

National LGBTI Sports Group

Venue: Online

Date: 4th November, 10-11.30am

Present:

Keith Macleod - Engagement Manager, Scottish Hockey

Robin Drummond - Equality, Diversity and Inclusion Manager, Scottish Football Association

Francesca Snitjer - Executive and Equalities Officer, scottishathletics

Jack Brodie - Club Development Manager, Scottish Squash

Atta Yaqub - Equality, Diversity and Inclusion Manager, sportscotland

Lauren Hall - Equalities in Sport Policy Officer, Active Scotland

Lizzy Simpson - Sport & Physical Activity Equalities & Participation Manager, Active Scotland

Rebecca Dey - LGBTQI+ Equality Senior Policy Adviser, Scottish Government (presenter)

Hugh Torrance - Executive Director, LEAP Sports Scotland (Chair)

Heidi Vistisen - Policy Manager, LEAP Sports Scotland (note taker)

Apologies:

Gary Grieve - National Development Manager, Scottish ClubSport

Alison Lunn - Partnership Manager, sportscotland

Fiona Lilley - Partnership Manager, sportscotland

Angela Robinson - Head of Delivery, Active Scotland

Carolina Sousa E Sa - Inclusion Officer, Badminton Scotland

Eilidh Gibson - Inclusion & Culture Development Coordinator, Scottish Student Sport

1. Welcome and introductions

Chair welcomed the group and outlined the agenda including apologies.

2. Actions from previous minutes

Action on Rainbow Laces is complete. Stonewall are running the campaign in November, further information will be sought from the incoming CEO Simon Blake at a scheduled introduction meeting in late November.

Action to update Group on developments around the Scottish LGBT+ Sports Charter will carry on to next meeting as nothing new to report.

3. Presentation: Non Binary Equality Action Plan: Progress report and update

Rebecca Dey, LGBTQI+ Equality Senior Policy Adviser at Scottish Government, presented on the Non-Binary Equality Action Plan including the conception, process, working group and the accepted Action Plan. Full Non-Binary Equality Action Plan available [here](#).

Following the first year of research and gathering knowledge, the NBEAP is now in the delivery phase of the 5 year plan. The output from year one is an evidence review which is due to be published as well as a progress report on the short-term actions.

The activity around sport in NBEAP as part of commitment 33 reads as follows; *support sportscotland to reduce barriers to trans and non-binary people's participation in sport*. This included two actions for sportscotland to offer resources to sports governing bodies that want to develop their new policies for trans participation. The other action as part of commitment 33 was to support sportscotland to deliver workshops and learning opportunities to sports governing bodies on the guidance for transgender participation in domestic sport including encouraging sports to think about innovative and creative ways of ensuring nobody is left out. These actions were short-term and at the end of 2024 sportscotland can report that workshops and learning events were hosted and sports governing bodies were offered resources, however there was no uptake of this.

Rebecca reported that there is work ongoing between the NBEAP team, Active Scotland and LEAP to explore other avenues to further the sport actions beyond the action plan.

Group members welcomed the presentation and queried how best to support the NBEAP as well as how best to share information as they felt the work on the Non-binary Equality Action Plan isn't widely known. Rebecca asked that sports governing bodies continue to engage with sportscotland as well as LEAP and to share the NBEAP where relevant.

Thank you to Rebecca for presenting on the progress of the Non-binary Equality Action Plan.

4. Updates by area of focus

Sector development

LEAP Sports Moving to LGBTIQ+ Inclusion Conference took place on 30th October at Stirling Court Hotel with Group members all in attendance. Excellent feedback from participants and speakers. Highlight video as filmed and edited by University of Stirling students at AirTV available [here](#).

National Group members offered reflections following the conference including thank yous to the LEAP team for delivering. Members highlighted that the Conference offered the sport sector a reminder of the excellent work happening in Scotland as well as the importance of including the lived experience inputs.

Scottish Hockey are reviewing work done by England Hockey on their trans people's participation policy. Scottish Hockey are not planning to change their policy in the near future.

scottishathletics report that the UK Athletics policy review of transgender people's eligibility in athletics is in the final stages. scottishathletics are making their way through the Moving to Inclusion framework and are approaching the second stage.

Awareness

Active Scotland shared that Scottish Women and Girls in Sport Week was another success with organisations and supports making a real effort to create relevant content. This year, the campaign saw the First Minister take part in engagement events. Evaluation is now taking place and there are lots of themes and space for building on success for the next year with suggestions such as talking about women's health.

Grassroots

Scottish Football Association are working with LEAP on the annual FvH awards which are being hosted in Glasgow in March at Oran Mor.

Qeltic Games took place in Perth at the end of August with 200 athletes competing across 4 sports (Pickleball, Golf, Badminton and Football). The organising team are discussing dates and locations for future editions to build on success.

Improving knowledge

Scottish FA are building towards Football v Homophobia Scotland Month of Action in February focusing on LGBT+ supporter groups at SPFL level. The aim is to improve knowledge within larger clubs about their membership and build on this to encourage clubs to foster inclusive environments within fan spaces. The focus will include fan engagement sessions hosted by the FvH Scotland team where they will share good practice from existing groups as well as through partnerships with England based clubs.

Scottish Squash are revamping their coaching qualifications and embedding Equality, Diversity and Inclusion as part of the qualification. The current materials are very technical and the aim is to embed EDI knowledge and understanding rather than it being an optional extra.

5. Other updates

Commonwealth Games 2026 have been formally announced as taking place in Glasgow.

Moray LGBTIQ+ Sports Hub has recently opened and was showcased by sportscotland as a new approach to bring together an equalities themed sports hub.

Action: LEAP to invite the Moray LGBTIQ+ Sports Hub team to January meeting to present.

6. AOB

LS highlighted that Scottish Disability Sport Week is at the end of November with a call for activity and support for Scottish Disability Sport. All Group members are encouraged to engage.

Dates were suggested for 2025 meetings and accepted.

Dates for upcoming meetings:

27th January 10am

12th May 10am

4th August 10am

10th November 10am

Meeting closed at 11.30am