



GEF
Glasgow Equality Forum

Meeting the Needs of the LGBTI+ Community in Glasgow: A Review of Services Provided and Identified Needs

Glasgow LGBTI+ Voluntary Sector Network

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Preface

This report is the work of the Glasgow LGBTI+ Voluntary Sector Network (LGBTIVSN). The Glasgow Network formed in 2016 with the purpose to “*use our collective power to challenge inequality and create lasting solutions for LGBTI+ people*” by influencing, learning and sharing, building relationships and collaborating. See Appendix 6 for a list of current members.

Members of the Network have had longstanding concerns about the historic lack of both a strategic approach and core funding for LGBTI+ organisations in Glasgow. As a result, the Network has commissioned this piece of research to find out what services are currently funded in Glasgow and to map out unmet need.

Where definitions are concerned, the terms of reference for this project are concerned with LGBTI+ services. Where there are different versions of that acronym cited in different sections of this report, this is to reflect the varying remits of respondent organisations and the information which they have supplied. The geographic area referred to is the local authority area, Glasgow City.

The development of the Network and the funding for this piece of work was made possible through Glasgow Equality Forum (GEF).

We would like thank Zara Kitson for preparing the survey and carrying out all interviews, and Andrew Marshall for compiling this report. We are extremely grateful to everyone who took the time to contribute to this report via survey responses, interviews or by providing us with additional information.



SCOTTISH
QUEER
INTERNATIONAL
FILM
FESTIVAL



Overview

LGBTI+ Life in Glasgow

The issues faced by LGBTI+ people in Scotland have significant, intersecting impacts in Glasgow specifically, with the city's higher density of LGBTI+ people and its economic and health challenges. The Scottish Government's Sexual Orientation in Scotland 2017 Report indicates specifically that 25% of LGBT people live in deprived postcode areas compared to 19% of non-LGBT people. It also shows an 11% unemployment rate among LGBT people, 3 times higher than the national average, and that 72% of LGBT people are single, evidencing issues of social isolation within the community.

Particular issues are more highly prevalent within the LGBT+ community, such as mental health issues, social isolation and exclusion from public services, especially for those who are more marginalised from society. In addition, particular sections of the community face distinct challenges relative to their situations, including asylum seekers and refugees, women and girls, BME people, older people, transgender and nonbinary people, intersex people and young people.

A range of voluntary sector organisations (VSOs) active in Glasgow are working to meet the needs of LGBTI+ people living in the city, across diverse areas of education, mental health and wellbeing, community events and activities, creative arts and sports among others. Combined, the VSOs who have contributed to this report engaged meaningfully in the period of 2016-17 with over 6,000 individuals.

Frequently, the delivery of these services rests on precarious funding. Furthermore, VSOs working to meet LGBTI+ needs often provide significant support and guidance to mainstream service providers on this basis.



Report Structure

We have structured the report in the following way:



Conclusions and Recommendations

Our conclusions and recommendations are at the beginning of the report for ease of reference.



Review of Service Provision in Glasgow

We go through the survey responses pertaining firstly to groups within the LGBTI+ community, thematic areas of service provision and work around capacity building, noting the services currently provided and detailing identified needs and gaps in each case.



Evaluation of Mainstream Services

We detail survey responses and data provided regarding LGBTI+ inclusivity within mainstream services and the support LGBTI+ organisations provide to public sector organisations.



Funding Sources and Barriers

We detail statutory and other sources of funding received by survey respondents and the barriers survey respondents identified when trying to access funding.



Notable Cases of Good Practice

We highlight a number of good practice examples listed by respondents.



References and Appendices

A list of useful publications and sources detailing aspects of LGBTI+ life in Glasgow, cited throughout the report.

We provide a number of appendices providing supplementary information, such as a list of survey respondents, a glossary of terms, other cited LGBTI+ organisations active in Glasgow and other relevant information.

Conclusions

- Recent history (the past 5-6 years) has seen a frustrating number of ‘loose ends’ where LGBTI+ communities and Glasgow City Council (GCC) have had discussions which have ultimately gone nowhere. Recommendations contained with reports commissioned by public sector organisations remain unaddressed and ultimately unresolved.
- The Glasgow LGBTI+ community, on the whole, feels let down by a lack of commitment and follow through on discussions with GCC.
- There is a lack of investment by GCC and the public sector, and a lack of obvious commitment to LGBTI+ organisations and communities.
- Notwithstanding the aforementioned lack of investment by GCC, a huge amount of work is taking place to meet the needs of LGBTI+ people from across the city. This is being led mainly by voluntary organisations and community-led groups and movements. This work is often short-term and unsustainable and we regularly see groups and services pop up then disappear.
- There is a lack of a joined-up approach to bring together those who are working at the community and grassroots level.
- As a community of interest which is not always visible in small localities, many LGBTI+ people congregate and come to the city centre for services and for their ‘community’ – and hence many organisations are based here rather in smaller local communities. This can often work against city planning and city funding structures.
- Some key thematic areas are not as well connected with LGBTI+ organisations as they should be. For example, sexual health provision used to be delivered by Gay Men’s Health which has since folded and been taken ‘in-house’ by NHS Greater Glasgow and Clyde. Hate Crime is delivered via the Glasgow Community Safety Partnership which has loose links with LGBTI+ organisations, primarily around third-party and remote reporting.
- There is no one organisation or body which represents a singular voice for the LGBTI+ community in Glasgow. Previously the West of Scotland LGBT Forum sought to do this and since its end in 2014, there has been no representative body. This was part of the backdrop to the formation of the LGBTI+ VS Network and we believe that we can work towards meeting this need.
- Previous work has been done by many LGBTI+ organisations in pursuit of a physical space for LGBTI+ work to take place. Physical space has been a continued theme in this report and it would seem prudent to revisit the previous ODS / West of Scotland LGBT Forum report, which recommended the establishment of a permanent LGBT centre in Glasgow. GCC previously committed to working towards this aim, before this became one of the aforementioned loose ends.

- It has become more important than ever that small community groups and underrepresented groups (including women and girls, transgender people, BME people, asylum seekers and refugees) can access and use permanent community spaces which are peer-led, non-commercial and free from any pressure to consume alcohol.
- The public sector regularly rely upon LGBTI+ organisations to support their consultation activity, by providing access to LGBTI+ people who are willing to attend focus groups or fill out surveys, for example. In the main, this work is unfunded and is being carried out for free by LGBTI+ organisations. This situation is unsustainable. Within the scope of this report we have been unable to quantify the financial cost of this work.
- Similarly, there is a huge amount of work being provided for free by community groups and voluntary organisations, including through the use of volunteering.



Recommendations

- We ask GCC to recognise this Network and its terms of reference as an interface for LGBTI+ community work in Glasgow.
- We call for a new city-wide strategy on meeting the needs of Glasgow's LGBTI+ population which will include clarity on how to make Glasgow the best place in the world for LGBTI+ people to live, study and work.
- We ask GCC to commit to working with Glasgow Equality Forum (GEF) and this Network on the design, development and implementation of such a strategy.
- We ask that through this strategy, GCC invests in and brokers the sustainability of LGBTI+ communities and sector.
- We recommend that a review of public sector funding processes is undertaken, taking geographic communities versus communities of interest experiences into account.
- We would suggest that a clear commitment is made to ensure that ALEOs (Arm's Length External Organisations) are accountable in the same way and on the same terms as GCC.
- We ask GCC to consider that at present, lifeline services for particularly vulnerable sections of the LGBTI+ community rely in large part on precarious funding which regularly changes and is subject to fluctuations. There is an urgent need to solidify the financial foundation of these services.
- We ask GCC to incorporate an intersectional view of community needs into action taken to meet the needs of LGBTI+ people living in the city. As this report identifies, the community has specific needs pertaining to specialist healthcare services, youth empowerment and education and reliable community spaces - particularly for transgender and intersex people, asylum-seekers and refugees, Black and Minority Ethnic (BME) people, girls and women and those on a lower income.
- We recommend that a needs assessment which goes beyond medical needs for the trans community is undertaken. This assessment should be informed and shaped by consultation with trans community members and trans community organisations.

- We recommend public sector organisations improve their equality monitoring processes, to improve the availability of data regarding LGBTI+ people accessing those services.
- We believe that there are great opportunities for Glasgow to be a showcase and leader in LGBTI+ arts, culture, major events and tourism and would ask that this is given due consideration within an LGBTI+ strategy for the city.
- We recognise that there are different Pride organisations and movements, as well as different cultural organisations and we would ask that all organisations work together under a new LGBTI+ strategy for the city.
- We welcome the commitment made by the new administration to an LGBT centre for Glasgow and note the strong need for a community organising space which has been raised in this report. We would recommend that a working group is set up as part of a new LGBTI+ strategy for the city, to look at the previous reports, consider the success of Pride House, and to set this alongside current needs of the Glasgow LGBTI+ community.



Review of Service Provision in Glasgow

Sections of the LGBTI+ Community

Women and Girls

LGBTI+ women and girls frequently experience greater levels of intersectional exclusion, discrimination and misogyny both within and outside of the wider LGBTI+ community. Service provision aimed at the broader LGBTI+ community that does not take intersectionality into account often becomes masculine-dominated, while trans women and girls in particular continue to face distinct oppression as both trans and female.

In terms of service provision, there is a need for peer-led spaces and services specifically aimed at the needs of self-identifying LGBTI+ women and girls.

Services Currently Provided

The Women Out Work Network (WOW!) offers support, guidance and networking opportunities specifically for LGBTI+ women, both in and out of workplaces, without discriminating against 'non-professional' women. The Network is relatively new and currently has 30 members in Glasgow.

The Fantastic Femmes Meetup and Glasgow Butch Femme Meetup both provide a friendly and welcoming environment to queer folk who identify as femme or butch, with 120 and 32 members respectively. Both groups have received positive feedback from their members on their friendly and welcoming ethos, particularly from those who are trans, intersex and genderqueer.

Glasgow Women's Library is a key anchor organisation in the city for LGBTI+ women. The library provides LGBTI+ women with a safe community space and provides the opportunity to connect with other women and women's histories, access information, build their confidence and endeavor on new opportunities for themselves.

The library is the only accredited museum dedicated to women's history in the whole of the UK. It is also home to the Lesbian Archives, which acts as a nucleus for programmes of specific and intersectional events and activities. Those archives form a significant part of the library's recognized status as a collection of national significance.

Identified Needs

Women-Specific Spaces and Services

Respondents point to a lack of services, spaces and events specifically for LGBTI+ women in Glasgow, as well as services in general which are not masculine-dominated. These barriers were encountered in other LGBTI+ venues, out-with of more commercialised scene spaces.

LGBT Youth Scotland also notes that LGBT girls and young women are under-represented in their individual support sessions, at 25% compared to 52% young men. The organisation found in their own surveys that bisexual and lesbian women, in that order, are each progressively more likely to experience mental health issues.

LEAP Sports Scotland frequently encounter barriers facing trans women, women with hyperandrogenism and intersex conditions within the field of competitive sport. While trans and intersex people face particular challenges in this area more broadly, there exists particular restrictions around the categories of girls and women's sport which stem from biologically essentialist, cis-sexist notions of who women are and how fast and strong they are socially and culturally 'permitted' to be.



Transgender People

Transgender community members are more likely than average for the LGBTI+ community to experience mental health issues, social isolation, discrimination, exclusion from public services and hate crime. In addition to tackling the root causes of transphobia, it is vital that opportunities exist for transgender people to meet with peers within community settings which are safe, inclusive, friendly and not commercial or focused on alcohol, particularly in ameliorating social isolation.

Services Currently Provided

LGBT Health & Wellbeing run a support programme aimed at the specific needs of the transgender community. This programme includes a monthly drop-in service offering information, peer support and social contact for transgender people in Glasgow, tailored one-to-one support and workshops and courses to build resilience.

Through this programme, the organisation have engaged with 330 individuals through its group activities and provided one-to-one support and information in relation to trans issues to 187 individuals, including partners and family members as well as to professionals. Group activities and volunteering opportunities also provided focus on building community links and individual resilience.

LGBT Youth notes that 48% of their individual support sessions are with transgender young people. Among all of the transgender young people accessing their organisation's digital youth work services, discussion on how to access gender identity services and what to expect from those services are the key topics of conversation (52%).

LEAP Sports have a programme supporting transgender people in sport, and have produced training resources for the sports sector. Further key principles and associated guidance for sporting service providers on the inclusion of transgender people is currently being developed, given that competitive sport is an area where transgender people often face specific barriers. This work pertains to gendered entrant criteria, changing facilities, staff awareness and facilitating healthy and inclusive cultures within sports in schools, colleges, universities and local and national clubs and events.

Identified Needs

The marked growth in cases of young people identifying as transgender has not been met with a concomitant growth in services available to them. Schools, teachers, doctors and support services remain largely under-equipped to meet the needs of transgender young people who begin transitioning in primary and secondary schools.

Health Services

Where mental and physical health services for trans people are concerned, LGBT Health & Wellbeing currently face growing demand coupled with precarious funding to fully run their Glasgow Transgender Support Programme, which is only 50% funded from September 2017.

Youth Services

LGBT Youth notes particular challenges surrounding the increasing number of young people transitioning across Scotland. Within Glasgow, increased workloads in supporting transgender young people have been reported by the Sandyford Gender Identity Service, as well as doctors, support workers and teachers across Scotland who often have lacking resources in how to support transgender young people.

Sports

LEAP Sports identify specific challenges facing transgender and nonbinary people in sports at local, regional and national levels. As sports clubs and bodies at each of those levels tend often to follow guidelines for transgender participation set by the International Olympic Committee (and also therefore by international sports governing bodies), this means that competing in a local Sunday league is often as restricted as elite-end competition for many transgender women. Trans women and nonbinary people may then have to compete as a gender they do not identify with, in order to be able to participate, which can bring both trauma and stigma from other competitors and spectators.

Young People

LGBTI+ young people are more likely than their heterosexual and cisgender peers to experience low confidence, anxiety, depression, bullying, social exclusion, familial rejection and to underperform academically and leave education at an earlier age. These experiences often have lasting, deleterious personal, social and economic consequences which can continue into adulthood.

LGBT Youth research in 2012 showed that LGBT young people face particular barriers in physical education, and that this was an area of significant bullying for young people. Support for LGBTI+ young people from an early age onward is vital in both tackling the causes and effects of homophobia, biphobia, transphobia and interphobia.

Services Currently Provided

Youth Services

LGBT Youth provides a youth work programme with a number of services for LGBT young people aged 13-25, aimed at providing support and building confidence. These services include direct contact youth work, individual needs-led support and the provision of professional training and development. The organisation also provides community capacity-building and works to develop youth activism.

In total, these services reach an average of 75 young people per week and in the last 12 months, they have provided 985 community-based group work sessions to over 650 young people in 13 local authorities, including Glasgow. LGBT Youth also provides individual one to one support sessions with young people across Glasgow. The focus of these is advocacy (43% of meetings), family and home life (31%), stress and anxiety (25%), access to LGBT groups (21%) and confidence and resilience (21%).

Feedback from young people accessing LGBT Youth's services strongly indicates significant impacts on their social and emotional health, increases in their ability to remain in education and increases in their aspirations.

An internal 2016 review of young people across all of Scotland who used LGBT Youth's services indicates that 95% said they have broadened their perspectives through new experiences and thinking; 91% said they participate safely and effectively in groups; 83% said they are better at managing personal, social and formal relationships; 83% said they feel they can create, describe and apply their learning skills; 80% are more confident, resilient and optimistic for the future; 77% are more able to express their voice and demonstrate social commitment; 73% are better at considering risk, making reasoned decisions and taking control.

Education

LGBT Youth has this year developed a toolkit to support schools and young people to take the lead in developing Gender & Sexual Orientation Alliances (GSAs) within their schools. The organisation's precise role in circulating this tool is currently being defined as the project develops.

LGBT Youth is also working actively with a number of Glasgow schools to complete the LGBT Schools Charter Mark Programme; the aim is to support and guide schools on a journey to LGBT equality and inclusion. The following schools are currently engaged in the process:

- Bannerman High
- Lochend Community School
- Rosshall Academy
- Shawlands Academy
- Smithycroft Secondary
- Hillhead High
- Hillpark Secondary
- Springburn Academy



From the start of the 2017-18 academic year, there are plans to work with a further 10 schools on the LGBT Charter journey:

- Bellahouston Academy
- King's Park Secondary
- Abercorn Secondary
- Castlemilk High
- Eastbank Academy
- Glasgow Gaelic School
- Govan High
- Hollybrook Academy
- Knightswood Secondary
- Hyndland Secondary

LEAP Sports have developed a Manifesto for Inclusive Physical Education in Scottish secondary schools. It consists of a series of key commitments relevant to the experiences of LGBTI pupils in Scottish schools, drafted with the input of pupils from Shawlands Academy. At present, the organisation is working with other schools in Glasgow and is developing additional resources and guidance to accompany the manifesto.

The manifesto guidance is currently being drafted in collaboration with teachers of physical education. Where colleges and universities are concerned, research in collaboration with Scottish Student Sport is ongoing into adapting the manifesto to fit those settings. This research has the active input of LGBTI+ students, students of sports-related subjects and sports union executive members.

Identified Needs

Inclusion in Education

While overall conditions for LGBTI+ pupils in schools across Scotland are improving, anti-LGBTI+ attitudes are still widely encountered and inequalities in the provision of education for pupils remain a challenge, especially in Catholic schools.

Research by ODS Consulting regarding the needs and experiences of LGBT people in Glasgow involved the consultation of approximately 170 LGBT individuals. Almost all participants felt that education services in Glasgow could be improved. This was particularly felt in the areas of awareness-raising around LGBT issues and same-sex families, providing appropriate LGBT sex education and tackling harassment and bullying.

LGBT Youth research shows that almost 70% of LGBT young people experience bullying in school settings and do not feel included. Young people within LGBT Youth's network report that teaching staff often do not challenge anti-LGBT bullying when it occurs, with most teachers reporting feeling ill-equipped and undertrained to support LGBT inclusion in schools.

The resulting picture is that 10% of LGBT young people leave education due to homophobia, biphobia or transphobia experienced within the educational establishment. This starts the process of LGBTI+ people being over-represented in terms of poorer attainment, increased risk of self-harming behaviours and experiencing suicidal thoughts.

Focus on Transgender Youth

Again, the situation is worse for transgender young people in this context. The above figure of bullying experiences is 76.9% for transgender young people. The organisation's research on life in Scotland for LGBT Young people shows that while 18% of people think gay men and lesbians would be unsuitable as primary teachers, 31% felt the same way about transgender people.

This is happening against a backdrop of a rapid increase in the number of young people articulating their true gender and transitioning at earlier ages and in greater numbers. LGBT Youth note that teachers have at times felt overwhelmed due to receiving little or no training in how to support transgender young people in primary and secondary schools.

LEAP also reported issues in meeting demand for their resources for school and college sports, a particularly concerning shortfall considering the specificity of issues of access to and participation in sports for trans, nonbinary and intersex people, combined with the recent rise in numbers of young people affirming their true gender at younger ages.

Older People

Older LGBTI+ people have lived through much less tolerant times, including the criminalisation of homosexuality, the pathologising of LGBTI+ identities and widespread lack of legal protection, as well as the impact of the AIDS epidemic. Older community members, therefore, have to cope not just with the legacy of prolonged exposure to stigma and discrimination, but often also continue to experience a relatively high level of prejudice and discrimination from their peers, as in Scotland today older people are still significantly more likely to hold discriminatory attitudes.

Services Currently Provided

LGBT Health organises social events for LGBT people over 50, designed and delivered with community involvement. This includes group activities and a volunteering programme with an emphasis on building community connections and resilience. The organisation's LGBT Age programme engaged with around 350 LGBT people over 50 in 2016-17. Initiatives include a monthly community-led social space, a varied social programme and initiatives like 'Ride with Pride' which enables older LGBT people to participate in Glasgow Pride.

These services address a number of vital needs facing older community members. As LGBTI+ people age, they can often feel increasingly disconnected from the wider LGBTI+ community. For those coming out later in life, making connections with peers and the wider LGBTI+ community can prove challenging, particularly given the youth orientated nature of the gay commercial scene which is often not inclusive of older community members.

Social isolation also particularly affects older LGBTI+ people, as they have significantly diminished support networks when compared to the general older population: they are more likely to live alone; more likely to be single as they age; more likely to have no children; more likely to have little contact with their biological family. For those without close family, support from friends, and the creation of 'families of choice' is very important; however, not all older LGBTI+ people have these support networks.

LEAP Sports report that they delivered a successful Social Isolation and Loneliness project in the Highlands in 2016-17, supporting older people to get more connected and used physical activity methods to improve mental health and wellbeing.

Identified Needs

Specialist Services

Prior to LGBT Age's funding coming to an end in June 2017, the largest response which service users fed back to LGBT Health & Wellbeing was that they did not know what alternative services they could approach which provided the same service. Other concerns from service users included potentially lower levels of specialist understanding of their distinct needs as LGBT older people within mainstream health and support services and the freedom to be out within those support services.

One component of the LGBT Age services, their befriending service, is being wound down to the regret of LGBT Health and Wellbeing. Fortunately, funding has been secured from the Scottish Government to continue the social element of the service across Glasgow and Edinburgh, alongside work with mainstream service providers and policymakers around the needs and experiences of older LGBT people.

LEAP have been unable to secure funding to take forward specific activity programmes for older people in the area despite a high demand for these and despite the evidence of success in such work.

BME People

Respondent data on the situation in terms of service provision specifically for Black and Minority Ethnic (BME) LGBTI+ people is limited. A lack of intersectional operation within public services targeted at BME and LGBTI+ people means that BME LGBTI+ people often constitute a much less visible minority within both service streams. An intersectional understanding of the ways in which discrimination and exclusion can be experienced by BME LGBTI+ people is vital.

Identified Needs

Data, Wider Engagement and Specialist Services

There is a dearth of research data available on the overall situation for BME LGBTI+ people in Scotland, as identified by the 2009 'Everyone In' Report. This report identified a number of unmet needs of particular importance for this section of the community, including the need for a fixed safe space, amelioration of social isolation, mental health services which are cognisant of BME LGBTI+ needs.

LGBT Health and Wellbeing identify this demographic as one which is especially neglected in terms of service provision within Glasgow in their experience. The organisation were previously unsuccessful in securing funding in order to establish a pilot service geared at addressing specific needs of BME LGBTI+ people and indicate this as an ongoing gap within their service provisions.

Asylum Seekers & Refugees

LGBTI+ people who have sought or are seeking asylum or with refugee status face distinct challenges, where prejudice directed against them for their immigration status, ethnicity, sexual orientation and gender identity each intersect to create particular experiences of oppression. An approach to tackling these strands of discrimination must, therefore, recognize these particular intersections, in order to avoid community members living in those intersections from being missed by services which may approach asylum and refugee issues as existing in separate 'silos' from LGBTI+ issues.

Services Currently Provided

LGBT Unity is a community peer support group which meets fortnightly in Glasgow. It is a multicultural peer support group for LGBTI+ people seeking asylum, or people who have been through the asylum process and their allies. The group aims to empower and give emotional support to LGBTI+ people affected by their immigration status, as well as to provide a safe space for people to spend time together, interact and share their experiences. Attendees support each other to fight together against racism and homo/bi/trans/interphobic discrimination, as well as to help people to overcome obstacles in their asylum cases.

The group has a membership of approximately 150 members, with 20-40 attending each meeting. They host cultural events, including as part of Refugee Week; organise social events for members to integrate into the wider LGBTI+ community; give awareness raising talks and workshops at universities, contribute to government consultations and at LGBTI+ events; and provide support and workshops for members.

Identified Needs

There is a need for cross-sectoral services which support LGBTI+ people to embed into their operations an awareness of the specific needs of LGBTI+ people seeking asylum, who have been through the asylum process or who have refugee status. This is in addition to services tailored specifically for those sections of the community, where the provision of autonomous safe spaces is vital in building community and sharing experiences.

Intersex People

The distinct needs of intersex people are an area which respondents were unable to provide much data on. Reasons for this include varying organisational remits, lack of intersex visibility (which should not be confused with low numbers of intersex people in the general population) and systemic, societal interphobia, which presents ongoing stigma to 'out' intersex people.

Identified Needs

Funded Services and an Overhaul of Gendered Categories

Respondents are not aware of any funded services in the city which are geared to meet the medical, social or legal needs of intersex people.

LEAP Sports report that people with intersex conditions are regularly excluded from competitive sports at local, regional, national and international levels, in terms of both the codification of those sports and stigma perpetuated by commentators, competitors and spectators. Similar to the issues faced by transgender people in sports, the core of the problem lies with the initial approach to entrant criteria which is built on essentialist and restrictive notions of men and women as the only gendered options, with restrictions attached to the 'acceptable' testosterone range of the latter.

This creates an environment in which many intersex people are excluded for not 'fitting' in available categories.

At the regional and local levels, as with many transgender and nonbinary people, the core of the issues facing intersex people arise where regional and local sports service providers adhere to the same overly restrictive, binary model of gender utilised by international sports governing bodies at the elite level.

People on Lower Incomes

Intersectional marginalisation often sees members of the LGBTI+ community more prone to living in, or remaining in poorer socio-economic conditions. Where anti-LGBTI+ discrimination can emanate from an early age from family members, within educational settings and in workplaces, so the factors pushing LGBTI+ people into poorer socio-economic conditions are greater.

For those community members born into lower income backgrounds, the challenges in achieving class mobility are often higher still. This is compounded when occurring in sync with other processes of economic marginalisation targeting those of non-white ethnicities, those with disabilities, women and girls, those with immigrant or asylum seeker status and older people.

Identified Needs

The Scottish government's 2017 report on sexual orientation in Scotland shows that self-identifying lesbian, gay, bisexual and other non-heterosexual adults are over-represented in the most deprived areas in Scotland. Each of those demographics are also shown as more likely to live in large urban areas.

The Equality Network's 2015 report on LGBT Equality also points to greater experiences of economic disadvantage among many trans people, where problems securing and maintaining employment can dovetail in some instances with the increased costs associated with gender affirmation treatments which are not currently available on the NHS.

Cultural and arts events aimed at LGBTI+ people can have barriers attached to them where charges for entry and/or participation prevent lower income community members from accessing them. Similarly, where vital LGBTI+ services either with or without access charges are spread thin across a geographic area, so those from further afield often face increased travel and accommodation costs in accessing those services along with greater disruption from the need to take more time away from other commitments.

Disabled People

Disabled LGBTI+ people constitute another section of the community who often face multiple layers of discrimination as well as exclusion from service provision.

Services Currently Provided

In response to expressed needs, the Glasgow Disability Alliance (GDA) has worked with LGBT Health and Wellbeing's Mental Wellbeing Project to pilot an LGBT+ Disabled people's space, on a small scale, as a monthly drop-in group. Around 30 people registered to attend the first session of the group in October 2017 and feedback was overwhelmingly positive. The pilot will run, within existing resources, for around 3 months onwards from October 2017, with additional resources being sought thereafter.

Identified Needs

Grassroots engagement in Glasgow in recent years has highlighted that for those who identify as both disabled/having a long-term condition and as LGBTQIA+, there are specific needs and issues which are not currently being addressed within existing service provision.

Many of the barriers and issues identified are detailed alongside a 'how-to' inclusion toolkit, in "Putting the Pieces Together" - a 2014 partnership report by the Equality Network, Scottish Trans Alliance, Inclusion Scotland and Glasgow Disability Alliance.

Ahead of Glasgow Pride 2016, a small group of GDA members came together as LGBT disabled people with a shared sense of being "a minority within a minority". The group identified shared experiences of:

- multiple discrimination in their daily lives and particularly when trying to access services;
- Lack of disabled access and inclusion in many spaces across the LGBT community;
- Lack of experience amongst many disabled people's groups and services in creating supportive culture to tackle homophobia/biphobia/transphobia, and to positively support people with an LGBTQIA+ identity.

In addition, over the past 2 years, grassroots voices within GDA's membership and participants/service users of LGBT Health and Wellbeing in Glasgow have been reaching out to establish a supportive community of Disabled LGBT+ people, for "peer support, solidarity and speaking out" about the specific barriers Disabled LGBT+ people experience.

Permanent Space

GDA members and staff ran a scoping discussion as part of Free Pride's workshop programme in 2016, attended by around 40 people, where feedback broadly upheld the issues and barriers identified in the 2014 report. In addition, many participants called for a space with regular resource for access to bring disabled LGBT+ people together: this will enable positive peer support and act as a reference point for tackling the specific barriers faced. In turn, this will contribute lived experiences and solutions towards improving access and inclusion in our services and communities across Glasgow.

Thematic Areas

Community Events & Activities

Glasgow enjoys a plethora of LGBTI+ community groups, services and events. Many of these are run directly by respondents and other Network members, others are independent and supported by both. There are also many which have come and gone over the last number of years, with respondents citing issues such as funding, support, facilities and other sustainability issues.

Services Currently Provided

Free Pride is a Glasgow based LGBTQIA+ community group, founded in 2015, which grew out of a need to provide an alternative event and organisation to mainstream, commercialised Pride events. The group provides a free, accessible and inclusive space for LGBTQIA+ people in Glasgow and audiences and attendees fall particularly into the most marginalised groups within the community, for example, trans people and disabled LGBTQIA+ individuals.

Over the past two years, the group has held regular events, including an annual Pride festival and one-off film screenings, club nights, self-care events, and skillshares - all with a focus on accessibility and inclusion. As well as all events being free to attend, Free Pride provides travel expenses for LGBTQIA+ refugees and asylum seekers. All money is raised through community crowdfunding and the organisation is run entirely by volunteers.

The group attracted 1800 people across two annual Pride celebrations as well as an average of around 100 people per month attending the organisation's volunteer meetings, club nights and community events.

Pride Glasgow was founded in 2004 as Pride Scotia, becoming a charity in 2012. Pride Glasgow organises and delivers the city's annual summer Pride weekend festival and celebration, attracting numbers in the thousands. Since 2012, the festival in Glasgow has become annual.

Pride Glasgow in 2015 also established their Pride Life Programme, aimed at year-round engagement of volunteers, and in 2016 established their Pride Community Project which manages their Pride Fund and works to support, develop and engage with the LGBTI community in the city in the delivery of the festival. Currently the organisation of the Pride March in Glasgow sits with Pride Glasgow.

Pride House was a relatively high-profile feature of the equality and human rights programming of the Glasgow 2014 Commonwealth Games, and that of the 2016 Homeless World Cup in Glasgow. Pride House has been cited by respondents as an example of how to get it right in the provision of a model of community space and programming. Pride House hosted over 6,000 visitors in 2014 and 1,000 in 2016.

LEAP Sports suggest that whilst the Pride House concept itself is a short-term pop-up space, aligned to the hospitality model of major sporting events, there are key lessons from the experience of delivering Pride House which can be learned and could support the development of a permanent space for the city's LGBTI+ community. As the venue has been funded through grant support and through crowdfunding contributions, there is some caution around extended financial sustainability.

LEAP Sports also report that although Pride House is very well received for the short period of its life, they have experienced pressure from community members to keep this space open beyond Games periods.

LEAP Sports

In addition to the Pride House project above, LEAP Sports report a high level of community development work in Glasgow. This includes working with groups of activists who are interested in making sport inclusive, working with individuals who are experiencing barriers in sport to support and advocate for them, and working with groups who are developing specific activity programmes. Some of this is delivered via their Activists Training programme, and some through a local forum.

This work is completely unfunded locally and is only made possible through small inputs from national level programmes.

LGBT Health & Wellbeing

LGBT Health & Wellbeing has been providing support services in Glasgow since 2012, and now deliver a range of projects focused on reducing isolation and promoting the emotional and mental wellbeing of LGBT adults. As well as pan-LGBT services they provide a number of more specialist initiatives aimed at promoting mental health (LGBT Mental Health programmes), supporting older LGBT people (LGBT Age), trans communities (Trans Support Programme) and LGBT parents (Rainbow Families). Through its group activities in 2016-17 LGBT Health & Wellbeing engaged with over 1,500 individuals; it also provided one-to-one support to over 650 individuals (helpline, trans support, 50+ befriending).

LGBT Health & Wellbeing's social programme also provides year-round social events and community groups that provide an alternative to the gay commercial scene. Over 2016-17 a total of 17 events were run, which had 592 participants in total. Engagement with volunteers within the city has also proven an effective way of increasing involvement with the broader LGBTI+ community, improved volunteer confidence and self-esteem and given volunteers a sense of achieving positive change.

The organisation's activities have a strong focus on reducing social isolation, as connecting LGBTI+ people who are more likely to experience that isolation to community events and services has proven vital in improving their well-being. Their 2016 service evaluation indicates that as a result of engagement with their services, 74% of beneficiaries felt more connected to their community, 69% report feeling less lonely and 57% said they have more friends as a result.

Identified Needs

Permanent Community Space

There is a clear need for a permanent LGBTI+ community space in the city which is accessible, inclusive and cognisant of intersectional community needs.

In 2011, GCC carried out research on the needs and experiences of LGBT people in Glasgow. As part of this, a survey of 130 LGBT people was undertaken. 92% of those surveyed said that there was a need for an LGBT Centre in Glasgow. LGBT Health & Wellbeing also note that the 2010 closure of the former Glasgow LGBT Centre led to a notable increase in their service users travelling from Glasgow to Edinburgh.

Similarly, in 2013 the West of Scotland LGBT Forum commissioned a feasibility study regarding the creation of an LGBT Centre in Glasgow. The study opened up a dialogue with GCC regarding a space being made available for the LGBT community during which there was a commitment made to identifying space. As yet, details of potential premises or further discussions have not been brought forward by GCC, causing a great deal of frustration amongst community members.

Respondents cited a number of needs for such a space. The WOW! Network and Femme Meetup identify lacking reserved spaces and events for LGBTI+ women and girls in the city, where masculine dominance has frequently proven to be a barrier in prior cases to general LGBTI+ safe spaces.

LGBT Health & Wellbeing's 2016 Community Survey finds that of 246 respondents, 63% felt not at all or only slightly connected to the LGBTI+ community in Glasgow; 97% would like more LGBTI-specific community groups, social activities and services and 94% felt that activities of this kind would improve their health and wellbeing.

Pink Saltire are keen to identify a shared creative digital studio space in the city which would work as a base for producing digital media output, including short films, and as the HQ of Scene Radio, Scotland's LGBT radio station. A studio space would also be ideal as a training space for local creative talent, enabling significant investment in employability upskilling and specifically in digital skills training and directly tackling employability challenges faced by the community.

BME LGBTI+ people in Glasgow are particularly underserved in terms of community spaces. LGBT Health & Wellbeing point to the specific needs of this section of the community in accessing a safe space distinct from the scene, particularly for asylum-seekers, refugees and newly arrived migrants at greater risk of sexual exploitation on the scene.

Respondents also stressed the fundamental connection between good mental health and the provision of safe community spaces, which can act as hubs for community building, networking, building personal development, building employability and creative expression.

Mental Health

Despite improving social attitudes, as a result of ongoing stigma and discrimination, it is still the case that LGBT people experience very significantly higher rates of poor mental health, depression, psychological distress, suicidal behaviour and self-harm than the general population. Whilst needs among different sections of the community vary, high levels of poor mental health are experienced across this entire population group and across age groups.

Figures below indicate the high prevalence of different mental health issues for lesbian, gay, bisexual and transgender adults in the UK when compared with the general population (LGB figures are an overview of UK research studies; trans figures are taken from the UK's largest survey of transgender people).

Mental Health Issue	Anxiety	Depression	Self-Harm	Suicide Attempts (Lifetime)
LGB People	18%	28-40%	20-25%	20-40%
Trans People	75%	88%	53%	35%
General Population	5%	6%	2.4%	4.4%

Services Currently Provided

LGBT Health & Wellbeing now delivers 2 small-scale mental health projects which work with individuals experiencing poor mental health through a range of interventions, including one-to-one support, group work and counselling. In 2016-17 they worked with 134 individuals; these numbers are expected to increase significantly due to the expansion of their mental health work. The organisation also responded to 215 calls on their national helpline from Glasgow residents; the majority of their calls have a strong focus on providing emotional support.

Service evaluation gathered by the organisation from beneficiaries indicate overwhelmingly that these services are effective and vital.

58% of those beneficiaries reported improvements in their mental and physical health, 64% felt more able to seek support from people they knew and 52% to seek support elsewhere. 50% of beneficiaries who had struggled with suicidal thoughts reported a decrease in the likelihood of having those thoughts while 54% of those struggling with self-harm reported a decreased likelihood of self-harming. Other benefits reported include 64% being more assertive when speaking about things that affect them, 57% being more confident in reporting hate crime and 56% more able to cope with daily life.

Personal testimonies from individual beneficiaries of these services similarly report often significantly positive results from engaging with them. Notably, several of these indicate greater willingness to engage with an LGBTI-specific service.

Equal Voices Foundation also provides mental health wellbeing workshops, online support for LGBTI+ people dealing with mental health issues and spoken word workshops which explore mental health. These workshops and services receive positive feedback and returning numbers from community members, and have reached as far as Hamilton for LGBT History Month.

Where LGBTI+ young people are concerned, LGBT Youth notes that of all of the young people accessing their online youth work services who mention experiencing mental health issues, confidence and resilience are key issues for 52% of them while anxiety is a key concern for 48% of them.

LEAP Sports note the significant relationship between physical activity and sport, and mental health and wellbeing. Their 2016 Sport Changes Lives resource strongly demonstrates this impact. This combined with a lower than average LGBTI+ inclusion in sports suggests the need to step-up efforts in this area of work.

Identified Needs

Specialist Services

Respondents identified a dearth of specialist mental health support services for LGBTI+ adults and young people respectively throughout Scotland. A lack of funding for mental health services in the city is identified in particular, as well as an unduly high threshold for access and referrals to mental health services in addition to long waiting times. This is especially true of transgender community members, who continue to face long waiting lists for gender identity clinics.

The lack of specialist services for LGBTI+ mental health issues across Scotland means the primary means of support for those people are mainstream health services and the voluntary sector.

However, LGBT Health & Wellbeing have seen repeatedly that LGBTI+ people are less willing to access the former. Although not specifically Glasgow, the organisation's 2010-2014 Mental Health Demonstration Project highlights the resulting unmet needs:

- LGBTI+ individuals not accessing mental health services in relation to long-term mental health conditions, due to past discrimination by mental health professionals;
- Unsafe-feeling mainstream services;
- Lacking LGBTI+ acceptance by health professionals;
- Lacking counsellors and counselling services which are explicitly trans-inclusive in their publicity;
- LGBTI+ people feeling unable to come out to GPs and therefore not being able to ask for services;
- Judgements and assumptions from mainstream health providers.

Mental Health Support for Young People

Research findings consistently show that young people who identify as LGBTI+ experience markedly poorer health from an early age than young people who identify as heterosexual and cisgender.

These manifest as higher rates of suicide attempts, self-harm, eating disorders and higher rates of alcohol use and smoking.

These effects are markedly more pronounced among transgender people, with bisexual people also experiencing overall poorer health outcomes on average than lesbian and gay people.

LGBT Youth's survey findings show that 40% of LGBT young people in Scotland consider themselves to have mental health issues, compared with the overall Scottish figure of one in four. Those findings also illustrate the trend of lower mental health outcomes following an intersectional trend among those more marginalised within the community, with 66.7% transgender young people among respondents considering themselves to have mental health issues, followed by bisexual women and lesbian women as mentioned above.

LEAP Sports identify the need for more targeted sports and physical activity initiatives, and more to be done to raise awareness the mental health and wellbeing benefits of sport and physical activity.



Sexual Health

Services Currently Provided

LGBT Health & Wellbeing and LGBT Youth each provide specialist information, advice and resources to their beneficiaries on matters of sexual health, practicing safe sex and conducting healthy sexual relationships. In addition to these services, community sexual health needs are being met by local business and community organisations.

The LGBT Helpline provides sexual health information, around 1 in 6 calls relate to sexual health issues. The helpline team also provide online support through platforms like Grindr.

Luke + Jack is a sex-positive sex shop in the Merchant City. While serving everyone regardless of sexual orientation or gender identity, the business makes a point of prioritising the needs of the LGBTIQ+ community.

In the seven and a half years the business has been open, it has found itself used frequently by both customers and non-customers as a place to seek advice on sexual health and mental health, normally resulting in signposting to other agencies and organisations. This link, at its best, saw community members being referred directly to Gay Men's Health staff, and also onto other agencies. Luke + Jack are also currently moving to greater utilise SaferSex.Scot. The efforts of the shop have been included in this report due to respondents referencing their work and the way in which the shop works in partnership with the voluntary sector, especially in continuing to raise funds to provide free condoms to the gay community in the absence of a service.

The Order of Perpetual Indulgence, Glasgow (linked to international sexual health and queer activist organisation, the Sisters of Perpetual Indulgence) have recently opened a chapter within Glasgow.

Luke + Jack has been working with the new chapter to further their condom, lubricant and sexual health information.

Identified Needs

Advice, Information and Support

The closure of Gay Men's Health (GMH) in the city has left a service gap for advice, information and support on matters of sexual and mental health.

Since that closure, there has been no clear link to another organisation. Luke + Jack have a community information box and community poster area, where people are able to get information leaflets, however, this again has become very underused by other agencies despite attempts to encourage its use as a means of contact to the thousands of LGBTI+ people visiting the store each year.

Neuro-Diversity

Services Currently Provided

LGBT Health & Wellbeing support a community group for LGBT people with autism and Asperger's, which meets monthly. This is a community-led group that provides a safe social space, as well as doing awareness-raising work within mainstream autism and LGBT organisations. They aim to reduce social isolation, increase confidence, self-esteem and to empower individuals to become more active within their communities. The group currently engages with around 20 individuals.

Identified Needs

LGBT Youth has noticed an increase in the number of young people getting in touch with them who report being neuro-diverse, such as having Asperger's. The organisation notes that meeting the needs of these young people is often a more complex process, involving more time to reply to emails which require an adapted language. They have flagged further training on meeting the needs of young people on the Autism spectrum in particular as something important to ensure that these young people receive the best experience from their services.

Online & Phone-Based Support Services

Several respondents have strategically utilised online services, phone services and social media to provide support and information to community members, which often involves intervening with particularly vulnerable members of the community during times of personal crisis related to their gender identity or sexual orientation.

Services Currently Provided

LGBT Youth: Digital Youth Service

LGBT Youth notes that the anonymity of their digital youth service has proven attractive to young people unwilling to reveal their age or location, with 90% of beneficiaries of that service indicating that they did not access any other services provided by the organisation prior to utilising the digital service. This service has reached in excess of 620 young people, with young people accessing the service from across Scotland and further afield in 2016-17.

From April 1st, 2016 to March 31st, 2017 this contact mostly took the form of emails (an average of 30 per month from all over), followed by text messages (113 individuals), a live-chat function (110 individuals) and an option to leave a message on the site (116 individuals). Online live chat is the method most engaged with by young people struggling with particularly tough circumstances, including discussions relating to self-harm and thoughts of suicide.

The service runs four times a week with 8 hours of one-to-one support offered per week. Of those beneficiaries whose progress the organisation was able to record, 21% felt less lonely, 12% felt encouraged to access a face-to-face group and 23% felt supported to come out to friends, family or teachers. Other achievements reported included young people coming out to themselves, asserting their affirmed gender through using their name and accessing support from a GP.

LGBT Health & Wellbeing: LGBT Helpline Scotland

LGBT Health & Wellbeing delivers the National LGBT Helpline Scotland, which provides LGBT people across Scotland with a single point of contact for information, signposting and support on issues around sexual orientation, gender identity, hate crime, equality and human rights, employment and health.

The service offers emotional support that is LGBT-affirmative, and information that enables individuals to better link into local mainstream services and support, as well as connect them with local LGBT people. The Helpline team respond to over 1,000 calls a year, as well as to around 100 emails and online enquiries. Around 1 in 5 callers are from the Glasgow and Greater Glasgow area.

The LGBT Helpline is often the first point of contact for people and provides an opportunity to link individuals into the programmes LGBT Health & Wellbeing offers, as well as to refer to a range of other sources of further information and support.

A recent Helpline Caller Survey found:

- 42% of callers had not accessed any other services prior to calling the helpline;
- 58% of people said they would go onto access other services as a result of calling the helpline;
- 72% felt able to make more informed choices;
- 83% felt that their emotional health has improved as a result of calling the helpline.

The most common themes, all present in at least 1 in 3 calls, are relationships, sexuality and mental health; around 1 in 6 calls deal with gender identity, sexual health, hate crime, ageing and faith. In terms of the age profile of callers, whilst this ranges from 16 to 70s, 35% are under 50 (including around 5% aged 16-25) and 65% are 50 and over.

Creative Arts, News & Media

Services Currently Provided

The LGBTI+ creative arts scene in Glasgow can be summarised as a variety of organisations providing creative events and opportunities in the city.

Scottish Queer International Film Festival (SQIFF) puts on an annual event in Glasgow alongside regular one-off events around Scotland. SQIFF provides screenings, filmmaking workshops and other opportunities to engage such as Q&As and panel discussions for the LGBTQ+ community. Since holding an initial one-off screening in September 2014, SQIFF has attracted total audience numbers within Glasgow of 9872. The organisation is also working with Luke + Jack on upcoming projects.

Glitch is a QTPOC (Queer Trans Intersex People of Colour) film festival run by charity Digital Desperados. Two annual editions of Glitch have been held in Glasgow since 2015.

Both SQIFF and Glitch have received funding from Creative Scotland and other sources. However, a large volume of their activity is done on a voluntary basis, particularly efforts to make both annual events the only film festivals in Scotland that screen all films with captions for D/deaf and hard of hearing audiences alongside other progressive accessibility measures. Both festivals exist in response to a lack of representation of and responsiveness to LGBTIQ+ people within Glasgow's wider film culture.

Pink Saltire works at the national level to inform the community of LGBTI+ news and issues, with feedback indicating a positive upswing in awareness of LGBTI+ rights issues, especially trans, intersex and education matters. They work to reduce isolation in the community by creating meaningful and valuable connections, to use new media to better understand community needs and to recognise positive role models within the community, to help inspire others to reach their goals. The charity receives no core funding.

Films produced by Pink Saltire have reached the thousands in views across all platforms. The organisation has a reach of over 1.37 million over the past 12 months across all social media platforms, regularly producing original news content including interviews with service providers, politicians and covering social events. They have partnered with several Glasgow-based media professionals for a number of projects.

By engaging with LGBTI+ people, Pink Saltire have improved the representation of LGBTI+ issues in the media, with over 1.37 million media views in the past 12 months, but furthermore have given more marginalised community members including intersex, trans and nonbinary people the opportunity to tell their own stories, or use their digital production skills to improve understanding of LGBTI+ issues. In working with other Glasgow-based LGBTI+ organisations including Scene Alba and Scene Radio, the organisation have also seen readers/listeners for those organisations increase directly as a result.

Outspoken Arts (formerly Glasgay!) features year-round and seasonal work by LGBT artists and communities. The organisation traditionally focuses on theatre and performance.

BUZZCUT is an artist-led annual performance festival taking place at the Pearce Institute in Govan, with funding from Creative Scotland. Throughout the year, BUZZCUT also works with other organisations to host events where artists and audiences can experiment with live performance in an accessible, community-focused environment. Although not explicitly LGBTI+, BUZZCUT supports a large number of LGBTI+ artists and caters for significant LGBTI+ audiences.

LGBT History Month Scotland (delivered by LGBT Youth) has provided funded opportunities specifically for work with LGBT themes through its annual Cultural Commissions funded by Creative Scotland. This has provided funding for several LGBTQ+ artists based in Glasgow to develop their work.

Luke + Jack have staged many exhibitions supporting the local and international LGBTIQ+ community through **The Virginia Gallery**, including work with LEAP Sports Scotland, LGBT history and story projects with GMH, and exhibitions and workshops for the LGBTI+ community. These have ranged from the serious to the frivolous, including events like 'Stand Tall, Get Snapped' which involved 30 people living with HIV, to hosting male models for a weekly life drawing class.

The gallery hosted exhibitions to coincide with Glasgay for three years running and housed a year-long LGBT Youth Arts Project concluding in an exhibition. The gallery itself aimed at giving new artists (including many LGBT artists) a platform to show work, and further discussions about gender, identity, sexuality, challenging body fascism, discrimination, celebration, and sexual and mental health for the LGBTIQ+ community.

There are additionally a number of small, unfunded organisations which have provided creative opportunities and events specifically for LGBTI+ communities over the last 5-10 years in Glasgow. For example, **Lock Up Your Daughters** (music, film screenings, filmmaking), **Digital Desperados** (film screenings, filmmaking), **Free Pride** (film screenings, performance, music), **Queer Theory** (performance, music), **Cachín Cachán Cachunga** (performance) and **SheBoom** (music).

Most of the above organisations rely on significant volumes of voluntary work with those achieving funding only doing so on a project by project basis and therefore existing precariously. Events and opportunities offered together constitute some of the limited alternative spaces in Glasgow for LGBTI+ communities outside of the commercial, largely youth-oriented scene. They also provide skills-building and career routes in sectors often exclusionary of LGBTI+ people.

Identified Needs

There are lacking creative activities and opportunities for LGBTI+ people in the city. An LGBTIQ+ film board, for example, could offer LGBTIQ+ a means to creatively express themselves, something which can be a restorative act of wellness as well as giving voice to particularly marginalised members of the community.

Pink Saltire also highlight a need for community members to have more opportunities to have their voices heard. In research conducted by the charity in 2014 and again in 2016, they point to 87% of respondents who feel the community can tackle isolation by being more connected online, and that 86% want a national news and information hub for LGBT people in Scotland. The research also found that 73% of LGBT people get their news from online sources first, rather than TV, radio or print media. Pink Saltire have continued to support the development of voluntary media channels Scene Radio and Scene Alba Magazine, which are both run by Glasgow-based groups, and meet the desire of engaging in an inclusive and diverse manner with modern Scotland.

Where regional and local news is concerned, research conducted by Pink Saltire in 2014 and 2016 found that 60% of respondents felt LGBT issues were not covered well in the Scottish media.

Sport

Sport constitutes an area of life which can offer significant physical and mental health benefits, opportunities for personal development and a means of building community outside of more commercial, alcohol-oriented LGBTI+ spaces. It has however also been historically a site of anti- LGBTI+ attitudes and prejudices, which continue to present barriers to the full and equal participation in and ownership of sports for LGBTI+ people, where it remains unchallenged.

Services Currently Provided

LEAP Sports Scotland work in a range of ways to maximise the accessibility to and inclusiveness of sports for LGBTI+ people in Scotland. They work directly with or support 9 LGBTI+ specific sports groups based in the Glasgow area (**Knockout Glasgow; Seahorses, Seahorses+, Glasgow Alphas, Glasgow Frontrunners, Saltire Thistle Football Club, Resistance Roller Derby, LGBT Badminton, Transgender Friendly Football Club**), as well as 3 other LGBTI+ specific clubs who cover Glasgow, and 12 non-LGBTI+ specific clubs who have explicit LGBTI+ friendly policies or initiatives. These have an approximate collective membership of around 420 people.

Collectively, these clubs offer over 25 weekly participation opportunities and many more special events to LGBTI+ people who come from not only Glasgow but who come to Glasgow from many of the surrounding local authority areas to take part. These clubs come together quarterly as the LEAP West forum to share resources, network and interface with local providers such as Glasgow Life.

Some of the LEAP Sports national programmes and events also support work happening in Glasgow, for example, there were over 20 Festival Fortnight events in Glasgow this year; there are 36 registered volunteers based in Glasgow.

The organisation also runs the aforementioned Glasgow based forum for sports groups and their leaders. The organisation also runs a series of events throughout the year, and report a reach of 420 sports group members; 300 direct event participants; 17 additional sports groups reached through capacity building activities (2016 figures).

LEAP also provide opportunities for personal development, improved health and wellbeing through sport for change and education through sport based projects such as Pride Youth Games, as well as running initiatives such as Pride House as part of sports events.

LEAP also report previous engagement with GCC concerning a bid for the city to host EuroGames, and believes that significant sport, culture, economic, tourism and political benefit can be gained from such a movement.

Identified Needs

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.

Needs extend into both maximising the inclusivity of all mainstream sports services and clubs, as well as supporting community-led, autonomous sports clubs and events shaped by and for the LGBTI+ community.

At the Glasgow level, in addition to the above points, specific needs are split between those inherited from restrictions imposed by national and international sports governing bodies and those specific to the city, in particular, its relationship with sectarianism in sport. This includes specific work on attitudes amongst sports fans.

LEAP Sports also recommends greater capacity for engagement with the ALEO Glasgow Life.

Prejudice and Discrimination

Experiences of anti-LGBTI+ prejudice and discrimination remain high at the national level. LGBT Youth research from 2010 shows that 88% of young people across Scotland consider homophobia to be a problem, while women, bisexual people and transgender people were particularly likely to report negative perceptions and experiences.

The 2015 Scottish Social Attitudes Survey found 18% of people report that they would be unhappy to see close family members forming same-sex relationships. Transgender people face higher levels of discrimination nationally; the survey found that 39% of people said they would be unhappy with someone who cross-dresses in public forming a relationship with a close family member. 32% say the same of transsexual people who have had gender-affirming surgery.

Respondents stressed that these barriers have direct impacts on the rates of LGBT people accessing health services, as well as being out while using those services.

Hate Crime

Reported hate crime against LGB people has more than doubled since legislation was introduced in 2010 in Glasgow. Reported hate crime incidents dealt with by COPFS in the Glasgow court service are now more than double that of Edinburgh, at 344 incidents in 2016-17. A number of agencies believe, despite increased confidence in reporting occurrences to Police Scotland, that hate crime remains significantly under-reported with victims still unwilling to come forward.

LGBT Youth indicates that two-thirds of lesbian, gay, bisexual and transgender people across Scotland have experienced verbal abuse and a third have been physically attacked. A particularly concerning fact comes from their 'Life in Scotland for LGBT Young People' report, which shows that 50.2% of all LGBT young people in Scotland know what their rights are in terms of hate crime legislation. Despite this, many do not report such instances to the police due to a perception that such criminality is just part of life for LGBT people in Scotland.

Again, here there is a marked disparity in the wellbeing of transgender young people relative to LGB young people, with 48.2% of transgender respondents feeling confident to report a hate crime compared to 53.8% of respondents overall.

Luke + Jack is the only business in Scotland to have signed up as a third-party reporting centre, with staff trained to provide third party reporting services to people who have faced hate crime.

Capacity Building

Promoting Civic Participation

Services Currently Provided

LGBT Youth has undertaken a number of steps to connect LGBT young people with community activism and social action. Innovative use of social media by the organisation has positively shaped the civic engagement of LGBT young people at the national level. An example is the casting of 489 votes for MSYP candidates as a result of a live-stream provided by the organisation of MSYP Hustings, alongside other promotion. This broadcast saw over 1,000 live views and 2,476 later views.

Other notable successes in this area for the organisation include the development of two thematic youth commissions. These have given LGBT young people the opportunity to actively influence the review of services provided for them, the impact of which is visible within LGBT Charter of Rights submissions.

Other successes pertaining to Glasgow include LGBT young people who live in Glasgow providing input into the Named Persons consultation of the Scottish Government, organising and leading delivery of a health inequalities conference held in Glasgow for health and education managers and the co-design and delivery of the 2015 National Youth Summit.

LEAP Sports promotes civic participation through programmes such as: its Football Fans Activist Training programme which helps football fans to set up fan groups and to tackle homophobia in their clubs; the Youth in Sport Task Force which has worked with pupils at Shawlands Academy to produce the Manifesto for Inclusive Physical Education; and the Volunteer Pathways programme which trains LGBTI community members in leadership, policy consultation and much more.

LGBT Health & Wellbeing also promotes civic participation through a range of its programmes. This has included their Glasgow LGBT Mental Health Empowerment Group meeting to put together a written response to the Scottish Government's Mental Health Strategy, as well as a meeting with the Mental Welfare Commission to discuss the lived experience of LGBT people on psychiatric wards.

The organisation's LGBT Age project provides not just support to LGBT people over 50, but also a platform for the voice for older LGBT people to participate in forums like the Scottish Older People's Assembly (SOPA).

LGBT Health & Wellbeing also uses its monthly Glasgow e-bulletin, which is sent out to nearly 900 individual recipients, as well as social media to promote opportunities for civic participation to the LGBT community.

Identified Needs

LGBT Youth is currently moving to engage 50% of the LGBT young people who use the organisation's services in meaningful social action by 2020. There does, however, remain some barriers to this in that from a baseline survey undertaken by the organisation, 16% of young people need more clarity as to what constitutes social action while a third do not know or are unsure about the key accreditation programme to which the organisation has linked social action, the Saltire Awards. Of these, 28% would like to sign up and a further 39% could be interested.

Another issue noted by the organisation in this respect is the importance of encouraging young people to voluntarily participate in accreditation initiatives for social action undertaken, as opposed to having their efforts logged by adults and entered into such schemes irrespective of any enthusiasm for that process from young people themselves. This includes the co-design and delivery of accreditation programmes and awards schemes by young people.



Employability

Employability for LGBTI+ people is an area often adversely affected by intersecting systems of exclusion, discrimination and isolation present in a number of the above-mentioned areas of public life including education, health services and community services among others.

As something which benefits particularly from the personal developmental-oriented outcomes of youth work, mental health services and community-building events, overall employability for LGBTI+ people is enhanced by respondents in a number of ways through services of this nature which are already detailed in this report. In addition to these, some limited targeted work is done on employability directly.

Services Currently Provided

LGBT Youth focus on the earlier stages of the employability pipeline, in terms of skills development and confidence-building. The organisation's national survey of young people from this year found that of the young people who have used their youth work services, 81% said that as a result of that engagement they could identify new ideas, 69% can identify what they learned, 81% can share their skills and learning and 79% can support others to learn.

Identified Needs

Pink Saltire highlight the unemployment rate of 11%, detailed in the Scottish Government 'Sexual Orientation in Scotland 2017' report. This rate is significantly higher than Scotland as a whole (3.8% to May 2017) and is similar to the rate of disabled unemployment in Scotland. This Government data has also been verified by research within the community in other areas of Scotland, including a survey in Dundee (2016) and Fife (2017) which demonstrate 11% unemployment rates in both surveys. Individual testimonies show that trans people have a particularly poor experience of DWP and job seeking and feel uncomfortable with the existing provision of job clubs and services for job seekers.

Evaluation of Mainstream Services

LGBTI+ Inclusivity within Mainstream Services

Respondents have found public services in the round in Glasgow to be largely under-equipped to meet the needs of the LGBTI+ community, within the context of their respective areas of operation. Positive individual cases were noted, but these were not typical.

Respondents point to a number of areas where shortfalls have been encountered, each covered in the respective demographic and thematic sections of this report. Additionally, a number of issues have been encountered within health services.

Health Services

Community members of all ages within respondents' national networks report not feeling comfortable talking about sexual health, mental health, gender identity or fertility treatment issues with their doctor, many finding that the knowledge and competency of general practitioners in dealing with LGBTI+ health issues is often a lottery.

LGBT Youth research from 2012 shows that only 56.5% of LGBT young people in Scotland feel safe and supported by the NHS in terms of their sexual orientation and/or gender identity, a figure which is lower still for young LGBTI+ women (43.1%) and transgender people (48.1%).

Of those community members in Glasgow, many report poor experiences of accessing local services in mental health, education and family support services. This includes encountering barriers to those services as well as negative experiences of accessing them, including:

- Assumptions made about gender identities and sexualities, including the genders of children's parents;
- Use of non-inclusionary language in services and promotion;
- Lack of support structures for LGBTI+ people accessing employment and once employed;
- Experiences of discrimination and bullying based on gender and sexual orientation.

A lack of monitoring of LGBTI+ identities in accessing health services in Glasgow is also an issue. LGBT Health & Wellbeing's Mental Health Capacity Building Project identified this lack specifically as something which means that LGBTI-inclusive practice is neither recognised nor monitored and measured for effectiveness.

Support Given to Mainstream Services

Respondents frequently support a range of local and national mainstream services in optimising their ability to meet the needs of LGBTI+ people.

General Support

LGBT Health & Wellbeing provide information, guidance and training to mainstream services, although they do so with no funding and therefore with demand often considerably outweighing provision. In Glasgow, the organisation gave a presentation at the launch of the GCC's LGBT Network and provided consultative advice to the HR department on LGBT inclusiveness in their Health and Wellbeing Strategy for GCC staff.

Older People

LGBT-specific support services provided by LGBT Health & Wellbeing, such as LGBT Age and the LGBT Helpline play a key role in bridging and supporting the engagement of older LGBT people with mainstream services, who face significant health inequalities and have a greater need for services. Poor past experience of services and lack of confidence that social care and support services will understand and meet their needs can mean that older community members are often reluctant on their own to use mainstream services and to seek care and support in a timely manner.

Young People

LGBT Youth work with a number of mainstream service providers and professionals to reduce barriers experienced by LGBT young people specifically, as well as offering mainstream service providers the opportunity to register for a Charter Mark which indicates their commitment to facilitating LGBT inclusion within their services. At present, over forty organisations are registered.

Sports

LEAP Sports work with many mainstream sports groups and organisations in Glasgow, supporting them to advance LGBTI access, participation and inclusion within their groups through development activities, policy advice, training and problem-solving. A particularly successful collaboration for the organisation was with Glasgow Life on the provision of transgender-specific swimming services. Similarly, as with LGBT Health & Wellbeing, there are currently many more requests for this support from LEAP than there is the capacity to provide it, and there is very limited funding at a national level to provide this work.

Funding Sources

Statutory Sources

LGBT Health & Wellbeing's LGBT Age work across Glasgow and Edinburgh is funded by the Scottish Government (£60,000 per year in total).

LGBT Youth receives the following from **NHS Greater Glasgow**:

- £10,000 LGBT awareness training contract per annum (2016-2018);
- £50,000 core support for young people's services (2017-2018);
- £15,000 18-month contract for trans support work.

The Integrated Grant Fund

The Integrated Grant Fund (IGF) project funding allocations for 2017-18 fall into five streams of work. The Fairer Glasgow strand funds projects which promote equality, diversity and inclusion. The budget for this strand for the period of 2016-17 was £2,753,955. Of the 73 projects funded, 28 projects stated that their project would work to benefit primarily one protected characteristic group, while other funded projects made no mention of protected characteristics or were awarded to public sector organisations such as Glasgow Life.

Of those 28 projects, two which explicitly mentioned LGBTI+ communities received funding, namely Glasgow Women's Library (£6,176 for 2016-17 and the same amount for 2017-18) and Outspoken Arts (£16,000 for 2016-17 and the same amount for 2017-18).

That totals to £22,176 per annum of IGF funding over that period for specifically LGBTI+ focused projects. By way of comparison, from the same strand 6 projects were funded which focused on race, 6 on sex and 12 on disability.

Other Sources

- LGBT Youth received £36,000 for youth work services from Children in Need for three years from 2017-2020;
- Pink Saltire received £10,000 project funding from Awards for All in 2016 (not Glasgow specific);
- LGBT Health & Wellbeing fund most of their Glasgow services from trusts and foundations, mostly through multi-year awards (£160,000 per year from six funders);
- SQIFF have received a total of £70,000 from public funding and grants, including contributions from Creative Scotland, Film Hub Scotland, the British Film Institute and Engage Scotland in 2014;
- LEAP Sports received £50,000 per year for 3 years from Big Lottery Fund (BLF). This goes toward a national project on community engagement and development and is not Glasgow specific, but is what covers the Glasgow work. This still has 2 years to run;
- LEAP also reported that the Pride House project in 2014 received support from GCC via City Building on building improvements for the venue. The cost of this is unknown.



Funding Barriers

Statutory Sources

LGBT Health & Wellbeing have invested considerable organisational resources into successfully establishing its operations in Glasgow, and to develop services that meet the health and wellbeing needs of LGBT adults where none existed. However, these services cannot be made sustainable without support from either NHS or GCC.

All services currently provided by LGBT Health & Wellbeing, LGBT Youth and LEAP Sports in Glasgow stand to lose their funding within the next three years; For LGBT Health & Wellbeing, three 3-year streams will cease over the course of 2019, to the total tune of around £110,000 per annum, while three other three-year streams will cease to the tune of nearly £80,000 per annum. For both organisations, their Glasgow services will cease if no alternative funding is found.

There is also a marked contrast in NHS and GCC engagement with Health & Wellbeing between Edinburgh and Glasgow. While receiving £200,000 per annum from NHS Lothian & City of Edinburgh Council (covering a similar range of services to those delivered in Glasgow, namely a social programme, mental health support, counselling, helpline and trans support), the organisation receives no funding from NHS GCC. Approaches made by the organisation to the latter to secure transgender-specific service funding since 2014 have all proven unsuccessful.

LGBT Health & Wellbeing have previously encountered barriers in attempting to establish a dialogue with GCC.

Respondents report that the community groups they work with often experience a distinct disadvantage where grassroots and community level funding are concerned, as the communities recognised in such funding allocations tend to be largely geographical rather than pertaining to groups with protected characteristics. So, for example, if a sports group is city centre based, it can often struggle to demonstrate to an Area Committee that it has enough of an impact upon that immediate community where it is based.

Other Sources

Some respondents also report encountering operational difficulties due to a lack of core funding options for smaller third sector organisations at the national level, as well as the lengths of time taken to apply for funds on an unpaid, voluntary basis. Reliance on funding awards which are often available only once a year has proven particularly challenging, where the organisation would otherwise be able to assemble events/projects at short notice.

Respondents also pointed to encountering a lack of visibility of available funding options for smaller and/or more specialist LGBTI+ groups and services, at the institutional and organisational levels respectively.

Notable Cases of Good Practice

- The equalities training for NHS staff run by NHS Greater Glasgow Council (GGC) Equalities Manager, Al Low (**LGBT Youth**);
- The sexual health work of NHS GCC concerning men who have sex with men (MSM) (**LGBT Youth**);
- The NHS funding for Regional Health Inequalities Conference, led by LGBT Young People (**LGBT Youth**);
- Jean Miller, Head Teacher at Smithycroft Secondary School, who is a visible leader of LGBT inclusion work in schools (**LGBT Youth**);
- Inclusion work which was undertaken by Glasgow Life, which included supporting the establishment of a transgender-friendly football club and training some facilities staff on transgender inclusion (**LEAP Sports**);
- Two personal accounts among respondents pointed to positive experiences of Police Scotland in dealing with hate crimes (**Equal Voices**).



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[LGBT Mental Health Demonstration Project 2010-2014](#)
(LGBT Health & Wellbeing)

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(ODS Consulting)

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[Pride House Glasgow: Evaluation Report](#)
(LEAP Sports Scotland)

[Sexual Orientation in Scotland 2017: A Summary of the Evidence Base](#)
(Scottish Government)

[Scottish Social Attitudes 2015: Attitudes to Discrimination and Positive Action](#)
(Scottish Government)

[Swimming in Glasgow for the Transgender Community](#)
(LEAP Sports Scotland, 2015)

Appendix 1

LGBTIVSN Terms of Reference (excerpt), November 2017

1. The Glasgow LGBTIVSN (or “Network”) was established to use our collective power to challenge inequalities and create lasting solutions for LGBTI people (living in Glasgow). The main activities of the Network are influencing, learning and sharing, building relationships and collaborating.
2. The Network does not seek to be the voice of all LGBTI communities and individuals in Glasgow, nor does it claim to represent them all. Rather, it aims to create a space where Network member organisations can give voice to the concerns and issues facing their service users and members.
3. The Network recognises that LGBTI people can face multiple forms of discrimination based on racism, sexism, classism, ableism, transphobia, ageism, gender status, xenophobia and bigotry, as well as other forms of identity. The Network recognises these facets of identity cannot be observed separately. The Network is committed to challenging all forms of discrimination and prejudice.

Full Terms of Reference available on request.

Appendix 2

Methodology

A series of key areas of enquiry was established by the Network, and a question schedule subsequently compiled. The questions were available as an online survey or designed to be used in a semi-structured interview format. The research was conducted with a wider target than the Network itself with a series of activities to identify and reach other groups, including a community mapping, social media outreach and partner dissemination.

This research is therefore compiled from a series of online survey responses and interviews with representatives from Network members as well as other groups and organisations.



Appendix 3

Definitions

LGBTI+

Lesbian, Gay, Bisexual, Transgender, Intersex and all other sexual orientations and gender identities outside of heteronormativity and cisnormativity.

Gender identity

How we feel about ourselves: like a woman, man, neither or both.

Gender expression

Gender-related clothing, actions and behaviours.

Sexual orientation

How an individual perceives themselves and who they are attracted to/love.

Lesbian

A woman who is attracted to/loves other women.

Gay

A man who is attracted to/loves other men. This can sometimes be used to describe a woman who is attracted to/loves other women.

Bisexual

A person who is attracted to/loves men and women.

Transgender

How an individual feels about their own gender identity – like a woman, man, neither or both – is different from the gender assigned to them at birth.

Intersex

A person born with reproductive or sexual anatomy which does not fit into typical male or female categories.

Queer

An umbrella term to describe non-heterosexual and/or non-cisgender people. Once seen as a derogatory term for LGBTI+ individuals, the term has now been reclaimed by people who don't identify with traditional categories of gender identity and/or sexual orientation.

Cisgender

How an individual feels about their own gender identity – like a woman, man, neither or both – is the same as the gender assigned to them at birth.

Nonbinary

How an individual feels about their own gender identity does not fit into a binary of woman or man.

Heterosexual/‘straight’

A man who is attracted to/loves women or a woman who is attracted to/loves men.

Homophobia

The irrational fear, dislike, or hatred of those who are, or who are perceived to be, gay or lesbian.

Lesbophobia

The irrational fear, dislike, or hatred of those who are, or who are perceived to be, lesbian.

Biphobia

The irrational fear, dislike, or hatred of those who are, or who are perceived to be, bisexual.

Transphobia

The irrational fear, dislike, or hatred of those who are, or who are perceived to be, transgender.

Interphobia

The irrational fear, dislike, or hatred of those who are, or who are perceived to be, intersex.

Appendix 4

Demographics of Beneficiaries



Typical Age Range

Two respondents reported their youngest service users as 13, four reported the youngest as either 15 or 16 and one 21. LGBT Youth and LGBT Health & Wellbeing's LGBT Age programme each cater to specific age brackets in terms of their primary beneficiaries. Four respondents reported no upper limit to the age of their service users (although one of those worked mainly within the 16-50 range), one reported theirs as capped at 25 and one worked with all ages.



Sexual Orientation

LGBT Health & Wellbeing reported a breakdown in their beneficiaries of 30% lesbian/gay women, 23% bisexual people, 19% gay men, 11% queer people, 8% questioning, 5% other and 4% heterosexual people. The Fantastic Femme Meetup works mostly with bisexual and lesbian women as well as some femme gay men. All other respondents engage predominantly with LGB people and some heterosexual people.



Gender Identity

LGBT Health & Wellbeing reported a breakdown in their service users of 53% female, 29% male, 10% non-binary and 8% other. Every respondent included cis and trans service users, with two (LGBT Health and Fantastic Femmes) explicitly mentioning non-binary people as well. Two respondents reported working mostly with women.



Ethnicity

LGBT Health & Wellbeing report a breakdown in their service users of 87% white (including 4% Polish/Eastern European), 13% Minority Ethnic (including 2.5% Asian/Chinese, 2% Black, African & Caribbean). Four respondents reported working with all/any ethnicities, while one reported working mostly with white Europeans.



Other Demographics

LGBT Health & Wellbeing report working with 73% of people experiencing long-term conditions, including 54% with mental health conditions. The organisation also worked with 20% unemployed people, including 15% unfit for work.

Appendix 5

Report Contributors

Survey Respondents

LGBT Health and Wellbeing

Maruska Greenwood, Chief Executive

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0131 523 1106

LGBT Health & Wellbeing was first formed in 2003 as the UK's only healthy living centre dedicated to addressing health inequalities experienced by LGBT+ people. The organisation works to promote the health, wellbeing and equality of the LGBT community in Scotland by providing community members with support, services and information to improve health and wellbeing, to reduce social isolation and to stimulate community development and volunteering.

Their key objectives are to provide a programme of activities which tackle the circumstances that contribute to the ill-health of LGBT+ people; to reduce isolation and social exclusion experienced by LGBT+ people; to strengthen the capacity of LGBT+ individuals and communities to adopt and sustain healthy lifestyles and to ensure that LGBT+ people have equity of access to mainstream health services and information which are responsive to their needs.

In addition to their pan-LGBT services, LGBT Health also provides specialist services aimed at supporting older LGBT people, trans communities and LGBT parents.

LGBT Youth Scotland

John Nicholls, Youth Work Director

john.nicholls@lgbtyouth.org.uk

0141 552 7425

LGBT Youth Scotland empowers lesbian, gay, bisexual and transgender young people and the wider LGBT community so that they are embraced as full members of the Scottish family at home, school and in every community. The organisation takes a community learning and development approach to their work, which promotes human rights and equality within an environment which is innovative and fun for young people.

LEAP Sports

Hugh Torrance, Executive Director

hugh@leapsports.org

07835 119 925

LEAP (Leadership, Equality and Active Participation) is a non-profit organisation which works for greater inclusion for LGBTI+ people in sport and against homophobia, biphobia and transphobia in a sports context. The organisation is committed to breaking down the structural, social and personal barriers which prevent LGBTI+ people from accessing, participating and excelling in Scottish sports.

Pink Saltire

Stuart Duffy, Founder

stuart@pinksaltire.com

01592 645 340

Pink Saltire is Scotland's only dedicated LGBT+ news and information charity. The organisation works towards the advancement of citizenship and community development, the promotion of equality and diversity and the advancement of Scottish LGBTI+ arts, culture and heritage.

Pink Saltire believe that if discrimination and intolerance are to be tackled in local communities, that information and education are key. This includes working with LGBT partner agencies, local organisations and the community itself to improve awareness and understanding.

Equal Voices Foundation

Alanna Higginson, Event Producer

aj@randan.org

07936 790 318

Equal Voices is a community LGBT mental health service, based in Glasgow. The organisation is staffed by volunteers with lived experience of mental health issues and provides advice, information, support and wellbeing workshops.

Femmetastic Femmes Meetup & Glasgow Butch Femme Meetup

Tara Dakini, Organiser

taradakini2@gmail.com

07891 769 437

Femmetastic Femmes (FF) is a community group based in Glasgow for queer femmes of all genders, and a butch/femme group for those interested in the butch/femme dynamic. The group aims to provide a welcoming social space for queer folk who identify as femme or butch.

The WOW! Network

Lisa Charlwood-Green, Founder

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07496 828 021

The WOW! Network (Women Out Work) is a network for women who are out or are thinking about coming out in the workplace which provides support, guidance and opportunities to connect with each other.

Scottish Queer International Film Festival

Helen Wright, Festival Coordinator

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07735 273 245

Scottish Queer International Film Festival (SQIFF) is a not-for-profit organisation run by and for LGBTI+ communities. The organisation provides film screenings and other film and arts events for LGBTIQ+ communities in Scotland.

Additional Contributors

Glasgow Disability Alliance

Isla McIntosh, Community Development Coordinator

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info@gdaonline.co.uk

0141 556 7103

Glasgow Disability Alliance (GDA) is a Glasgow- based disabled people's organisation run by and for its 4000+ disabled members). GDA programmes support their members to build their confidence, set goals and feel more in control of their lives, helping them get to where they want to be.

Glasgow Women's Library

Sue John, Enterprise Development Manager

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0141 550 2267

Glasgow Women's Library is a multi-award winning, internationally renowned Accredited Museum, archive and library, running innovative programmes of public events and delivering an array of learning projects. Open to all, GWL celebrates the lives, histories and achievements of women.

Luke + Jack

Drew Harvey Bigglestone and Ian Diamond, Founders

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Ian@lukeandjack.co.uk

0141 552 5699

Luke + Jack is a sex-positive sex shop in Merchant City, Glasgow, that has been serving, and working with, the LGBTQI community for seven and a half years.

Appendix 6

Current Members of the LGBTIVSN, November 2017

Free Pride

<https://freeprideglasgow.wordpress.com/>

Glasgow Women's Library

<http://womenslibrary.org.uk/>

LEAP Sports Scotland

<http://leapsports.org/>

LGBT Health and Wellbeing

<http://www.lgbthealth.org.uk/>

LGBT Unity Scotland

<https://unityinthecommunityglasgow.wordpress.com/unity-lgbt-support-group/>

LGBT Youth Scotland

<https://www.lgbtyouth.org.uk/>

Pink Saltire

<https://pinksaltire.com/>

SQIFF

<http://www.sqiff.org/>

Terrence Higgins Trust

<http://tht.org.uk/>

Appendix 7

Other Cited LGBTI+ Organisations in Glasgow

BUZZCUT

<https://glasgowbuzzcut.wordpress.com/>

Cachín Cachán Cachunga

<https://www.facebook.com/CachCachCach/>

Digital Desperados

<http://www.digitaldesperados.org/>

Glasgow Alphas

<http://www.pitchero.com/clubs/glasgowalphas>

Glasgow Frontrunners

<http://glasgowfrontrunners.org/>

Knockout Glasgow

<https://www.facebook.com/knockoutglasgow/>

Lock Up Your Daughters

<http://www.lockupyourdaughtersmagazine.co.uk/content/>

Order of Perpetual Indulgence: Glasgow Mission

<https://www.facebook.com/GlasgowSistersofP.I/>

Outspoken Arts

<http://outspokenarts.org/>

Pride Glasgow

<http://www.pride.scot/>

Queer Theory

<https://www.facebook.com/queertheoryglasgow/>

Resistance Roller Derby

<http://resistancerdg.tumblr.com/>

Saltire Thistle Football Club

<https://saltirethistleblog.wordpress.com/>

Seahorses & Seahorses+

<https://www.facebook.com/Seahorsesglasgow/>

SheBoom

<http://sheboom.co.uk/>

Transgender Friendly Football Club

<https://www.facebook.com/GlasgowTFFC/>



SCOTTISH
QUEER
INTERNATIONAL
FILM
FESTIVAL



LEAP
sports
SCOTLAND



GEF
Glasgow Equality Forum

Glasgow Equality Forum

c/o Coalition for Racial Equality and Rights
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