populations. Dr. Guppy is a key figure in sports science research at HWU, contributing to both academic initiatives and practical applications at Oriam- Scotland's national sports performance centre.



## Florence Oulds

Florence Oulds (she/her) is Policy and Public Affairs Officer at Scottish Trans supporting a range of organisations in producing policy and legislation that is tailored to the needs and experiences of Trans and Non-binary people. She recently co-authored the Scottish Trans and Non-binary Experiences Research Report, which gives a picture of the different barriers the trans community face in Scotland today.





## Gemma Simpson

Gemma Simpson (she/her) is passionate about sports inclusion and alongside Logan McConachie has founded two Sport for Change Networks which are a new format of Community Sport Hubs for Perth & Kinross. Gemma's own sports passion is circus acrobatics, and she is the ring mistress, an active performer and lead coach at Adventure Circus.



## Hannah Bardell

Hannah is former MP for Livingston. After spending 9 years in the House of Commons, she is at the start of a new chapter which she hopes will bring joy and opportunities. Hannah is a passionate lesbian feminist who enjoys a run around either with Camp Hellcats or the occasional surf. As a graduate of University of Stirling, she returns to host the LEAP Sports conference in style.

Photo credit: Sara M Lee



## Hugh Torrance

Hugh is founder and Executive Director of LEAP Sports coinciding his work in social justice and equality with his passion for sport and physical activity.

He is also Co-President of the European Gay & Lesbian Sports Federation representing the queer sports movement at European level, and overseeing the annual EuroGames.



## Jess Williams

Jess is Head of Service and Partner Development at Sport Wales and an Honorary Research Fellow at Manchester Metropolitan University. She is a member of the UK Steering Committee for the International Working Group (IWG) on Women in Sport, a board member at Cymru Women's Sport and has held volunteer roles for adaptive sport, and several LGBTQ+ organisations. Jess is a member of the Pride Sports Organising Committee, working to host the LGBTQ+ Multisport EuroGames in Cardiff in 2027.



## Keith Macleod

Keith is Engagement Manager at Scottish Hockey with a remit of Equality Diversity and Inclusion as well as with an expertise within safeguarding and welfare. Keith brings lived experience to his role at Scottish Hockey and as member of Scottish Volleyball board.





### Kelsey Ann Caldwell

Kelsey Ann (they/them) is a teacher and youth worker, and has been a volunteer with LEAP Sports since 2018, supporting at a range of events, conferences and projects. They have recently completed their Masters in Inclusive Education, carrying out their research with LEAP's Gender Diverse Family Group to explore factors that contribute to participation in sport and physical activity.

### Dr. Kevin Guyan

Dr Kevin Guyan (he/him) is a researcher and writer whose work explores the intersection of data and identity. He is the author of *Queer Data: Using Gender, Sex and Sexuality Data for Action* (Bloomsbury), which examines the collection, analysis and use of gender, sex and sexuality data, particularly as it relates to LGBTQ people. He is currently writing his second book, which explores queer encounters with different classification systems in the UK, from hate crime reporting to dating apps.



### Kirsty Cumming

Kirsty Cumming is Chief Executive of Community Leisure UK. She has extensive experience in working with leisure trusts, local authorities, local and national governments, and the NHS to advocate the role of public leisure services. She is passionate about the role of public leisure and culture for communities and believes that the charitable trust model delivers effective community focused services based on local needs.

### Logan McConachie

Logan McConachie (he/him) has worked in the sports sector for over a decade with both National Governing Bodies and Local Authorities. He has been involved in the development and growth of Perth Parrots Floorball Club. Outside of work Logan can most likely be found on a football pitch as assistant manager for Brechin City Football Club.



### Lou Englefield

Lou is founding Director of Pride Sports, and directs the international Football v Homophobia campaign. She is Chair of the FARE Network and Co-Chair of Pride House International. Lou presents and speaks on issues of LGBTIQ+ inclusion in sport and physical activity globally and has ensured that Pride Sports has become a leading authority on LGBTIQ+ inclusion in sport and physical activity.

### Lynne Glen

Lynne is Head of Development at Scottish Disability Sport (SDS) and has over 27 years of experience in sports. As an openly gay woman who has lived experience as a looked-after child and as a parent of a child with a disability, I believe Scottish Sport should adopt an intersectional approach to address the diverse needs of individuals engaging in sport and physical activity.





### Maree Todd, MSP

Ms Todd is Scottish Government Minister for Social Care, Mental Wellbeing and Sport. A pharmacist by profession, Maree Todd worked in NHS Highland for 20 years, mainly as a mental health pharmacist in a psychiatric hospital. She is passionate about sport and physical health with a strong commitment to her daily mile and is never afraid to get stuck into trying new sports.

### Malcolm Dingwall-Smith

Malcolm is the Strategic Partnerships Manager at sportscotland, the national agency for sport. He leads the organisation's government, political and public policy engagement. He has worked locally, nationally and internationally to deliver social outcomes through sport. He volunteers for a walking charity and a human rights organisation.



### Michele Mommi

Michele works as European Projects Coordinator at the European Gay and Lesbian Sport Federation (EGLSF), where he's in charge of projects funded by the Erasmus+ programme in the field of sport, aimed at strengthening member sport clubs and fostering the inclusion of LGBTQI+ people in mainstream sport.

### Osman

Osman is the outreach volunteer for Hidayah, a charity that provides education around the queer Muslim community to counter discrimination, prejudice and injustice. Osman has helped deliver LGBT+ training and support in school curriculums to promote inclusivity. In his spare time he is committed to supporting new LGBT+ migrants and refugees in his local community and has enjoyed different sports and activities along the way.



### Rebecca Campbell

Rebecca Campbell (she/her) is a Consultant in Public Health. Her role focuses on taking a systematic approach to working towards the best mental health possible for the whole population. This includes addressing both the root causes of poor mental health and strengthening the factors that boost positive mental wellbeing, in active partnership with relevant partners and communities.

### Remi Jokiranta

Remi Jokiranta (they/them) has been working at LEAP Sports for over 3 years, organising and delivering inclusive physical activity projects and events for mainly gender diverse children and LGBTIQ+ young people locally and internationally. Their passion lies in the mental health benefits that inclusive physical activity can provide and they mostly engage with sport on the grassroots level.







### Reuben Jarvis

Reuben is one of the founding members and currently serving as the Welfare Officer for the world's first and only transgender rugby club, the Transmanian Devils. Reuben also has a legal and policy background and is working with stakeholders such as LEAP to work towards a world without gender exclusion policies in place.

### Rhiannon Butterfield

Rhiannon Butterfield (she/her) is Disability and Inclusion Development Officer at Scottish Curling. She has a degree in Sports Development with Coaching, and many years' experience working in disability and inclusion from grassroots to Paralympic Games.



### Robyn Love

Robyn Love is the first Scot since 2000 to represent Team GB in wheelchair basketball. Her dedication to Parasport and her commitment to the LGBTQ+ community are evident in her impactful roles as Pride House Ambassador, Director of the Board for Basketball Scotland and Equity, Inclusion, and Diversity Advisory Group member for Paralympics GB. In 2023 Robyn and her partner and teammate welcomed their daughter into the world and they are now embracing being an LGBTQ+ family in the spotlight.

### Roger Holmes

Roger Holmes (he/him) is Development Manager for Paddle Scotland as well as coach in both kayak and canoe for his local club in Aberfeldy. Ever since he started working for Paddle Scotland he has been working to make paddlesport more inclusive. Initially this was increasing the opportunities for people with a disability to take part in paddlesport then through supporting the work of our equality groups one of which is the LGBTQ+ Equality Group.



### Sarah Townsend

Sarah Townsend (she/her) is an Expert on the European Commission High Level Group on Gender Equality in Sport; member of the ENGSO Equality Within Sport Committee (EWS) committee, which advises the Executive Committee on equality matters. She is President of Activ'Elles, an association that advocates for women in sport and offers women a safe space in the local rural sport landscape. Sarah is former co-president and long-time Board member of EGLSF (European Gay & Lesbian Sports Federation).



## Dr Sheree Bekker

Dr. Sheree Bekker (she/her) is an Associate Professor in the Department for Health at the University of Bath, specialising in feminist perspectives on sport. Her work takes a justice-oriented approach that transcends traditional gender norms, fostering an environment where everyone, regardless of gender, can participate and thrive. Sheree co-leads the Feminist Sport Lab and is co-author of a forthcoming book on the topic (Reaktion Books, 2025).



## Dr Sone Erikainen

Dr Sone Erikainen is a lecturer in sociology at the University of Aberdeen. Their research clusters around social and cultural issues in science, medicine and sports, including especially issues around gender and sex diversity and sexuality. They are the author *Gender Verification and the Making of the Female Body in Sport: A History of the Present* and an editor of *TERF Wars: Feminism and the Fight for Transgender Futures*.



## Stephen Mumford

Stephen Mumford (he/him) is a philosopher and author of 14 books including three on sport: *Watching Sport* (Routledge, 2011), *Football, the Philosophy behind the Game* (Polity, 2019) and *A Philosopher Looks at Sport* (Cambridge, 2022). Stephen is co-author of the forthcoming *Open Play: the Case for Feminist Sport* (Reaktion) with Sheree Bekker, with whom he is also co-director of the Feminist Sport Lab.



## Stew Fowlie

Stew is Chief Operating Officer at Scottish Student Sport. He is a passionate advocate of tertiary education and its many contributions to sport and physical activity. Stew is a champion of all forms of inclusion in sport, and sees this as a key value and cornerstone towards realising a successful future for sport in Scotland.



## Wesley Rennison

Wesley Rennison is Director of Strategic Planning at the University of Strathclyde, an accredited mediator with the Scottish Mediation Network, Chair of Fife Contemporary, and on the Board of LEAP Sports. Wesley is also a founder of LGBTIQ+ tennis club Dundee Deuces and a silver medallist at the recent EuroGames.

