

SCOTTISH GOVERNMENT RESPONSE TO

CHALLENGING PREJUDICE: CHANGING ATTITUDES TOWARDS LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE IN SCOTLAND

Recommendations of the LGBT Hearts and Minds Agenda Group

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MINISTERIAL FOREWORD





I am delighted to introduce the Scottish Government's response to the report of the LGBT Hearts and Minds Agenda Group *Challenging Prejudice: Changing Attitudes Towards Lesbian, Gay, Bisexual and Transgender People in Scotland* which identifies practical ways of changing attitudes towards lesbian, gay, bisexual and transgender (LGBT) people in Scotland. We welcome the report and have responded positively and with firm commitments to the vast majority of its recommendations. I am proud of the commitments we have been able to make and I want to share these with colleagues across the public sector, and encourage other public bodies to take actions themselves which can help contribute to changing attitudes towards LGBT people.

Changing attitudes will be good not only for LGBT people but for all the people of Scotland. Discrimination is destructive and damaging – not only to individuals but to our communities, and to our country as a whole. It is also costly, because it prevents individuals from maximising their potential. I am determined to work to remove the barriers which deny opportunities to LGBT people, so that they can make a full contribution to the rich cultural diversity, and to the success and productivity of our country.

This Government is committed to tackling inequality and creating strong communities. These principles are central to the National Performance Framework we have agreed with local authorities. We recognise the prejudice and discrimination LGBT people have faced historically. And while there have been significant strides in law and policy over the last 30 years, we know discrimination still exists and LGBT people in Scotland today can still encounter negative attitudes. This can have a profound impact on individuals and communities.

I want the Scottish Government's response to the report of the Hearts and Minds Agenda Group *Challenging Prejudice: Changing Attitudes Towards Lesbian, Gay, Bisexual and Transgender People in Scotland* – to be seen as a strong statement of our commitment to achieving true equality for our lesbian, gay, bisexual and transgender citizens. Our commitment is also reflected in our new funding package to support strategic LGBT equality work over the next three years, an investment of £1.7 million which represents a significant increase on previous years. This clearly demonstrates the importance we place on this work.


I want to thank all those who were involved in producing the report. I am grateful for their role in helping us to create a Scotland in which people can live alongside one another, respecting difference and celebrating diversity. I look forward to working together over the coming months and years to implement the recommendations set out in this report. I have no doubt that it will be instrumental in taking us forward in our work to challenge prejudice and change attitudes towards lesbian, gay, bisexual and transgender people in Scotland.

Stewart Maxwell
Minister for Communities and Sport



INTRODUCTION





The LGBT Hearts and Minds Agenda Group delivered its report *Challenging Prejudice: Changing Attitudes Towards Lesbian, Gay, Bisexual and Transgender People in Scotland* to the Scottish Government in February 2008. The group was set up in 2006 to consider practical recommendations for changing attitudes and was supported by the Scottish Government Equality Unit, who published the report on their behalf. Recommendations are reported under five headings:

- Workplace and public services
- Religion and belief
- Education and family
- Media and leadership
- Citizenship and social capital


There are also a number of cross-cutting recommendations which underpin the more detailed work.

Many of the recommendations are directed at the Scottish Government and this paper sets out our response to each of these in turn. Where recommendations are directed at other organisations, it will be for them to decide how they wish to respond.

The LGBT Hearts and Minds Agenda Group was set up in recognition of the impact which negative attitudes still have on lesbian, gay, bisexual and transgender people in Scotland in the 21st century. Despite the significant progress which has been made over the last 30 years towards legal equality, there is still a legacy of discrimination which pervades many aspects of day-to-day life, and which can prevent LGBT people from fulfilling their full potential as individuals, and as active contributors to our society, culture and economy.

During the lifetime of the group, there was a change of Government in Scotland, and a new National Performance Framework was agreed with local government. The National Performance Framework sets out the Government's overarching purpose, strategic objectives and national outcomes – all of this is supported by a set of national indicators. Within this framework the importance of ensuring that all of Scotland's diverse people and communities are included in the strategic vision for our country is clear. In short, we need to ensure that communities which have traditionally been marginalised and excluded, are able to benefit from and contribute to achieving the Scottish Government's outcomes for all of its people.

The context for taking forward some of the recommendations in this report has also changed as a result of the new relationship with local government. In November 2007, the Scottish Government signed a concordat with the Convention of Scottish Local Authorities (COSLA). Each local authority has now signed a single outcome agreement which is based on the agreed set of national outcomes, underpinned by national indicators. This goes hand in hand with the local government settlement, which sees a number of funding streams which previously supported specific work delivered by local authorities, into a single funding stream, with local authorities required to deliver of a specific set of commitments – taking account of local circumstances – from within the funding provided. The concordat covers the financial years 2008/09 and 2009/10, with additional funding streams included in the settlement for 2009/10.



While Scottish Government funding for a range of services and activities has now been handed over to local authorities as part of the local government settlement, the funding framework to support our strategic work on promoting equality was not included as part of the financial settlement up to March 2011. The funding provided by the Scottish Government to promote LGBT equality – referred to throughout this paper – is delivered through three national intermediary bodies, and is strategic in nature. It is focused on building the capacity and visibility of LGBT people and communities within local areas, so that they may become more active in local decision making structures, and develop plans for longer-term sustainability within their local areas. Our strategic funding for this work is therefore consistent with the Government's overall approach to working in partnership with local authorities, in pursuit of agreed national objectives, under the overarching economic purpose.

Challenging Prejudice, and the Scottish Government's response to that report, are both set within a changing context in terms of equality. 2007 saw the creation of the new Equality and Human Rights Commission (EHRC), which replaced the three separate commissions covering race, gender and disability. The EHRC has responsibility in terms of compliance and enforcement for all six equality strands protected by anti-discrimination legislation, which means that for the first time there is a commission covering sexual orientation.

We are also anticipating significant changes in equalities legislation at the UK level, with proposals for a single equality bill likely to strengthen protections on the grounds of sexual orientation and gender reassignment. This would also apply in Scotland and is likely to increase the focus on the way the public sector responds to the needs of LGBT people. The report of the LGBT Hearts and Minds Agenda Group, and the work which will be taken forward to progress the recommendations, will make a significant contribution to improving understanding of the impact of policies and services on LGBT people, both within Government and across the public sector. And while the report focuses primarily on changing attitudes, it also contributes to our understanding of the steps which are necessary to promote equality and inclusion for our lesbian, gay, bisexual and transgender citizens across all areas of daily and public life.

We will work with the LGBT sector and the wider community, and with the Equality and Human Rights Commission to ensure that we make progress against the commitments set out in this paper. Within the spirit of the concordat with local authorities, we will work with our partners in local authorities to consider how we can work together to ensure that lesbian, gay, bisexual and transgender people are met so that they can benefit from and contribute to our shared national performance framework.



WORKPLACE AND PUBLIC SERVICES



1. Encouraging competition

It is recommended that ...		
1.1	The Scottish Government help raise the profile of the Stonewall Workplace Equality Index amongst employers, e.g. by writing to public sector bodies, encouraging them to take part in the 2009 index (which is free).	<p>The Scottish Government as an employer participates in Stonewall's Workplace Equality Index, and was proud to be ranked in second place amongst Scottish-based employers in 2008. We significantly increased our score between 2007 and 2008 and will endeavour to continue improving our policies and practice to improve our performance in the 2009 and subsequent indexes.</p> <p>We have been active in publicising our own participation in the Workplace Equality Index amongst a wide range of public sector bodies through a variety of avenues involving both Scottish Ministers and senior officials. We will continue to explore ways that we can help to raise the profile of the Index, principally by highlighting our own participation and the value we place on that. We hope that this will help to increase the quantity and quality of Scottish entries into the index in future years.</p>
1.2	The Scottish Government provides a minister (preferably with responsibility for Enterprise matters) to deliver a keynote speech to Stonewall Scotland's Scottish Workplace Conference.	The Minister for Communities and Sport delivered a keynote speech at Stonewall Scotland's first 2008 Workplace Conference and signalled the Scottish Government's strong commitment to equality and inclusion in the workplace, and in particular to Stonewall's Workplace Equality Index and Diversity Champions schemes. We would welcome an invitation for a Scottish Government Minister to deliver a speech at the 2009 conference.
1.3	The Scottish Government sponsors future awards for: Best Scottish employer for LGB people, Most improved Scottish employer for LGB people and Best Scottish staff LGB/LGBT network – and provide a suitable minister to present them.	In 2008, a very small number of Scottish-based employers applied to the Stonewall Workplace Equality Index and only three appeared in the top 100 – one of which was the Scottish Government. While we acknowledge the value of recognising and highlighting best practice, we believe it is premature to commit to sponsoring these awards. We will consider this recommendation later once the number of Scottish employers participating in the index has increased. We will work with Stonewall Scotland and other key partners such as Scottish Enterprise, Highlands and Islands Enterprise and the Business sector to explore ways of encouraging greater participation in the index as a first step [see also 1.1].

It is recommended that ...

1.4	<p>The Scottish Government highlights to public sector employers the benefits of joining the Diversity Champions Scotland programme which helps employers to develop good practice on LGB matters in the workplace and therefore perform better in the Workplace Equality Index.</p>	<p>As a Government, we understand the business benefits of diversity and the role which schemes such as the Workplace Equality Index and Diversity Champions can play in encouraging lesbian, gay, and bisexual-friendly workplace culture and practice. We are committed to sharing our positive experiences with other public sector bodies to encourage the greater participation of Scottish employers in these schemes, to help improve good practice on lesbian, gay and bisexual equality in the workplace. We will continue to pursue this through a number of avenues, such as highlighting these schemes in speeches and events. We will also explore new ways of doing this, for example through the Public Sector Diversity Network. The Network is open to representatives across public sector organisations in Scotland and its aim is to:</p> <ul style="list-style-type: none">• provide a forum for exchanging good practice, issues and challenges, across public sector in Scotland;• provide a focus for problem-solving and progressing the wider public sector diversity agenda;• increase effective communication across the Scottish public sector on diversity and equality issues. <p>The membership – which we continue to build on – includes police, colleges and local authorities, and the minutes are widely circulated [see also 1.1].</p>
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It is recommended that ...

1.5	<p>The Scottish Government supports the development of workplace good practice on transgender issues with a view to introducing a Transgender Workplace Equality Index, to complement the LGB Index, within the next three years.</p>	<p>In Scotland, as opposed to the rest of the UK, transgender equality is included alongside lesbian, gay and bisexual equality within the voluntary and community sector and we see this as a strength.</p> <p>We acknowledge that work on transgender issues has been historically neglected and we recognise the value of exploring ways to promote transgender inclusion in the workplace.</p> <p>As an employer, we are committed to supporting our transgender members of staff, and we have trans-specific policies and practices in place to help us to achieve this. We have offered transgender awareness training to staff through both the Scottish Transgender Alliance and A:Gender and we will continue to do so in the future. We want to be an exemplar employer in promoting transgender equality in the workplace, and will make full use of resources developed by transgender organisations as they become available.</p> <p>In November 2008, representatives from the Scottish Government and the Scottish Transgender Alliance will jointly attend an A:Gender conference in London, which will focus on the development of a civil service trans workplace equality index. This will provide a useful opportunity to gather information and explore potential UK partnership work on the possible development of a wider transgender workplace equality index which could be used by Scottish public services. We will then consider what implementation method to promote transgender equality is most appropriate in the Scottish context, given that there are differences, not least in terms of our broader recognition and definition of transgender people, to the rest of the UK. We are committed to working with the Scottish Transgender Alliance, A:Gender and Stonewall Scotland's Good Practice projects, drawing on Stonewall's workplace equality programme, to explore ways of progressing transgender equality in the Scottish workplace.</p> <p>We also include training and awareness raising of transgender issues in the workplace in our one day staff diversity training event using case studies and legislation awareness.</p>
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2. Going further with public duties

It is recommended that ...

2.1	The Scottish Government should convey a firm expectation to the bodies it funds that they should promote sexual orientation and gender identity equality alongside their other statutory equality duties.	<p>The Scottish Government includes sexual orientation in our own Equality Impact Assessment toolkit, alongside race, gender, disability, age and religion [see also 2.3, 2.4, 3.3, 3.4] and we are aware that some other public bodies who are subject to the statutory equality duties do the same. While we can explore opportunities for highlighting the approach we are taking to other public bodies, it is not the role of the Scottish Government to require them to do this. We can – and do – take opportunities to encourage positive policy responses to groups who are not currently covered by the statutory equality duties, for example through statutory Best Value guidance issued jointly with COSLA.</p> <p>We look forward to the extension of the public duties as part of a new single equality duty proposed by the UK Government. We expect that this will require public bodies to promote equality for LGBT people alongside their other statutory duties, but it would be the role of the Equality and Human Rights Commission to monitor compliance and take enforcement action if necessary, not the Scottish Government.</p>
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It is recommended that ...

2.2	<p>The Scottish Government should work in partnership with the EHRC and the LGBT sector (including transgender organisations) and seek appropriate guidance and good practice examples from public bodies who have made clear commitments to promoting LGBT equality alongside existing public duties.</p>	<p>We are funding Stonewall Scotland to develop projects focusing on good practice in promoting LGBT equality amongst local authorities and the wider public sector. The Good Practice Project aims to help deliver better services to LGBT people by providing advice and information on LGBT needs, analysing current practice – good and bad – and sharing this learning across services. In this way it aims to develop services which LGBT experience to the same standards as everyone else. The project has been funded until March 2011.</p> <p>Within the FE/HE sector, the Scottish Funding Council funds Equalities Forward who are doing considerable work to support colleges and universities in all areas of equality, including LGBT equality.</p> <p>Working with the EHRC, we will publicise and promote innovative practice in the development and delivery of LGBT inclusive public services using examples gathered from the Stonewall Scotland project and the EHRC research project on best practice in the public sector, as well as other sources. We are already committed to supporting the development of an LGBT website which will present a wide variety of LGBT information including best practice for employers and public services [see also 3.1] and we will explore a variety of other ways of doing this.</p>
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It is recommended that ...

2.3	<p>The Scottish Government sets a target of full compliance from public bodies in time for the introduction of the statutory duty covering all equality strands: this should be achievable and is in itself an important leadership signal by the Scottish Government.</p>	<p>As noted at 2.1, it is not the role of the Scottish Government to set targets for the rest of the public sector. The Equality and Human Rights Commission has an enforcement role, but this relates to existing legislation and as such does not cover all six strands in the same way. However, the proposed UK Government legislation referred to in the response to recommendation 2.1 is expected to extend the public duties to cover all equality strands, including sexual orientation. The Scottish Government welcomes prospect of this new legislation and we hope that our response will demonstrate strong leadership to other public bodies who will be subject to the same legislation.</p> <p>As noted above [2.2], ongoing work such as Stonewall Scotland's good practice project funded by the Scottish Government, and research commissioned by EHRC, will contribute to a greater body of practical knowledge on what good practice in sexual orientation and gender identity looks like, and how it can be measured. We will seek to build evidence of good practice on delivering LGBT equality into our own equality impact assessment process (EQIA) and will actively explore avenues for encouraging other public bodies to make use of this information to improve their own policies and practices. This will include discussion with local government officials attending the Scottish Councils Equality Network meeting convened by COSLA in November 2008.</p>
2.4	<p>The Scottish Government may also wish to consider promoting an expectation that public bodies fulfil a full six strand equality duty; that is, including age and religion and belief equality, as the Scottish Government itself does.</p>	<p>See our responses to 2.1 and 2.3.</p>

3. Promoting good practice in equality and diversity

It is recommended that ...

3.1	The Scottish Government develop a high-quality, central web-based resource, bringing together information and advice from all the major LGBT funded projects that can assist public services and other employers on LGBT matters, and use this resource to promote leadership on LGBT equality, profiling case studies of employers and services that have improved their equality performance.	The Scottish Government has commissioned the development of an LGBT website, through the Equality Network as part of the <i>Informed and Empowered Communities</i> project which will run from July 2008-March 2011. The project will develop a website on behalf of the LGBT sector, and will provide a wide variety of information drawn from all of the Scottish-Government funded projects to promote equality for LGBT people in Scotland. Working closely with projects such as the Good Practice Project through Stonewall Scotland, the LGBT Domestic Abuse project through LGBT Youth and the Scottish Transgender Alliance through the Equality Network, it will gather examples of good practice in LGBT inclusion which can be used by public bodies and other organisations wishing to improve their own policies and services employment policies and practices, and the services they deliver.
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It is recommended that ...

3.2	The Scottish Government develops practical information and guidance on including sexual orientation and gender identity in equality impact assessment activities.	<p>As a public body subject to the requirements of anti-discrimination legislation, we have included sexual orientation and gender identity in our own impact assessment tools and guidance, ahead of the proposed single equality bill. However, we recognise that there is currently limited understanding of the impact which policy has on transgender people and people with a minority sexual orientation. We are committed to addressing this and will make use of the data gathered through the Stonewall Good Practice Project [see also 2.2]. This is a leading project, in a UK and European context, which is working to improve access to services for LGBT people. The project will collect and highlight examples of innovation and best practice from local authorities and other public bodies, and these will be publicised. We are committed to using these examples in developing our own impact assessment work, and will explore ways of highlighting the benefit of this more widely across the public sector.</p> <p>We also acknowledge that there is a lack of baseline data which makes impact assessment and measurement difficult. We are currently exploring ways of collecting information on sexual orientation through government surveys.</p> <p>Scottish Government analysts are developing policy briefings relating to equality groups which will assist in strengthening our equality impact assessments.</p> <p>The briefings are mainly aimed at helping policy makers and analysts get easy access to key facts, figures and research analysis around equalities issues for different policy areas and issues, including sexual orientation. They will also help us identify where there are gaps and weakness in the evidence base and will therefore play an important role in improving access to evidence and analysis on equalities.</p> <p>As noted in our response to recommendation 2, we do not consider it our role to develop guidance to other public bodies on how to build in these strands into EQIA but we will seek to strengthen our own tools and activities around impact assessment and will use opportunities to share this and encourage others to do the same.</p>
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It is recommended that ...

3.3	The Scottish Government promotes a public duty on sexual orientation and gender identity, as recommended above, and to aim to complete this within three years, to ensure quality and allow for further progression LGBT good practice.	See our response to recommendations 2.1-2.4 and 3.1-3.2.
3.4	The Scottish Government promotes a public duty on sexual orientation and gender identity with a focus on transgender issues where there is currently a significant gap.	We recognise that there is a particular gap in terms of good practice on transgender inclusion. Our funding to the sector as a whole is inclusive of transgender people, but in addition, we are providing specific funding to support the Scottish Transgender Alliance [see 26.3]. We are also taking forward a small piece of research through the STA and LGBT Youth Scotland on the needs and experiences of transgender young people [see also 18.2]. We hope that this transgender-specific work will also inform and strengthen the transgender element of the LGBT sector's work.
3.5	The Scottish Government, in conjunction with the Equality and Human Rights Commission, may wish to consider if such a resource should be developed across – or linked to similar resources in – all six strands.	As noted in our response to recommendations 2.1-2.4 and 3.1-3.5, the Scottish Government's funding to the LGBT sector is helping to generate examples of knowledge/expertise on good practice in LGBT equality in public services. As the evidence base is built, we will work with Stonewall Scotland and others to explore ways to publish and promote it to a wide range of public bodies and organisations. The Stonewall Good Practice Project will also run a seminar early in 2009 to highlight good practice and to provide feedback on public services from LGBT service users, and we will encourage other public bodies to attend this.

4. Sharing best practice

It is recommended that ...		
4.1	The Scottish Government provides ongoing support to projects which aim to encourage good practice on LGBT inclusion in public services and to consider developing a particular focus on local authority activity.	As noted at 2.2, we are funding a Good Practice Project through Stonewall Scotland until March 2011. This includes an additional element focusing specifically on local authorities. This is a national project which aims to demonstrate good practice and highlight innovations that make public services more accessible and responsive to the needs of LGBT people and communities. The Good Practice project will support work across the public sector to improve understanding of LGBT inclusion in policy making, service planning and delivery.
4.2	The Scottish Government highlights the achievements of flagship public bodies which have developed and promoted LGBT equality, incorporating a specific 'hearts and minds' focus.	We will explore what avenues are available for highlighting good practice in LGBT equality. As a starting point, we will meet with representatives from local authorities at the COSLA Scottish Councils Equality Network in November 2008 to stimulate discussion about how to improve services for LGBT people in Scotland. Working in partnership with the EHRC, we will consider other ways of showcasing good practice and stimulating discussion on LGBT equality [see also 2.3].



4. Sharing best practice

It is recommended that ...

4.3	The Scottish Government ensures that transgender specific partners continue to be involved in developing good practice so that transgender inclusion is fully addressed.	<p>We are proud to be the first Government in Europe to provide direct funding to a voluntary sector transgender organisation. We will provide grant funding to support a full-time Project Co-ordinator post within the Scottish Transgender Alliance until March 2011. This will enable the organisation to support local transgender groups and individuals, to challenge inequality and discrimination, and to increase the participation of transgender people in Scottish daily and public life. There is a close working relationship between the Scottish Transgender Alliance and the other LGBT projects funded by the Scottish Government. This will help ensure that the sector as a whole, as well as the wider public sector are better equipped to respond to the needs of transgender people.</p> <p>As an employer, the Scottish Government works closely with transgender organisations to inform our wider approach to gender equality. This includes offering support to transgender staff through our LGBT network, through specific policies dealing with transitioning and dignity at work, and by offering training on transgender issues [see also 5.1].</p>
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It is recommended that the Scottish Government begins this work within the next year and develop a strategy for the next 10 years, to maintain progress.

SG response: We have already started this work, and will ensure that plans for longer term work are included as part of our approach to implementation [see also 30].

5. Better support for LGBT staff

It is recommended that ...

5.1	The Scottish Government works with public sector employers to actively encourage and promote the development of LGBT staff networks.	<p>The Scottish Government values its own LGBT staff network and encourages staff to attend and participate in the activities of the network. The Scottish Government ‘diversity champion’ recently wrote to all managers of staff who have official roles in the network thanking them for supporting their staff in carrying out their roles. Recognising the value of the network to our own staff, and consequently to the organisation, we are also seeking to widen membership of our staff network to staff of other Scottish Government agencies.</p> <p>As set out below [5.2] we have created opportunities to highlight more widely the value we place on our LGBT staff network and hope this will encourage others to do the same.</p> <p>We are currently working with several public sector and private organisations to support them in the setting up and the running of their own staff network. For example, we have recently met with Crown Office and Procurator Fiscal Service and HBOS (Edinburgh Office) to work with them and offer advice on how to set up and operate their own network. We intend to meet with other organisations as a way of actively encouraging, promoting and supporting the development of staff networks. We will continue to build on this by exploring further ways of promoting the value of an LGBT network to other public bodies. This links closely with our approach to promoting other ways of encouraging LGBT equality in the workplace [see 1.1 and 1.4]. We are committed to taking up appropriate opportunities that we identify, and we would welcome suggestions from the LGBT sector which enable us to do this.</p>
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It is recommended that ...

5.2	<p>The Scottish Government supports an event to bring staff networks together to share learning and good practice.</p>	<p>In February 2008, the Scottish Government, working in partnership with Stonewall Scotland, sponsored an evening reception for staff belonging to our own and other organisation's LGBT networks. A senior civil servant with responsibility for championing diversity across the Scottish Government spoke at that event.</p> <p>We have also taken opportunities to share good practice around LGBT inclusion in the workplace with the wider public sector – for example through the public sector diversity forum. We will look for further opportunities and welcome suggestions from the sector.</p> <p>As an active member of Stonewall Scotland's Diversity Champion's Scheme, we have also been sharing with other public and private sector employers the work the Scottish Government have been undertaking on monitoring of the diversity of our staff, including LGB staff, and increasing declaration rates via our new electronic monitoring system.</p>
5.3	<p>The Scottish Government works in partnership with LGBT organisations and employers, learning from and linking with good practice in other staff networks – i.e. networks of disabled people, women, or BME employees. Many successful organisations have developed joint staff network meetings to share good practice and break down barriers.</p>	<p>It is our intention to hold an open day event early in 2009 for all staff networks to advertise and raise awareness of issues across diversity strands. This event will include speakers, stands, and small focus groups to expose and explore the issues for these groups. We will particularly look at issues arising where staff belong to two groups, for example a lesbian who is also a mother/carer. This event will be open to employers who want to set up a network, as well as those with networks already in place. We will also invite members of public sector diversity network. The focus will be on sharing best practice between networks.</p> <p>In addition, our own staff LGBT network is building links with other LGBT networks and in particular with smaller networks. The work on this is being supported by our Diversity Adviser who supports the staff network.</p>



RELIGION AND BELIEF



6. Good relations between communities

It is recommended that ...

6.1	National and local LGBT organisations should reach out to faith organisations as part of their work around LGBT History Month, Holocaust Memorial Day and similar initiatives. This should begin within one year.	The Scottish Government funds a number of commemorative events for different communities, and we are keen to encourage the organisations involved to make links with others. We believe there is value in the LGBT community building relationships between other groups who face – and may continue to face – discrimination and persecution and that LGBT History Month provides good opportunities for dialogue. The Scottish Government also seeks to ensure that the Holocaust Memorial Day Commemoration includes all holocausts, and all their victims, including lesbian, gay, bisexual and transgender people. LGBT organisations are represented on the steering group for the annual Scottish commemorate event which takes place in January.
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It is recommended that ...

6.2	It is recommended that national and local LGBT organisations should seek further opportunities for joint work with faith organisations around common issues of discrimination and equality. The aim should be for some activities to begin within three years.	<p>The Scottish Government believes that it has a role in encouraging dialogue and creating opportunities for discussion, within a framework of protection from discrimination, so that Scotland's varied and diverse communities can live alongside one another, each benefitting from and contributing to a modern and successful country and a flourishing economy.</p> <p>We also recognise that there is a value in bringing together faith organisations and LGBT organisations. This was demonstrated in a preliminary round table discussion hosted as part of the Festival of Spirituality and Peace 2008. We are committed to ensuring that these discussions continue over the coming year [see also 11.1].</p> <p>It is not the role of Government to seek to change peoples beliefs, but rather to create the conditions for productive and respectful dialogue so that we can live alongside each other. We recognise there is a value in exploring common issues rather than differences, and we will work to encourage LGBT and faith organisations to explore ways that this can helpfully be taken forward [see also 7.1 and 11.1].</p>
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The Scottish Government and the Equality and Human Rights Commission should support this work as part of their good relations remit, through resourcing and through promoting opportunities for joint working on common issues.

SG response: As noted at 6.1, as part of our equalities funding framework we require projects – whether focusing on disability, race, gender, religion or sexual orientation/gender identity to work actively to build links with other equality groups so as to increase the diversity of their own constituency, and to help create dialogue between groups. Working with EHRC, the Scottish Government will as a result of these recommendations set up opportunities for specific meetings to bring together representatives from faith and LGBT communities to explore how best to live alongside one another while respecting differences [see also 7.1]. Two further meetings will take place before the end of January 2009, the first hosted by the EHRC, the second by the Scottish Government. We will consider with participants whether these meetings ought to continue further into 2009, what areas any future discussion might focus on, and whether this might be linked with the recommendations at 10.3 and 11.1.

7. Relations between LGBT people of faith and other people of faith

It is recommended that ...

7.1	National LGBT organisations should work with people of faith, and faith or inter-faith organisations, to seek to arrange initial and ongoing discussion meetings between LGBT people and other people within faiths. These could be single-faith or multi-faith meetings as appropriate.	<p>As our response to recommendation 6 makes clear, the Scottish Government believes that there is no place for discrimination on any grounds in a modern and successful Scotland. We want to encourage dialogue in the interests of living alongside one another, where all individuals and communities can contribute to and benefit from all that Scotland has to offer, regardless of faith, sexual orientation, gender identity or any other characteristic. As noted above, we are actively seeking to encourage joint working across different equalities groups – indeed this is a condition of our current funding framework and funded projects will be monitored on this. In this way, we are already supporting this work as part of good relations and within a framework of legislation and policy which provides protection from discrimination on the grounds of sexual orientation/gender identity, and religion or belief.</p> <p>In addition, we recognise that there are particular difficulties for people who experience discrimination two (or more) grounds. Therefore it is important that constructive dialogue also explores issues for LGBT people who are also people of faith.</p> <p>As noted above, we recognise the value of dialogue and believe the Scottish Government can play a role in generating opportunities for discussion between people and communities with different views and perspectives. This year, we provided funding to support the Festival of Spirituality and Peace which had a specific focus on issues of sexuality and faith. This included a roundtable discussion in August 2008 with people of varying views/perspectives drawn from both the faith and the LGBT communities. This initial discussion was positive and participants were keen to meet again. To this end, the Scottish Government and the Equality and Human Rights Commission will jointly host a programme of further discussions, and the first of these will be hosted by the EHRC in November 2008. We see this as a valuable way to encourage dialogue as part of a wider equalities/good relations remit. We will consider further opportunities to do this.</p>
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It is recommended that ...

The Equality and Human Rights Commission and the Scottish Government should support this dialogue by resourcing and by encouraging participation, as part of its good relations remit. The group recognises that this dialogue will develop in different ways, within different faiths. The group hopes that significant progress can be made within three years.

SG response: As noted above, we are actively seeking to strengthen the links between different equalities groups as part of our equalities funding framework. In addition, we will seek and create opportunities for further dialogue between faith and LGBT community representatives through co-hosting a series of further roundtable discussions with the Equality and Human Rights Commission.

8. Supportive spaces for LGBT people of faith

It is recommended that ...

8.1	<p>National LGBT organisations, working where appropriate with faith organisations, LGBT faith organisations and inter-faith organisations, should:</p> <ul style="list-style-type: none">• Provide web-based networking facilities for LGBT people of faith to use;• Work together with LGBT people of faith to facilitate a regular inter-faith gathering for LGBT people of faith;• Support the self-organisation of groups for LGBT people within faiths.	<p>As noted in our response to recommendations 6 and 7, we support principles of good relations and in creating conditions for effective dialogue and are actively seeking to create opportunities for dialogue. However, we will not provide additional resources to support this activity.</p> <p>As part of the 'Informed and Empowered Communities Project' through the Equality Network, we support IT-based networking. We anticipate that this will engage with a wide range of LGBT people, and this will be open to LGBT people of faith, as well as those of no faith.</p>
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The Equality and Human Rights Commission, along with the Scottish Government, should support this work as part of its equality and good relations remit. Networking opportunities will be taken up by different groups over different timescales, but should initially be made available for those wishing to use them within a year.

9. Reflecting the range of views of faith communities and others

It is recommended that ...		
9.1	<p>National LGBT organisations should:</p> <ul style="list-style-type: none"> i) raise the profile of LGBT affirmative faith and belief viewpoints by providing information on those views; ii) signpost media and others to supportive groupings within faiths; iii) offer media training for LGBT people of faith who want it; iv) provide accurate public information on LGBT issues and about LGBT people, including LGBT people of faith. 	<p>The Scottish Government is funding national LGBT intermediary organisations to deliver specific projects which have strategic significance, for example around policy and engagement, community and sector capacity building, and good practice in public services. Therefore any work carried out by National LGBT organisations related to this recommendation would need to be funded through other sources.</p>
9.2	<p>The Scottish Government, Equality and Human Rights Commission, and other organisations that commission research into attitudes, should ensure that research design recognises the wide range of views about LGBT issues within and outwith faiths, and that the reporting of research reflects this.</p>	<p>We recognise that a range of views exists. Where attitudinal research is commissioned we will consider how best to reflect and report the range of views, particularly in relation to faith and sexual orientation.</p> <p>We acknowledge that there is a range of views on the issues of sexual orientation and gender identity within and between faith groups and will reflect and report this where we have evidence.</p>
<p>The Scottish Government and Equality and Human Rights Commission should support this work by direct resourcing and encouragement as part of its equality and good relations remit. The group believes that significant progress could be made on these recommendations within one year.</p>		
<p>As above. We do not consider it appropriate for Government to directly sponsor this work. The Scottish Government is funding LGBT organisations to deliver specific projects for example around policy and engagement, community and sector capacity building, and good practice in public services. Therefore any work carried out by National LGBT organisations related to this recommendation would need to be funded through other sources.</p>		

10. Reducing false impressions of conflict

It is recommended that ...			
10.1	<p>Not for the Scottish Government.</p> <p>The UK Government, Equality and Human Rights Commission and Scottish Commission for Human Rights should develop guidance about the requirements of equality and human rights law in areas that inter-relate sexual orientation and gender identity and religion and belief.</p>		
10.2	<p>Not for the Scottish Government.</p> <p>The Equality and Human Rights Commission and Scottish Commission for Human Rights should seek to clarify the requirements of equality and human rights law in areas that inter-relate sexual orientation and gender identity, and religion and belief, by issuing up to date information on case law, and supporting test cases that can clarify areas of uncertainty.</p>		
10.3	<table border="0"> <tr> <td style="vertical-align: top;"> <p>The Scottish Government, Equality and Human Rights Commission and national LGBT organisations should seek opportunities for joint work with relevant faith organisations and non-religious belief organisations, to promote the common requirements of the law for equality and non-discrimination on grounds of sexual orientation and gender identity, religion and belief.</p> </td> <td style="vertical-align: top;"> <p>As noted in our responses to recommendations 6.2 and 7.1, the Scottish Government and the Equality and Human Rights Commission have made a firm commitment to co-host a series of meetings between LGBT communities and people of faith. These meetings could form the basis for discussion around how further joint work might be developed, for example around common requirements of the law as suggested in this recommendation, but also a framework for non-discrimination as recommended in 11.1. This will be explored further with participants in the roundtable discussions planned for November 2008 and January 2009.</p> </td> </tr> </table>	<p>The Scottish Government, Equality and Human Rights Commission and national LGBT organisations should seek opportunities for joint work with relevant faith organisations and non-religious belief organisations, to promote the common requirements of the law for equality and non-discrimination on grounds of sexual orientation and gender identity, religion and belief.</p>	<p>As noted in our responses to recommendations 6.2 and 7.1, the Scottish Government and the Equality and Human Rights Commission have made a firm commitment to co-host a series of meetings between LGBT communities and people of faith. These meetings could form the basis for discussion around how further joint work might be developed, for example around common requirements of the law as suggested in this recommendation, but also a framework for non-discrimination as recommended in 11.1. This will be explored further with participants in the roundtable discussions planned for November 2008 and January 2009.</p>
<p>The Scottish Government, Equality and Human Rights Commission and national LGBT organisations should seek opportunities for joint work with relevant faith organisations and non-religious belief organisations, to promote the common requirements of the law for equality and non-discrimination on grounds of sexual orientation and gender identity, religion and belief.</p>	<p>As noted in our responses to recommendations 6.2 and 7.1, the Scottish Government and the Equality and Human Rights Commission have made a firm commitment to co-host a series of meetings between LGBT communities and people of faith. These meetings could form the basis for discussion around how further joint work might be developed, for example around common requirements of the law as suggested in this recommendation, but also a framework for non-discrimination as recommended in 11.1. This will be explored further with participants in the roundtable discussions planned for November 2008 and January 2009.</p>		
<p>Work on this should begin immediately, with the aim of preparing initial guidance within one year.</p>			

11. What kind of Scotland do we all want to share?

It is recommended that ...

11.1	The Scottish Government and the Equality and Human Rights Commission should facilitate a series of discussion meetings for LGBT organisations, religious and non-religious belief organisations, and for other organisations more widely, to consider an appropriate framework for people to live alongside one another free from discrimination on grounds of sexual orientation, gender identity, religion and belief.	<p>As noted in our response to recommendations 6.2 and 7.1, the Scottish Government and Equality and Human Rights Commission will jointly host a series of roundtable discussions involving people from different faith communities and LGBT groups. These will follow on from the productive discussion on faith and sexual orientation which took place as part of the 2008 Festival of Spirituality and Peace (funded by the Scottish Government). The first of these will take place in November 2008 and will be hosted by the EHRC. The second will take place in January 2009 and will be hosted by the Scottish Government Equality Unit. We will use these discussions as an opportunity to explore the potential for further joint work, for example around developing a framework for non discrimination as proposed in this recommendation, and also for considering what appetite there is for work on the common requirements of the law, as set out in recommendation 10.3.</p> <p>These discussions are not seeking to change views, but to look at ways to live alongside one another within a framework of anti-discrimination, with mutual respect . We will explore other ways of doing this, including working closely with external partners. And will seek to engage with minority faiths. Will continue to explore ways of taking this forward in partnership with EHRC and in discussion with faith and LGBT groups with whom we already have relationships.</p>
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These discussions should make progress over the next one to three years, and could form part of wider discussions on Scotland's future. Care should be taken to enable the voices of all Scotland's faith communities and people without religious belief to be heard, as well as diverse parts of the LGBT communities.



EDUCATION AND FAMILY



12. LGBT inclusion in the curriculum

Schools should be offered clear and practical guidance and materials to address the inclusion of LGBT people in the curriculum and meet their professional and legislative obligations to LGBT young people.

It is recommended that ...		
12.1	Learning and Teaching Scotland develop practical guidance and materials to help schools to promote the inclusion of LGBT people in the curriculum and meet their professional and legislative obligations to LGBT young people.	<p>This Government wants all children to become successful learners, confident individuals, effective contributors and responsible citizens. To achieve this, all our children need to have equal opportunities to learn and demonstrate respect for themselves, and each other.</p> <p>Our schools must be inclusive, welcoming places for everyone to live and work, no matter what their sexual orientation or gender identity.</p> <p>To this end, the Scottish Government will work with Learning and Teaching Scotland (LTS) inclusive education development officers, to ensure proper representation and effective inclusion of LGBT issues in their work.</p> <p>http://www.ltscotland.org.uk/inclusiveeducation/index.asp</p> <p>In addition, working with LGBT Youth Scotland, LTS are managing the development of <i>Dealing with homophobia and homophobic incidents in Schools</i> (toolkit for teachers) [see also 17.1], and ensuring that it meets the Curriculum for Excellence objectives. The funding for the toolkit is provided by the Scottish Government.</p>
12.2	<p>Not for the Scottish Government.</p> <p>Equality and Human Rights Commission develop clear guidance for local authorities and schools on their legal responsibilities on LGBT equality.</p>	
12.3	NHS Health Scotland mainstreams the needs and experiences of LGBT young people through the roll-out of lessons from Healthy Respect, the National Health Demonstration Project aimed at improving the sexual health of young people in Lothian.	<p>The Scottish Government is supporting a post within NHS Health Scotland to disseminate lessons from Healthy Respect. The post is funded for two years from April 2008 and will focus on disseminating work at a national level, including use of Healthy Respect resources and providing practical support to local areas, helping them to develop education, information and services for young people in their area. Impact of the programme is being evaluated by Health Scotland.</p>
The group believes that this can be achieved within three years.		

13. School inspections

It is explicitly stated within HMIE's *How good is our school?* that sexual orientation should not be a barrier to participation for pupils. Schools should be inspected on how they are meeting the needs of LGBT young people and creating a school ethos that challenges discrimination towards LGBT young people.

It is recommended that ...

13.1	<p>HMIE should develop a good practice framework for schools on addressing the needs of LGBT young people and promoting a positive ethos.</p> <p>The group believes this can be achieved within three years.</p>	<p>In the course of all school inspections, HM inspectors look at how schools are addressing issues of equality and diversity, including LGBT equality. They encourage schools to promote equality and diversity. The following questions are taken from advice recently given to all HM inspectors on inspecting equality and in all cases, these questions cover all equalities strands, including sexual orientation and gender identity.</p> <p>Inspectors ask these questions in the course of their discussions with staff in schools.</p> <ul style="list-style-type: none">• What action is taken to remove any barriers and ensure all children/pupils are reaching their full potential?• How well are learners prepared to challenge stereotypes and be involved in actively promoting equality within the pre-school/school and the wider community?• Are all learners treated with equality, fairness and respect?• How do staff challenge stereotypes and actively promote and ensure equality of opportunity for all equalities groups?• How do the courses and programmes offered ensure that all learners develop knowledge, skills and understanding of equality issues?• How do leaders support and challenge all staff effectively to ensure equality of provision and outcome for all learners? <p>HMIE has been working with Stonewall Scotland and colleagues in Scottish Government on a draft self-evaluation guide relating to LGBT equality. A decision will be made in the near future regarding the publication of this document which would supplement advice given in the third edition of <i>How good is our school?</i>.</p> <p>HMIE is looking at the possibility of including video clips of good practice relating to equalities issues, including LGBT equality, on its <i>Journey to Excellence</i> website.</p>
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It is recommended that ...

<p>13.2</p>	<p>Inspectors are trained and aware of the issues surrounding LGBT inclusion in education.</p> <p>The group believes this can be achieved within three years.</p>	<p>Inspectors regularly receive training in all aspects of equality and diversity. They received specific training in LGBT issues at their National Seminar in August 2006. Further training specific to LGBT equality will be delivered within the next year and the issue will be revisited again in future.</p>
<p>13.3</p>	<p>The General Teaching Council for Scotland includes a section on LGBT equality within their information for teachers on professional conduct. The group believes that this can be achieved within one year.</p>	<p>The revised <i>Code of Professionalism and Conduct</i> was published by the General Teaching Council for Scotland (GTCS) in May this year and came into effect on 1 August 2008. Copies of the Code have been sent to every school and university. The Code takes a proportionate approach to the broad issues of equality and diversity. LGBT issues are addressed in two of the Code's main sections and makes equality and diversity issues clear with regard to:</p> <ul style="list-style-type: none"> • Pupils and learners; • Colleagues; and • Parents. <p>The Code also forms the basis of the Code of Professional and Conduct workshops which are delivered by the Department of Professional practice to newly-qualified teachers on the Induction Scheme across the 32 Local Authorities and the Scottish Council for Independent Schools (SCIS). This replaced a similar presentation which was rolled out in 2004 based on the Council's previous publication; <i>Professionalism in Practice</i>. A leaflet covering professional practice etc was sent to every teacher in 2005 and stresses the importance of equality and diversity under the <i>Working with Others</i> section.</p> <p>In producing the revised Code of Professionalism and Conduct, the GTCS is enabling the individual teacher to take on board the notion of personal regulation and runs in parallel with the concept of workplace regulations which fall within the scope of employers.</p> <p>In addition, the Accreditation of initial teacher education (ITE) programme, which is managed by the GTCS, states that, under the Equal Opportunities/Disability Discrimination, the GTCS requires that courses and programmes will embrace diversity and promote the equal opportunity requirements laid down by statute.</p>

14. Pastoral care of LGBT young people

LGBT young people should be safe, happy and able to achieve their potential in Scottish schools.

It is recommended that ...		
14.1	The Scottish Government and Learning and Teaching Scotland include the pastoral care needs of LGBT young people through the Happy, Safe and Achieving their Potential standards for personal support in schools and related initiatives.	<p>As noted in our response to recommendation 12.1, this Government wants our schools to be inclusive to all children, whatever their sexual orientation or gender identity. The Scottish Government will work with key colleagues in LTS to ensure LGBT issues are included in its personal support in schools work programme. Possible activities which will be explored include:</p> <ul style="list-style-type: none"> – developing good practice example(s) to include in the personal support toolkit that LTS hosts online; – including LGBT in the programme of any events LTS organise; and – including a theme on LGBT inclusion in any future annual personal support conference. <p>In addition to this, the Scottish Government will facilitate a lunchtime seminar for Scottish Government policy makers in education, to raise awareness of LGBT issues in schools. This will be delivered by members of the LGBT hearts and minds agenda group who drew up this recommendation. The invitation to the seminar was issued by the Director of Schools within the Scottish Government, which sends a strong signal to staff about the importance of this area of work. Staff invited include those with a range of responsibilities within the Education Directorate, whose policy area could impact on lesbian, gay, bisexual and transgender young people in Scotland. The aim of the seminar is to explore how these different policy area 'could further support our LGBT young people to feel safe, healthy and included in Scotland's society'. The seminar is scheduled to take place in October 2008.</p>
14.2	<p>Not for the Scottish Government.</p> <p>Education Authorities take account of the needs of LGBT young people, including through 'coming out' in their work on pastoral care.</p>	

15. Adult learning

For LGBT people, school can often be an unpleasant experience; those who are affected by bullying and discrimination often prefer to leave education as soon as they are able, which can have an effect on learning throughout the rest of an individual's life. There is a need to raise awareness amongst providers of adult learning of the needs and experiences of LGBT people, therefore raising the expectations and confidence of LGBT people to access opportunities and achieve the potential that was not attained at school.

It is recommended that ...

15.1	Not for the Scottish Government. Scotland's Learning Partnership, Learn Direct, Careers Scotland and other relevant providers should work with LGBT organisations to develop and provide LGBT awareness training for adult learning professionals.
15.2	Not for the Scottish Government. Adult learning providers should target adult learning opportunities at LGBT communities directly.

16. Teacher training

LGBT equality training needs to be mainstreamed within a) Continuing Professional Development for teachers, b) initial Teacher Education for teachers in training, c) training for probationary teachers, and d) wider training on equalities for teachers.

It is recommended that ...

16.1	Not for the Scottish Government. Education authorities include LGBT training in their ongoing programme of Continuing Professional Development.
16.2	Not for the Scottish Government. Education authorities commit to training on anti-homophobia, transphobia and LGBT equality in school development planning.

17. Leadership

Leadership is an essential component in changing hearts and minds. The Scottish Government and education authorities have an excellent opportunity to show leadership for LGBT equality and anti-homophobia work in Scottish schools.

It is recommended that ...		
17.1	The Scottish Government and COSLA actively promote the Scottish Government funded <i>Equal Opportunities In Education: Guidance on Dealing with Homophobic Incidents</i> project to education authorities and schools.	<p>The Scottish Government wants all of Scotland's children and young people to become successful learners, confident individuals, effective contributors and responsible citizens. To achieve this all our children need to have equal opportunities to learn and demonstrate respect for each other and themselves. Our schools must be inclusive, welcoming places for everyone in which to work and learn no matter their sexual orientation or gender identity. The Scottish Government is supporting the development of guidance on <i>Dealing with homophobia and homophobic Incidents in schools</i> in partnership with a wide range of stakeholders including the Scottish Anti-Bullying Steering Group. We will ensure the guidance is promoted to education authorities, schools and school staff, including through the Learning and Teaching Scotland website and the respectme national anti-bullying service [see also 12.1].</p> <p>The toolkit will be launched in November 2008. Training events will take place in Stirling, Aberdeen, Galashiels and Glasgow. Local authorities have been invited to send delegates to the events. The Scottish Government's Positive Behaviour Team will also be provided with the toolkit, so that they can respond to queries and requests on dealing with homophobic incidents from the local authorities they work with.</p>



It is recommended that ...

17.2	The Scottish Government should take every opportunity to make further positive leadership statements on challenging prejudiced attitudes towards LGBT people in schools.	The Scottish Government is committed to challenging the systems, behaviours and attitudes that cause and sustain prejudice and discrimination across Scotland. We will continue to work with all Scotland's communities to develop our approach to progressing equality in Scotland. The Scottish Government has demonstrated this commitment in the national outcomes within the concordat with local government where it is stated that one of our shared outcomes with local government is that 'We have tackled the significant inequalities in Scottish society.' The Scottish Government is committed to tackling all types of prejudice and discrimination including LGBT issues. This is demonstrated by the Government's commitment to the development of the guidance <i>Dealing with homophobia and homophobic Incidents</i> in schools [see also 17.1] and the promotion of The Equality Act (Sexual Orientation) Regulations 2007 through guidance issued by the Scottish Government to local authorities and schools on discrimination related to sexual orientation.
17.3	Not for the Scottish Government. The Scottish Parliament Equal Opportunities and Education Committees hold an inquiry into bullying, including bullying on the grounds of sexual orientation and gender (including transgender).	
17.4	Not for the Scottish Government. COSLA coordinates and hosts a conference on LGBT equality in schools for local education authorities.	

The group believes that this can be achieved within three years.

18. Further research

Education and families were examined together by this group as it was recognised that the two areas were related. However, the majority of recommendations here focus on education alone. The group found that accessing the views of LGBT parents, the parents of LGBT pupils and LGBT teachers' views on their experiences of schools was somewhat difficult. This fact alone emphasises the limitations of approaches to changing hearts and minds if it is difficult to find ways of hearing these voices. In addition, the group concluded that the topic of education and family was so large that it could not be covered in full during the lifetime of the agenda group. The group recognised a lack of knowledge in two main areas: the needs and experiences of transgender young people in education, and those of LGBT families.

It is recommended that ...

18.1	Research is conducted into the experiences of children of LGBT parents.	<p>In order to establish existing knowledge on the experiences of children of LGBT parents and reveal any research gaps, we will carry out a literature review to identify existing research which examines attitudes towards and experiences of children and young people with one or more parents who identify themselves as lesbian, gay, bisexual and/or transgender.</p> <p>Specifically, the review will collate research which examines one or more of the following:</p> <ol style="list-style-type: none">1. attitudes towards children and young people (up to the age of 18) who have one or more parents (adoptive or biological) who identify themselves as lesbian, gay, bisexual and/or transgender;2. the experiences of children and young people (up to the age of 18) who have one or more parents (adoptive or biological) who identify themselves as lesbian, gay, bisexual and/or transgender. <p>The review will not examine the experiences of children who themselves identify as lesbian, gay, bisexual and/or transgender unless their parents also identify as such.</p> <p>This work will be carried out internally within the Scottish Government Analytical Services Team, and will be completed before the end of 2008.</p>
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It is recommended that ...

18.2	Research is conducted into the needs and experiences of transgender young people in partnership with Scottish transgender organisations.	<p>We recognise that our understanding of the needs and experiences of transgender young people is at present very limited. Scottish Government researchers have met with the Scottish Transgender Association and LGBT Youth Scotland to explore how this can be taken forward in partnership. We have now agreed to work with these two organisations to undertake a small piece of research in response to this recommendation.</p> <p>The overall aim of this project is to establish how the needs of transgender young people in school can be more effectively met. Within this, the main aims are to:</p> <ul style="list-style-type: none">a) Investigate the experiences young transgender people have at school;b) Explore what is known about gender stereotyping in schools;c) Examine the service and support provision for young transgender people in school in Scotland. <p>The research (which will start before the end of 2008) will aim to clarify gaps in support and service along with evidence of good practice where this exists.</p>
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MEDIA AND LEADERSHIP



19. Proactive political leadership

It is recommended that ...		
19.1	The Scottish Government proactively seeks opportunities to make positive leadership statements about activities already undertaken.	We would be pleased to work with the National LGBT organisations and others to explore what opportunities exist to make positive leadership statements about activities already undertaken by the Scottish Government. We have carried a number of positive articles on our corporate intranet site for Scottish Government staff. [See also 19.6.]
19.2	When introducing LGBT inclusive policies, projects and initiatives, the Scottish Government should make statements that celebrate their impact on LGBT equality.	We agree that where the Scottish Government introduces policies, projects and initiatives which are explicitly LGBT inclusive, it would be beneficial to draw attention to the positive impact on LGBT equality. We will work with officials across the organisation to help increase their understanding of how their policies impact on LGBT people. We would welcome the involvement from our partners in the LGBT sector to help identify opportunities for highlighting positive impact on LGBT people.
19.3	LGBT national organisations ask the Equality Unit to inform and alert the First Minister and other Ministers about opportunities for supportive statements about work being done in the LGBT sector and that where possible, Ministers avail themselves of these opportunities.	The current Government has demonstrated strong support for LGBT equality during its time in office. Ministers have visited a variety of LGBT projects and have given keynote speeches at events run by Stonewall Scotland, the Equality Network, LGBT Youth Scotland and the Association of Chief Police Officers in Scotland. In 2008, The Minister for Communities and Sport hosted a reception at Edinburgh Castle to mark LGBT History Month (at which he received the <i>Challenging Prejudice</i> report from the Hearts and Minds Agenda Group). Visible leadership was most recently shown when the Deputy First Minister addressed the Pride rally in Glasgow. This is the first time a Scottish Minister has attended Pride. We will continue to look for suitable opportunities for Ministers to demonstrate support for LGBT equality work in the future, through issuing supportive statements, visiting projects, speaking at conferences and we will welcome suggestions from the LGBT sector in this respect.

It is recommended that ...

19.4	The Scottish Government takes the opportunity to make LGBT inclusive statements at other relevant events and initiatives.	As noted in 19.3, the Scottish Government has demonstrated its willingness to show strong support for LGBT equality work and is committed to continuing this. As noted in our response to 19.2, we will work with officials across the organisation to help increase their understanding of how their policies impact on LGBT people. We will work with the LGBT sector to identify suitable opportunities for LGBT inclusive statements at other relevant events and initiatives.
19.5	Scottish Ministers and other political leaders consistently challenge homophobia and transphobia.	<p>The Scottish Government routinely includes robust statements challenging homophobia and transphobia in responding to press enquiries, and in speeches. For example, speaking at the Equality Network Conference in May 2008, Stewart Maxwell, Minister for Communities and Sport said: <i>“LGBT rights are something that this government takes very seriously ... the kind of Scotland I want to live in, is a Scotland in which lesbian, gay, bisexual and transgender people can benefit from all that the country has to offer, and where their contribution to a modern and successful Scotland is very much valued.”</i></p> <p>The Scottish Government’s response to the recommendations contained within this report will also send a strong message that homophobia will not be tolerated.</p>
19.6	National LGBT organisations work together to develop LGBT inclusion guidance for Scottish Government press offices, to aid the development of a consistently proactive approach to positively reporting LGBT issues and challenging homophobia and transphobia.	In considering our responses to 19.1-19.5 above, we recognise that we need to develop a consistent and proactive approach for publicising the Scottish Government’s work on LGBT issues, both internally and externally. We will also respond robustly to challenge homophobia and transphobia, and recognises that this approach needs to be shared across the Scottish Government. We will consider ways of doing this and of drawing on the expertise of the National LGBT organisations in developing our approach.

20. Leadership from local authorities and publicly funded bodies

It is recommended that ...		
20.1	Publicly funded bodies should develop an explicit strategy for LGBT inclusion within their communication and promotional activities.	As noted in our response to recommendation 19, we will seek to develop a more consistent approach to LGBT issues within our own communication and promotional activities. Once we have made progress on our own approach we will explore what opportunities may exist to share this with other public bodies.
20.2	The Scottish Government issues guidance to public bodies detailing their expectations and obligations with regards to coverage of LGBT issues, homophobia and transphobia.	<p>It is not the role of the Scottish Government to prescribe how other public bodies should respond to their responsibilities towards LGBT people – this needs to be determined locally within legal and policy frameworks. The differing accountability arrangements for other public bodies would determine the means by which any guidance from the Scottish Government would be issued.</p> <p>However, as suggested throughout this response, as a public body ourselves we aspire to exceed current equalities legislation and hope to be an exemplar organisation in challenging prejudice and discrimination, and promoting innovation and best practice. There are a number of ways in which we can – and do – highlight and promote what we believe will have a positive impact on the delivery of equalities work across the public sector. We will continue to work in partnership with equalities groups and other public bodies to explore opportunities for sharing positive approaches to covering issues around homophobia, transphobia and LGBT inclusion.</p>

21. Equipping media outlets to deal with LGBT issues appropriately

It is recommended that ...

21.1	<p>Not for the Scottish Government.</p> <p>National LGBT organisations develop a toolkit for use by media professionals across Scotland that contains information, guidance and examples of best practice for LGBT inclusive reporting.</p>
21.2	<p>Not for the Scottish Government.</p> <p>National LGBT organisations develop training on the toolkit above and on general LGBT awareness for journalists and other media professionals.</p>
21.3	<p>Not for the Scottish Government.</p> <p>National LGBT organisations establish a media volunteer scheme in partnership with local LGBT communities and media organisations, with case studies developed as an outcome.</p>

22. Reducing homophobia and transphobia in the press and in public life

It is recommended that ...	
22.1	<p>Not for the Scottish Government.</p> <p>The Press Complaints Commission and the Standards Commission for Scotland demonstrate that they take homophobic and transphobic coverage and conduct seriously.</p>
22.2	<p>Not for the Scottish Government.</p> <p>The Press Complaints Commission and the Standards Commission for Scotland produce clear statements, within one year, that explicitly detail how they view homophobic and transphobic coverage and conduct and the actions they will take if it occurs.</p>
The work should begin within one year.	

23. Gathering and analysing information to support LGBT best practice in the media

It is recommended that ...			
23.1	<table border="1"><tr><td>National LGBT organisations, in partnership with the Scottish Government, commission a media analysis project to look at coverage of LGBT issues in a range of media, e.g. newspapers, magazines, radio, television and online, provide regular reports on trends in coverage and carry out the widespread dissemination and celebration of best practice examples to media outlets.</td><td>We recognise the value of this work, particularly in benchmarking current coverage in order to measure future trends. Although we do not have the resources to support this, we are happy to work with LGBT organisations if they are able to secure funding for it.</td></tr></table>	National LGBT organisations, in partnership with the Scottish Government, commission a media analysis project to look at coverage of LGBT issues in a range of media, e.g. newspapers, magazines, radio, television and online, provide regular reports on trends in coverage and carry out the widespread dissemination and celebration of best practice examples to media outlets.	We recognise the value of this work, particularly in benchmarking current coverage in order to measure future trends. Although we do not have the resources to support this, we are happy to work with LGBT organisations if they are able to secure funding for it.
National LGBT organisations, in partnership with the Scottish Government, commission a media analysis project to look at coverage of LGBT issues in a range of media, e.g. newspapers, magazines, radio, television and online, provide regular reports on trends in coverage and carry out the widespread dissemination and celebration of best practice examples to media outlets.	We recognise the value of this work, particularly in benchmarking current coverage in order to measure future trends. Although we do not have the resources to support this, we are happy to work with LGBT organisations if they are able to secure funding for it.		



CITIZENSHIP AND SOCIAL CAPITAL



24. Strengthening community capacity and encouraging community engagement

It is recommended that ...

24.1	The Scottish Government supports a review of current best practice in capacity building work in the LGBT and other sectors.	This will be carried out by LGBT Youth Scotland as part of the National Community Capacity Building Project which is being funded by the Scottish Government and is described below [see 24.2]. It is anticipated that this will be completed early in 2009, and will help inform the work of the Community Capacity Building Project and the Community Sector Building Project as they develop.
24.2	The Scottish Government provides resources to roll out a National Community Capacity Building Project in partnership with local authorities and the LGBT community which will include funding for development staff to implement the work at a local level, and to develop community capacity through volunteering.	<p>Over the next three years we will be providing funding to support the development of local LGBT community organisations, and the sector as a whole. LGBT Youth Scotland will deliver a National Community Capacity Building Project, which will work with local LGBT communities so that they become more visible in their local areas. In year one this will focus on Tayside and Forth Valley, and in year two, in Grampian and Highland. The project will also develop community capacity through volunteering, and will link with their funding recently received from Youthlink, to develop an adult volunteers scheme.</p> <p>LGBT Youth Scotland will work in close partnership with the Equality Network who through the LGBT Community Sector Building Project will support the development of the LGBT sector, to strengthen the active participation of local LGBT groups and individuals in civic life and in decision-making structures, and to increase their engagement in consultation and involvement events at both a national and local level.</p> <p>Both of these projects will be funded until March 2011. It is our expectation that providing strategic support to help build LGBT community capacity will enable local groups to engage effectively with their local authorities and Community Planning Partnerships, and to develop plans for longer-term sustainability.</p>
24.3	The Scottish Government establishes a small grants scheme for LGBT organisations to support new work with LGBT communities.	In discussion with National LGBT organisations, we have agreed that the strategic approach to supporting the development of local LGBT community groups [as described in 24.2] is likely to be more effective than using resources to provide a small grants scheme. Therefore we will not be taking forward this recommendation. We hope that this project will be successful in helping to create stable and viable community groups who may then be better equipped to benefit from local funding sources. This is also consistent with the spirit of the new concordat with local authorities.

25. Evolving a cultural calendar

It is recommended that ...	
25.1	<p>The Scottish Government continues to fund the development and delivery of LGBT History Month in Scotland in order to support local events and the further development of local community capacity.</p> <p>We have been impressed by the growing success of LGBT history month in Scotland. This has gone from strength to strength, and this year involved over 200 events across the length and breadth of Scotland. We are convinced of the value of this work in increasing the visibility and participation of lesbian, gay bisexual and transgender people across Scottish daily and public life. We are also committed to celebrating their contribution to our past, present and future.</p> <p>In February 2008, the Minister for Communities and Sport hosted a reception at Edinburgh Castle to celebrate LGBT history month and said: <i>“LGBT History Month gives us the opportunity to commemorate the contribution of lesbian, gay, bisexual and transgender people to the life, culture and identity of Scotland, and to acknowledge the involvement of LGBT people in all areas of society. It is a time to reflect on how far we have come in recognising the rights of LGBT people, and to uncover the stories and histories of those who have been marginalised, stigmatised and victimised.”</i></p> <p>We will fund a post through LGBT Youth Scotland until March 2011 to support the development and delivery of LGBT History Month in Scotland. The ongoing development of LGBT history month will be closely linked with a range of other projects in the LGBT sector – particularly the new community and sector capacity building programme which will be delivered through LGBT Youth Scotland and the Equality Network over the same period. Together, these projects will help to raise the profile of local LGBT communities, increase their capacity to participate in their local areas, and help develop plans for local sustainability over the longer term.</p>
25.2	<p>Not for the Scottish Government.</p> <p>LGBT organisations, both local and national, and in particular the National Community Capacity Building Project, work closely together, with mainstream agencies, and in partnership with the various partners involved in LGBT History Month, IDAHO, Glasgay! and Pride to develop activity around a year-round LGBT cultural calendar.</p>

26. Targeting specific work with harder to reach groups

It is recommended that ...


26.1	<p>The Scottish Government should, as part of the National Community Capacity Building Programme, support local youth work opportunities and encourage active participation by young people in community action, through building on existing mentoring programmes.</p>	<p>As noted in our response to recommendation 24.2, LGBT Youth Scotland and the Equality Network have been funded by the Scottish Government to develop new LGBT community and sector capacity building work over the period 2008-11. These projects will support local youth work and encourage active participation, particularly by young people.</p> <p>The projects will also explore possibilities for building on mentoring projects where this has already been piloted, and will seek other sources of funding to support this.</p>
26.2	<p>The Scottish Government supports existing work with LGBT young people across Scotland, as well as supporting the development of volunteers.</p>	<p>The Scottish Government currently supports LGBT Youth Scotland's work with LGBT young people through a number of different routes. For example:</p> <ul style="list-style-type: none"> • Unified Voluntary Sector Fund, which provides grant support to voluntary organisations to provide better outcomes for children, young people and families. • LGBT Befriending and mentoring pilot project, to develop and extend mentoring and befriending work, and so that this can be shared more widely with other minority groups, and the youth sector more widely. • LGBT Young People Policy and Participation Project, which aims to encourage young LGBT people to become confident and ambitious individuals within their communities, and to enable the views of young LGBT people to impact positively on issues which affect their lives. <p>These projects will build on existing work with LGBT young people [see also 26.1]. All of these projects are time-limited.</p> <p>Regarding the development of volunteering, the Scottish Government launched the Volunteering Action Plan in November 2007. The Action Plan supports volunteering in the youth work sector through a series of measures to promote volunteering and deliver a lasting positive impact. Youth Scotland is responsible for delivering the Action Plan on behalf of the Scottish Government, in partnership with YouthLink and Volunteer Development Scotland. We are currently in discussion with Youth Scotland on progressing the Action Plan further.</p>

It is recommended that ...


26.3	The Scottish Government continues to fund the development of work to support Scotland's transgender communities.	The Scottish Government is proud to be the first Government in Europe to provide direct funding to a transgender organisation. In May 2008, we announced that we would continue to fund the Scottish Transgender Alliance (STA) until March 2011. In addition, the funding provided to the three national LGBT organisations in Scotland for the period 2008-11 supports a range of projects all of which are inclusive of transgender people. The Scottish Government Equality Unit will actively support closer joint working between the STA and the three National LGBT organisations through an annual 'summit'. One aim of the summit will be to help ensure that the organisations are fully inclusive of transgender people across their work.
26.4	The Scottish Government develops a volunteer exchange scheme.	We do not envisage the Scottish Government developing a volunteer exchange scheme, but support the aims of the Community Capacity Building project in using volunteering in its own work to build capacity at the local level. We would recommend that the project seeks to develop links with the network of volunteer centres and councils for voluntary service, and the national bodies Volunteer Development Scotland and the Scottish Council for Voluntary Service who may be able to provide helpful advice and assistance to support volunteering activity within local LGBT groups. We would therefore encourage local LGBT groups to make full use of volunteering networks locally and nationally.
26.5	National LGBT organisations working together with transgender organisations and the Scottish Government should explore possibilities for developing a scholarship fund for two postgraduate students to undertake transgender research and study relevant human rights law.	The Scottish Government recognises the lack of evidence, research and scholarship in this area. An application has been made by the Scottish Government (in collaboration with the Scottish Transgender Alliance) to the Economic and Social Research Council (ESRC) for a joint ESRC and Scottish Government funded PhD on transgender research. The outcome of this application will be known later in 2008. If successful the PhD will commence in October 2009.

27. Improving communication

It is recommended that ...		
27.1	The Scottish Government and Equality and Human Rights Commission should support the national LGBT organisations to work together and with local LGBT communities to develop a national LGBT community website.	This has been commissioned through the Equality Network as part of the Informed and Empowered Communities Project. This includes development of a website on behalf of the sector, which will have a number of audiences and purposes, including national and local LGBT organisations, LGBT communities and individuals, and public bodies and others seeking to improve their own performance on LGBT equality [see also 3.1].
27.2	The Scottish Government and Equality and Human Rights Commission should support an annual national networking and training conference for local LGBT community groups and organisations.	<p>This will be taken forward through the Equality Network as part of the Informed and Empowered Communities Project, funded by the Scottish Government. The annual event will involve all three national LGBT organisations and will draw on each of the nine projects funded by the Scottish Government through these organisations. It will also seek to involve the wider LGBT sector including representation from local groups and LGBT individuals, and will in particular encourage participation from new and developing groups being supported through the National Community Capacity Building Project [see also 24.2]. This is consistent with our longer-term approach to provide strategic support to strengthen the involvement of local LGBT groups in their local areas.</p> <p>The Scottish Government is committed to working in partnership with the LGBT sector. This year we supported and participated in a two-day summit involving staff from the three national LGBT organisations to improve joint working, both within the sector and with the Scottish Government. We are convinced of the benefits of working this way and are committed to continuing to support an annual 'summit' as part of our overall work to support the broader LGBT sector, and to ensure that the work we are funding has maximum impact, and demonstrably contributes towards meeting the Government's objectives.</p>
The group believes that this work can begin within a year.		
SG response: This work has already begun.		



CROSS-CUTTING RECOMMENDATIONS



28. Research

It is recommended that ...		
28.1	The Scottish Government and the Equality and Human Rights Commission continue to purchase a module on discrimination within the Scottish Social Attitudes Survey, on a four-year cycle. This should include questions on attitudes towards LGB and T people, allowing attitudes to be tracked over time.	We are committed to identifying and exploring trends and patterns in discrimination and attitudes, and the information we have from the module on attitudes to discrimination provides valuable information to assist with this. We will conduct or commission research using methods that best meet our needs at the time, and envisage continuing to consider the use of the Scottish Social Attitudes Survey as appropriate.
28.2	National LGBT organisations, the Equality and Human Rights Commission and the Scottish Government consider more focused research to examine people's understanding of, and attitudes towards, LGBT people and their lives, and the factors that underlie these.	<p>In order to establish existing knowledge on examine people's understanding of, and attitudes towards, LGBT people and their lives, and the factors that underlie these, as well as reveal any research gaps, a review of the literature will be conducted to identify research which has examined attitudes to those individuals or groups who identify themselves as lesbian, gay, bisexual and/or transgender.</p> <p>Specifically, the review will collate research which examines one or more of the following:</p> <ol style="list-style-type: none"> 1. people's understanding of lesbian, gay, bisexual and/or transgender people and their lives; 2. people's attitudes (positive or negative) towards lesbian, gay, bisexual and/or transgender people and their lives; 3. factors (social or biological) that underlie people's understanding of or attitudes towards lesbian, gay, bisexual and/or transgender people and their lives; 4. the impact of people's understanding of and attitudes towards lesbian, gay, bisexual and/or transgender people on the lives of those who identify themselves as such; 5. any behaviour change interventions which have aimed to change negative attitudes or actions towards lesbian, gay, bisexual and/or transgender people.

29. Scotland and Equality

It is recommended that ...

LGBT people and organisations engage in the national debate on Scotland's future, with a view to creating a Scotland in which LGBT people are truly respected and included as equals, and that the Scottish Government and Parliament ensure that all the diverse voices of Scotland's people are heard in that debate.

Legislation on equality is currently reserved to the UK Government and Parliament, therefore it is likely that any changes to the constitutional arrangements for Scotland and the UK will have implications for equality.

The Scottish Government currently funds projects through LGBT Youth Scotland and the Equality Network which are designed to ensure that the views of LGBT people on issues that affect their lives are represented. These organisations are committed to ensuring that LGBT people are engaged in debates on Scotland's future, through both the National Conversation and the Calman Commission.

30. Taking the work forward in a strategic way

It is recommended that ...	
<p>the national LGBT organisations should work together with the Scottish Government, the Equality and Human Rights Commission and others to provide strategic leadership for the work identified in this report, including:</p> <ul style="list-style-type: none"> i) encouraging the participation of LGBT communities ii) identifying, and encouraging the participation of, potential partners iii) making the most of opportunities that arise, including identifying available resources iv) recognising and building on success v) prioritisation of work vi) regular review 	<p>We are committed to working closely with the Equality and Human Rights Commission and the National LGBT organisations to provide strategic leadership for the work to which we have committed.</p> <p>We recognise that we need to agree how we will work together to maintain momentum and focus over the coming months and years, and to monitor progress.</p> <p>We will work with the Equality and Human Rights Commission and the LGBT sector to agree an appropriate way forward, and this will also contribute to our developing work with local authorities through Single Outcome Agreements and will also help inform our overall approach to promoting equality across the Scottish Government and the wider public sector, and to measuring our progress. We will aim to agree an approach before the end of 2008.</p>
<p>An initial plan should be in place within six months, and reviewed annually thereafter.</p>	
<p>Our response to the Challenging Prejudice report forms the basis of our plan for the next three years. We will discuss the best way of monitoring progress with our partners in the LGBT sector and the EHRC when we meet to agree a framework for taking this work forward in a strategic way, as described above.</p>	



**The Scottish
Government**

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