



LEAP Sports
Festival Fortnight
Impact Review
March 2020

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Background

Steve Brown, Collaborate Consulting Ltd. was contracted to work alongside LEAP Sports Scotland staff to improve how the annual Festival Fortnight was evaluated and to strengthen the evidence base. The purpose was to draw together various experiences of the Festival and consider outcomes and impacts which could then be presented.

This extract from the commission, offers a distillation of work done by summarising key findings from data and evidence from previous festivals and consultation with staff, partners and volunteers.

Overview

This has been very positive experience for the consultant. Festival Fortnight continues to be extremely well received. Participants, volunteers, partners - across the board everyone is full of praise for the work which is done.

There is a real feel good factor which is tangible when speaking to people. An infectious, positive 'can-do' approach has generated a very successful national event.

The Festival is making a significant impact in improving the lives of LGBTI people across Scotland in their local communities. Sports providers are offering more inclusive activities which are attracting new LGBTI participants.

Evidence gathered by the consultant verifies and adds to what had previously been reported by and to LEAP Sports staff.

Methods

The consultant worked with LEAP Staff to articulate and quantify desired outcomes and impacts which led directly to the creation of a Logic Model.

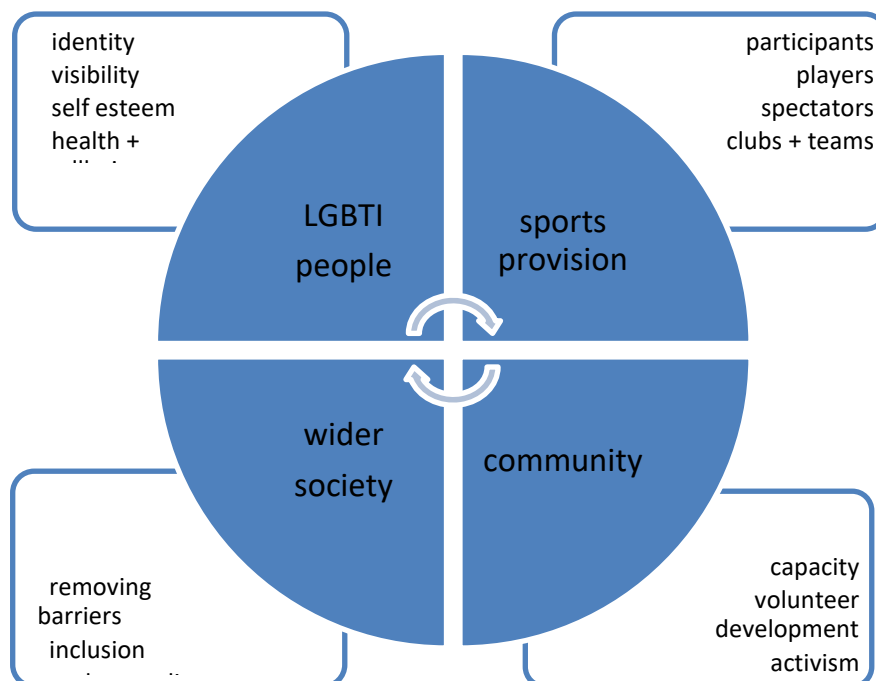
Volunteers and partners were interviewed to gather follow-up information to add to what had been recorded at the end of events during the Festival.

230 participant questionnaire returns, 24 volunteer event reports and Survey Monkey returns from 9 funded partners were analysed and summarised to pull out key statistics and learning points.

Key quotes were transcribed from LEAP Sports films which focused on *Festival Fortnight*.

This report gathers together these evidence strands and adds comments from the Consultant.

Festival Fortnight impact matrix



Festival Fortnight has resonance across several contexts. The main intersection is between LGBTI people and the organisers of sports activities. The Festival has obvious dual appeal to both communities of interest. And both communities benefit directly.

One of the Festival's key strengths is that by supporting more LGBTI people to participate in a variety of sports, it impacts directly on what happens within communities by encouraging greater inclusion.

The Festival connects individuals with organisations and communities. By working together, much is achieved. Through facilitating organisational development and culture change, many more people are able to learn about specific communities' needs, discriminatory practice and challenges. They then apply this learning in their respective communities.

This model clearly works during *Festival Fortnight*. Sustaining the relationships and connections which are made throughout the rest of the year should in turn deliver wider impacts in relation to improved access and participation.

Opportunities to share learning and good practice – both virtually and in person, would help build the capacity of local providers to deliver even more inclusive events and programmes.

LGBTI people

1. *Often we need that extra push to be healthy and not just meet new people in bars.*
2. *It was good to have the opportunity to get involved and feel confident about being trans in sport.*
3. *There's a big mental block in just going along to any old sports team. In sport, you have to be totally relaxed around everyone, otherwise it affects your performance.*
4. *Many of us have confidence issues around our physical and mental health.*
5. *It was great because I haven't been swimming since primary school.*
6. *Healthier, happy people have a positive impact on others in their lives.*

Individual people report having given up participating in sport as a result of actual and perceived barriers. They may not feel welcome or safe. Others' low self-esteem and previous experiences make them believe they're not good enough to join in.

There is clear evidence that the Festival is very effective in removing these obstacles to participation in sport. Several people report having re-engaged with specific sporting activities. Others are willing to try new sports during the Festival, knowing that they will be supported. This leads to more LGBTI people around the country participating in activities on a regular basis.

The longer term impacts of these increased levels of physical activity for these client groups should not be underestimated. The relationship between LGBTI identities and social isolation is a complex one. However, Age UK in 2017 state that, 'we know that poor rates of physical activity are a precursor to loneliness and social isolation which in turn are linked to poor health outcomes.'

Older LGBTI people are keen that younger people have better experiences than they did. One volunteer said that they thought they would never be able to play sports. They are delighted that fear is being removed as young people now can look up to higher profile LGBTI people and see what had previously been denied to them.

Sports provision

1. *If we actively say we're open and inclusive then we attract new people.*
2. *It was refreshing to have a space to discuss and hear about women's football: history and present and issues with LGBT inclusion.*
3. *It was a great opportunity to connect with young people who would not normally be reached.*
4. *Our engagement since the event and number of enquiries has really grown.*
5. *Our usual numbers doubled and we have players who are LGBTI who hadn't played before coming back regularly.*
6. *We recruited new members for both the men's and women's sections of our clubs.*

Partner organisations which ran events during the Festival mainly report that they wished to demonstrate that they were open and welcoming. They hoped that in turn, this would lead to increasing membership. The taster sessions are seen as a great way to encourage new people to try sports for free.

These aspirations have been met. The Festival has clearly had an impact on how many LGBTI people are accessing sports activities which were new to them. New members and participants have continued to attend way beyond an initial event during the Festival.

For some organisations the Festival's impact goes much deeper. One representative reported that, 'As a club we have become more sociable again and there has been some cross pollination of players from badminton to football and we've gained players from other badminton clubs.'

Another recognised that they have learned about how to make their sport more inclusive and accessible to people coming along for the first time. This will bring many additional future benefits to non LGBTI people.

Within their own sport community, many organisations have boosted their image and received recognition for the changes they have made to be more inclusive.

Wider Society

1 Festival events help us to understand issues from other communities.

2 It helps to lead by example. People may be struggling about whether they fit in a sports event.

3 We had excellent engagement in the event and I would now like to work to address promoting our work with LGBTI communities.

4 Many non LGBTI squash lovers learned about LGBTI issues in squash and expressed support.

5 We have become more aware of the barriers to sport that non LGBTI people have not had to consider.

6 It's important that people see themselves and their own identity in the wider world and in sport.

This area of impact is the most challenging to achieve and prove. However, arguably, it is also the most important. Unless people are better able to recognise others' needs and act proactively, then people from different equalities communities will continue to face barriers.

The Festival is at an early stage in realising ambitions to change practice beyond partners, volunteers and participants. There is undoubtedly evidence that where there are strong relationships with LEAP Sports and local LGBTI groups, other organisations are changing behaviours and services.

The new Festival Fortnight Logic Model which has been developed is intended to assist all the stakeholders in understanding what the Festival's future ambitions are.

Community

1. *Our capacity to reach across the whole of Dumfries & Galloway is really challenging. So public events during Festival Fortnight that bring people together are really important.*
2. *The Festival is a good way to learn more about our own LGBTI community.*
3. *It's important that people get the chance to feel part of something bigger.*
4. *Being able to do something meaningful for the community is very rewarding.*
5. *We're supported to try new things within the Festival.*
6. *There's much more variety here for volunteers in terms of what you can do*

Involving people in the delivery of their work is at the core of what LEAP Sports do. Festival Fortnight would not exist without the active participation of volunteers around the country.

The majority of local sports clubs and teams across Scotland are volunteer led. The organised LGBTI community also relies on volunteers to deliver services and support clients / members. Festival Fortnight maximises the impact of these two discrete communities of interest by bringing them together to promote inclusion in sport.

Volunteers' tasks during the Festival include:

- *Delivering activities*
- *Representing LEAP Sports through presentations and at discussions*
- *Buddying new people*
- *Gathering evidence from participants*

Additionally, local LGBTI community members and sports volunteers:

- *lead groups*
- *run activities*
- *organise events*
- *promote the Festival's aims and programme*

As a result the Festival is truly community led. An asset based approach ensures that events build on the skills and expertise of the key players.

The LGBTI sports community doubly benefits from the Festival. Their sports programmes are strengthened by increased participation and a bigger fan base. As LGBTI organisations, their profile is raised within wider communities.

Festival components

We do not have as wide a publicity base as LEAP so being part of Festival Fortnight allowed us to gain the advantage of their communications, publicity channels and being included in the official programme exposed us to a whole new route for people to find the club.

The Festival is the catalyst for bringing a large and diverse range people together across the country. There is a very good mix of components to ensure a successful and effective festival. Namely,

1. Clear aims:

- a. Increase the visibility of LGBTI people in sport
- b. Increase the participation of LGBTI people in sport
- c. Raise awareness of LGBTI issues in sport
- d. Raise awareness of wider equality and human rights issues in sport

2. A specific and focused time frame

3. Variety of activities to access and / or participate in:

- a. Taster events
- b. Tournaments
- c. Games
- d. Discussions
- e. Film screenings

4. Variety of sports offered

5. Social events

6. Opportunities to stay involved after the Festival

Local groups also gain validity from being part of a national programme without having to leave their area.

Data returns from 2019 Festival Fortnight

An analysis of information from 230 participant questionnaire returns proves key significant factors in relation to inclusion and reach.

How would you describe your sexual orientation?

Asexual – 1

Bi / Bisexual - 24

Bisexual + pan(sexual) / queer – 5

Gay / Gay man – 91

Heterosexual – 27

Homosexual – 1

Lesbian - 21

Pansexual – 8

Queer – 9

Questioning – 1

Straight - 24

Prefer not to say - 17

Answered: 229 Skipped: 1

How would you describe your gender identity?

Cis – 2

Cis female / woman - 5

Cis male / man – 6

Demigirl – 1

Female – 59

Fluid / gender fluid – 5

Gay - 2

Genderqueer – 2

Male – 107

Man – 6

Non binary – 6

Trans – 1

Trans guy / male / man / masculine – 13

Trans woman – 5

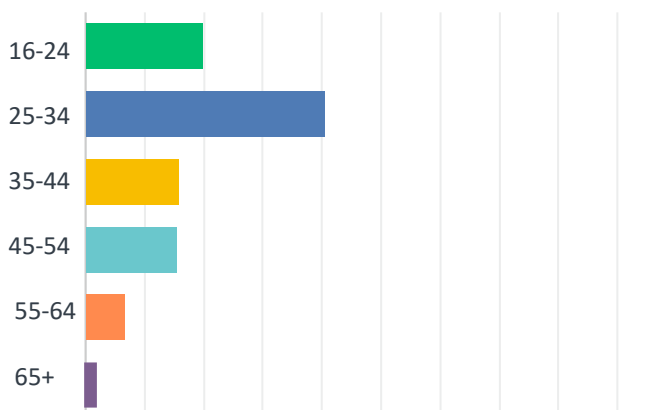
Woman – 1

Prefer not to say - 6

Answered: 227 Skipped: 3

The range of self-identification categories given reflects how welcoming and inclusive the Festival is. It also demonstrates good practice in Equalities monitoring. Too often people are forced to fit in to others' definitions and boxes. However, future Festivals should also ask participants about their ethnic origin and disability status.

Which age band do you fall under?



RESPONSES		
ANSWER CHOICES		
16-24	19.82%	45
25-34	40.53%	92
35-44	15.86%	36
45-54	15.42%	35
55-64	6.61%	15
65 +	1.76%	4
		227

Answered: 227 Skipped: 3

These figures suggest that the Festival is reaching people across all age ranges. Approximately 60 % are below 35 years old. These people will also be future participants. The number of people between 35 and 54 possibly reflects those who are physically fit. Traditionally, for other third sector organisations, these age bands can often be difficult to reach.

The Scottish Government is promoting a raft of opportunities across all sectors for the over 55's. As this is the fastest growing demographic, consideration should be given to specifically targeting this group.

National reach

In which town/city do you live?

The vast majority of returns were from people in Glasgow and Edinburgh, reflecting the locations of the Festival's programme of events. Participants also came from:

- Ayrshire
- Dumfries & Galloway
- Dundee
- East Ayrshire
- East Lothian
- Falkirk
- Inverclyde
- North Lanarkshire
- Perthshire
- Renfrewshire
- South Lanarkshire
- Stirling
- West Dunbartonshire
- West Lothian

This reach is impressive. However, it is significant that there are no returns from north of Perthshire. Although events were carried out there, this suggests that more development work with LGBTI community groups and sports providers may be required to generate activity in and around Aberdeenshire, Argyle & Bute and the Highlands & Islands. Otherwise, there's a danger that Festival Fortnight could be perceived as being exclusively for people in South and Central Scotland.

Even within the lowlands, also absent are any participant returns from Scottish Borders, East Renfrewshire, East Dunbartonshire, Clackmannanshire and Angus. With the exception of parts of the Scottish Borders, many people within these local authority areas are within easy reach of the main towns and cities. Therefore these gaps or absences should be of less priority when developing new events.

Developing a Logic Model

A new Logic Model has been developed. The intention is that it will be implemented as a key component of service planning and development.

The Logic Model questions assumptions and considers external factors. Given the nature of the work and client group, a structure was needed for measuring the right outcomes at the right time. Future festivals will be able to differentiate between short, medium and long term outcomes. In turn, this will allow for the development of Social Impact Indicators.

The Model was created by using previous evidence, reports and knowledge together with the expertise of the staff and consultant.

The Logic Model places Festival Fortnight in a national policy context and clearly sets out how the programme contributes to LEAP Sports' own strategic development. It re-iterates links and purposes with clarity about the Festival's core messages.

It sets a direction of travel for future festivals. The short, medium and long term outcomes allow the Logic Model to be a live developmental document. People can clearly see what needs to be achieved and when.

Outputs and participants will need to be amended as groups of people and partners deliver greater impacts. Meanwhile new stakeholders will simultaneously be contributing to short term benefits.

Outcomes -- Impact		
<i>Short</i>	<i>Medium</i>	<i>Long</i>
Raised awareness of wider equality + human rights issues in sport	Reduced homophobia + hate speech	LGBTI sports agenda influences providers
Increased participation of LGBTI people in sport	New initiatives are established	Improved policies + strategies for LGBTI inclusion
Increased visibility of LGBTI people in sport	Better inclusion of LGBTI people	Increased resources + opportunities for LGBTI sports
Perceptions of what is possible are changed	LGBTI sports sector is developed + strengthened	Sports are more accessible to LGBTI people / mainstream inclusion
	Action is taken to remove identified barriers	Increased engagement with LGBTI communities
	Distinctions are made between gender + sexual orientation	Partners don't need the festival to access LGBTI people
Barriers to access are understood	Increased partnership working	Sport becomes part of people's lives –especially trans people
	People make better life choices	
Levels of physical activity are increased	People realise they have a right to sport	
Health + well being is improved	LGBTI people join new clubs and networks	Capacity of the LGBTI community is increased
Confidence + sense of worth is increased	Peer support is developed	LGBTI sports sector is celebrated and recommended
Skills are developed and recognised	Increased sense of belonging to national LGBTI community	

As the Festival develops in future years, further detail can be added to the logic model, particularly in relation to specific outputs: activities and reach. At the present the following has been agreed:

Outputs	
<i>Activities</i>	<i>Participation</i>
Annual Festival Fortnight	Equality sector groups and organisations
Sports tasters	LGBTI organisations
Sports tournaments	Public sector organisations
Physical activity	Schools, colleges and universities
Cultural and arts events	LGBTI Staff Networks
Social events	National sports bodies
Talks, debates, seminars	LGBTI sports clubs and groups
	Other sports clubs and groups
	LGBTI participants
	Allies
	Volunteers

Given the national reach of the Festival, it may also be beneficial to differentiate between what's happening with whom in particular geographical areas.

Potential *Social Impact* indicators

- ✓ *Community cohesion*
- ✓ *Increased community capacity / social capital*
- ✓ *Increased and improved access to sports programmes*
- ✓ *Removal of gender and sexual orientation barriers and behaviours*
- ✓ *LGBTI voices are heard in mainstream sport service planning*
- ✓ *Services change to better meet LGBTI needs*

Evaluation practice

Staff sought to distinguish between Customer Care activities - how good was what they did with the assessment of longer term benefits delivered as a result of their work.

The Festival is already in receipt of positive feedback from many stakeholders; participants, partners and volunteers. Typical comments recorded include:

*All the staff/volunteers that I have engaged with have all been extremely helpful.
They have gone above and beyond to ensure events took place.*

Very well organised event.

Friendly and welcoming, no pressure, anyone could join in as much as wanted.

Great fun inclusive events.

Exceptionally well put together.

The aims of Festival Fortnight are to:

1. Increase the visibility of LGBTI people in sport
2. Increase the participation of LGBTI people in sport
3. Raise awareness of the barriers facing LGBTI people in sport
4. Examine wider equality and human rights issues in sport

However, the use of Survey Monkey questionnaires about these aims, immediately after each event can only produce limited information. As one partner stated, "The last two categories are difficult to gauge, as we don't know the full impact that we have. I suspect Festival Fortnight as a whole covers these better."

Similarly, not all events are expected to contribute to all 4 aims. Therefore the use of a one size fits all questionnaire isn't the most effective means of gathering information.

While numbers of participants and spectators can help measure 1 + 2, further depth and detail are required in order to assess 3 + 4 than an initial numerical scoring system can provide.

A **draft evaluation plan** (attached) has been prepared for future Festivals which includes a set of indicators to assess the achievement of the outcomes and delivery of outputs.

The agreed short term outcomes are:

- Raised awareness of wider equality + human rights issues in sport
- Increased participation of LGBTI people in sport
- Increased visibility of LGBTI people in sport
- Perceptions of what is possible are changed
- Barriers to access are understood
- Levels of physical activity are increased
- Health + well being is improved
- Confidence + sense of worth is increased
- Skills are developed and recognised

Festival Fortnight's key outputs are:

- Sports tasters
- Sports tournaments
- Physical activity
- Cultural and arts events
- Social events
- Talks, debates, seminars

Clearly some outputs will be more effective in delivering specific outcomes. For example, talks, debates and seminars are more likely to raise awareness and perceptions than individual sports events.

The initial Evaluation Plan includes a limited number of indicators for each outcome. However, as the Festival progresses more may be added as the Logic Model develops.

Dedicated volunteer roles at 3 and 6 months after the Festival to gather evidence could add the capacity and resources required to ensure impact is being assessed.

Ideally, the volunteers who complete the immediate customer care and monitoring returns, would also do the follow up with partners. Their knowledge and expertise would be very useful.

Key ideas in relation to indicator setting and gathering evidence follow. These are intended as resources for whoever undertakes the evaluation of future festivals, particularly volunteers.

Indicators

Developing Indicators

A three stage process:

- Understanding outputs, outcomes & indicators
measuring change
- Techniques for gathering the evidence
preparing a varied programme
- Reporting back appropriately to stakeholders
using different products & messages

Measures and Indicators

A measure:

A quantified description of outputs or performance

Something which directly happened

An indicator:

A proxy measure used when output or performance is not directly measurable

Something which is suggested

*Policy Evaluation –
a guide for managers
HM Treasury*

Indicators: why do we need them?

- * How will you know whether you achieved and delivered what you planned?
- * What would indicate that you were on the right path to achieve your outputs and outcomes?
- * What will indicate that you've succeeded?

Outputs and outcomes need to be broken down in to a range of indicators to assess what changes have occurred

An indicator:

- * Demonstrates what's changed
- * Describes what's happened
- * Details performance
- * Explains the progress made
- * Quantifies and qualifies what has been done
- * Breaks the work done into smaller aspects that can be measured or assessed

Suggestions

Just use 'Indicators'

– some will be quantitative & some will be qualitative

Try not to say 'hard' & 'soft' indicators

- it's quite value laden and can downplay really important outcomes

Gathering evidence

Common issues

- o Spending time finding out whether people **liked** what you did instead of discovering how you **changed their lives**
- o Not following up on people – **tracking and progression**

*Asking the wrong questions
at the wrong time!*

Key ways to gather evidence

observation
of people and organisations or groups

asking questions
interviews, questionnaires, email surveys, small group discussions etc.

consulting records - minutes, agency records, reports, etc.

Each has particular strengths and weaknesses

Techniques for gathering qualitative evidence

- * Use a range of methods:
 - * Focus groups
 - * 1:1 interviews – in person + by phone
 - * Graffiti walls
 - * Review & reflection sessions
 - * Audio & video diaries
 - * Blogs + social media
 - * Email surveys
 - * Drama, art, photography, writing & poetry

Recommendations for future Festivals

1. Greater use should be made of qualitative interviewing and group work to gather evidence which focuses on impact e.g.
 - a. Participatory techniques such as graffiti walls could be used at clubs' and other partners' ongoing activities
 - b. Targeted Social media campaigns to gather views and benefits

2. Follow-up sessions / communications should be held to assess what happened next and what changes have occurred.
 - a. In keeping with LEAP Sports Community Development principles, review and reflection sessions with specific groups would provide valuable information.
 - b. Individual participants should be encouraged to 'join' LEAP Sports by signing up to regular communication.
 - c. If possible, a database should be developed which enables individuals', clubs' and partners' progress before, during and after Festival Fortnight to be logged.

Implementing the Evaluation Plan

Focus

The Plan deliberately focuses on the short term outcomes. This is to ease its use for the next Festival in 2020.

However, it is very possible that some answers to questions will provide evidence for the Medium term outcomes:

- ✓ *Reduced homophobia + hate speech*
- ✓ *New initiatives are established*
- ✓ *Better inclusion of LGBTI people*
- ✓ *LGBTI sports sector is developed + strengthened*
- ✓ *Action is taken to remove identified barriers*
- ✓ *Distinctions are made between gender + sexual orientation*
- ✓ *Increased partnership working*
- ✓ *People make better life choices*
- ✓ *People realise they have a right to sport*
- ✓ *LGBTI people join new clubs and networks*
- ✓ *Peer support is developed*
- ✓ *Increased sense of belonging to national LGBTI community*

It would be good to anticipate this and therefore any information gathered should also be assessed against these aspirations. It is more likely that the later follow-up request at 6 months will produce a variety of suitable evidence.

Methods

Although several outcomes and indicators are included in the Plan, efficient use of methods to collect information should reduce the amount of work required.

Sessions with participants at their clubs as well as follow-up emails should produce evidence which meets several outcomes and indicators simultaneously.

Combining consultation activities and questions with the evaluation requirements will also create more rounded events and more effective responses.

This would also help to strengthen links between ongoing work throughout the year and the showcasing opportunities provided by Festival Fortnight.

Exact methods need to be agreed in advance of the 2020 Festival.

Personnel

Decisions need to be made about who will gather what evidence from whom and when.

Sampling stakeholder groups e.g. new partners, new sports, new locations will also bring opportunities to enrich the quality of information gathered. Groups of people with a high common denominator could be brought together, rather than relying on written or 1:1 methods.

Effective evaluation needs to be resourced. As with the suggestion below re Social Media volunteers, an Evaluation team could be trained to gather evidence and continue to develop the Logic Model in line with emerging needs and outcomes achieved.

Example questions to use / amend

Expectations

- What made you want to be part of Festival Fortnight? What were you looking for?
- Is that happening + how are your needs being met?

Impact

- How have LGBTI people benefitted?
- What's changed for you and /or others as a result of being involved?
- What have you and / or your organisation done differently as a result?
 - How do you know that? What evidence do you have?
- What would you do / would happen if the Festival didn't happen?

Future

- If money were no object, what would you like to see happening? If you were responsible for developing Festival Fortnight, what would you do?
- Do you need any further support to transfer what you learned into practice?
 - If so, what would help?
- What other needs have you identified?

Participants + Volunteers

1. Describe your experience in a word
2. What made you want to take part / volunteer?
3. How's it working out?
4. What do you get out of it?
5. How does that make you feel?
6. Anything changed for you?
7. Are you doing anything that wouldn't have happened if you weren't volunteering?
8. Has anyone else noticed anything different about you?
9. Anything surprised you? / What have you learned?
 - a. About yourself?
 - b. The other volunteers?
 - c. The staff?
 - d. The participants?
 - e. The LGBTI community?
10. How do think Festival Fortnight might help you with what you might do in the future?

Additional comments from evaluation returns and stakeholders

Several suggestions which are worthy of consideration for future Festivals were made by various stakeholders.

Publicity + promotion

Some events were not as well attended as people hoped. Many people requested further support with marketing and Social Media.

A dedicated Social Media volunteer role(s) could be advantageous. The volunteer(s) would gain valuable experience whilst using their skills. The event organisers would also have named contacts for marketing support.

A request was made for events to be listed geographically as well as in a calendar. This would make it easier to find events in the programme which were local.

Communication

Some communication issues between LEAP volunteers and event organisers were raised. There are mixed responses in relation to clarity of roles and expectations. Some volunteers report not always feeling useful. It may be worth exploring how everyone is briefed and checking their understanding before the next Festival.

Programme

Pop Up mini Pride House venues where Festival participants and interested others could come together to explore and celebrate the Festival's programme and aims. Visibility with the wider general public would be another major benefit.

Where possible, more social events should be added to the programme to enable people network and meet out with the sports activities.

Someone requested a big central event with many of the registered clubs in one place; almost like a university sports fayre. This could be in addition to the individual sessions but would also give a wonderful impression of the clubs involved in Festival Fortnight and the diversity of them all. People may also find something they didn't think they would get involved in because they didn't have to commit to an individual event - it would all be in the one place to go around and dip in and out of.

Events with prominent LGBT sports figures – UK and international - speaking/panel events/ meet and greets were also suggested.

LEAP Sports *Festival Fortnight* Logic Model: Situation + context

Scottish Government: *National Performance Framework*

- ✓ We respect, protect and fulfill human rights and live free from discrimination
- ✓ We are healthy and active
- ✓ We live in communities that are inclusive, empowered, resilient and safe
- ✓ We are well educated, skilled and able to contribute to society

National LGBTI Sports group

The National Group recognise that LGBTI people experience particular issues that prevent their equal access and participation in sport; and that LGBTI-phobia in sport causes significant barriers and inequality in sport. It is therefore committed to full inclusion of LGBTI people in sport and physical activity and to tackling LGBTI-phobia within sport.

Out For Sport Report

Key Attitudinal findings:

- Lesbian, Gay, Bisexual and Transgender (LGBT) people continue to face homophobia, biphobia, transphobia and other barriers to participating in sport, and to a lesser extent in other physical activity. This has a negative impact on the numbers of LGBT people taking part in sport.
- While sports bodies are content to take positive action around equality in general there appears to be hesitancy on taking action related to sexual orientation or gender identity.
- Homophobic, biphobic and transphobic bullying continues to be a major problem. The use of the word “gay” to mean something that is negative is endemic within school sports environments. This often goes unchallenged by teachers or coaches and affects both LGBT and non-LGBT people.
- There is a tendency for Scottish Governing Bodies (SGBs) to assume a tick box approach to the Equality Standard for Sport (the Standard) process as it impacts on LGBT people. Organisations can currently acquire a level of the Standard without addressing any specific issues around LGBT participation.
- There remains a lack of understanding and awareness of key pieces of legislation affecting LGBT people. These include the Equality Act 2010, the Offensive Behaviour at Football and Threatening Communications (Scotland) Act 2012 and the Offences (Aggravation by Prejudice) (Scotland) Act 2009.

The Scottish Lgbt Equality Report

The experiences of LGBT people vary considerably across the country. Those living in rural parts of Scotland report a significantly worse experience than those living in urban areas, including more prejudice, greater isolation, and less access to local services that meet their needs.

Glasgow LGBTI+ Voluntary Sector Network

LGBTI+ inclusiveness in sport is about ensuring that everyone can participate and enjoy the benefits of sport. It also relates to the culture of sporting facilities and events. This means looking at rules affecting access to competition, changing and bathroom facilities, training for coaches, team members and staff members and having visible solidarity with LGBTI+ people in sports.

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short	Medium	Long
<p>LEAP Sports resources: staff, budgets, knowledge and expertise</p> <p>LGBTI people</p> <p>Volunteers</p> <p>Partners' resources: staff premises, equipment</p> <p>Research and intelligence</p> <p>Corporate financial and business support</p>	<p>Annual Festival Fortnight</p> <p>Sports tasters</p> <p>Sports tournaments</p> <p>Physical activity</p> <p>Cultural and arts events</p> <p>Social events</p> <p>Talks, debates, seminars</p>	<p>Equality sector groups and organisations</p> <p>LGBTI organisations</p> <p>Public sector organisations</p> <p>Schools, colleges and universities</p> <p>LGBTI Staff Networks</p> <p>National sports bodies</p> <p>LGBTI sports clubs and groups</p> <p>Other sports clubs and groups</p> <p>LGBTI participants</p> <p>Allies</p> <p>Volunteers</p>	<p>Raised awareness of wider equality + human rights issues in sport</p> <p>Increased participation of LGBTI people in sport</p> <p>Increased visibility of LGBTI people in sport</p> <p>Perceptions of what is possible are changed</p> <p>Barriers to access are understood</p> <p>Levels of physical activity are increased</p> <p>Health + well being is improved</p> <p>Confidence + sense of worth is increased</p> <p>Skills are developed and recognised</p>	<p>Reduced homophobia + hate speech</p> <p>New initiatives are established</p> <p>Better inclusion of LGBTI people</p> <p>LGBTI sports sector is developed + strengthened</p> <p>Action is taken to remove identified barriers</p> <p>Distinctions are made between gender + sexual orientation</p> <p>Increased partnership working</p> <p>People make better life choices</p> <p>People realise they have a right to sport</p> <p>LGBTI people join new clubs and networks</p> <p>Peer support is developed</p> <p>Increased sense of belonging to national LGBTI community</p>	<p>LGBTI sports agenda influences providers</p> <p>Improved policies + strategies for LGBTI inclusion</p> <p>Increased resources + opportunities for LGBTI sports</p> <p>Sports are more accessible to LGBTI people / mainstream inclusion</p> <p>Increased engagement with LGBTI communities</p> <p>Partners don't need the festival to access LGBTI people</p> <p>Sport becomes part of people's lives –especially trans people</p> <p>Capacity of the LGBTI community is increased</p> <p>LGBTI sports sector is celebrated and recommended</p>

LEAP Sports *Festival Fortnight* Evaluation Plan

Outcome	Indicators	How to collect information about the indicator	Who will do this	When and where info will be collected
<p>Raised awareness of wider equality + human rights issues in sport</p> <p>Perceptions of what is possible are changed</p>	<p>Stakeholders have learned about diversity and discrimination in sport</p>	<p>Event report questionnaires</p> <p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>	<p>From partners, coaches and club leaders</p> <p>From individual LGBTI Festival participants</p> <p>Immediately after events</p> <p>3 and 6 months after the Festival</p>
	<p>Stakeholders are inspired to change what they do</p>	<p>Needs assessments and consultations with LGBTI people are undertaken</p>	<p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>
<p>Barriers to access are understood</p>	<p>Clubs and partners plan new initiatives</p>	<p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>	<p>From partners, coaches and club leaders</p> <p>3 and 6 months after the Festival</p>
<p>Increased visibility of LGBTI people in sport</p>	<p>Clubs have more and new regular attenders</p>	<p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>	<p>From coaches and club leaders</p> <p>From individual LGBTI Festival participants</p> <p>3 and 6 months after the Festival</p>
	<p>LGBTI people establish new clubs and activities</p>	<p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>	<p>From coaches and club leaders</p> <p>From individual LGBTI Festival participants</p> <p>3 and 6 months after the Festival</p>
	<p>LGBTI people feel safe to participate and spectate</p>	<p>1:1 interviews / phone calls / review sessions</p> <p>Follow-up communications: email, social media, Survey Monkey</p>	<p>Staff / volunteers</p>	<p>From coaches and club leaders</p> <p>From individual LGBTI Festival participants</p> <p>3 and 6 months after the Festival</p>

Outcome	Indicators	How to collect information about the indicator	Who will do this	When and where info will be collected
<p>Increased participation of LGBTI people in sport</p> <p>Levels of physical activity are increased</p> <p>Health + wellbeing is improved</p> <p>Confidence + sense of worth is increased</p>	<p>LGBTI people are more active and undertaking regular exercise</p> <p>LGBTI people have (re) joined clubs / taken up sports</p> <p>LGBTI people have tried new activities</p> <p>LGBTI people have new aspirations and plans</p>	<p>Follow-up communications: email, social media, Survey Monkey</p> <p>Open questions about what's happened / changed since the Festival on graffiti walls / at review sessions</p>	Volunteers / staff	<p>From individual LGBTI Festival participants</p> <p>3 and 6 months after the Festival</p>
<p>Skills are developed and recognised</p>	<p>Volunteers take on new roles</p> <p>Volunteers feel valued</p>	<p>Volunteer development & review sessions and 1:1's</p> <p>Social media / 1:1's</p>	Staff	3 and 6 months after the Festival

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