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FOI 24-0530 [REDACTED] - Request for Information response

**Content from dedicated LGBT History Month page on
Police Scotland intranet (published 31 January, 2024):**



LGBT History Month

Police Scotland colleagues celebrating at a recent Pride event.

LGBT History Month is an annual awareness campaign, originally founded in 2004 by Schools OUT, that takes place each February. This is an opportunity to celebrate lesbian, gay, bisexual, transgender and intersex lives and culture, recognising the contribution LGBT+ people have made to society, and the many challenges they have faced.

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LGBT History Month is a key part of our Policing Together inclusion calendar, and we are committed to supporting Scotland's LGBT+ community, which includes our own officers and staff.

ACC Local Policing East, and executive sponsor of the Scottish LGBTI Police Association, Tim Mairs, said: "February is LGBT History Month, an annual awareness event that Police Scotland fully supports. It gives us an opportunity to celebrate lesbian, gay, bisexual, transgender and intersex lives and culture in Scotland, and to recognise the contributions our LGBT+ colleagues and partners have made within the Service and in society.

"For many of us, our colleagues, friends, and family members are part of the LGBT+ community. Our support can make all the difference to them, between feeling protected and accepted, and not. This is also true for the thousands of people across Scotland who belong to this community, whom we serve and have a duty to keep safe.

"The Police Scotland Executive team remains committed to being a welcoming and inclusive organisation, where our officers and staff know they belong and can fully be themselves.

"We can all play a part in helping colleagues feel welcome and included by following our values of integrity, fairness, respect, and a commitment to upholding human rights, in all aspects of our work and personal lives.

"LGBT History Month provides a way to reflect and acknowledge how far we have come as a country in furthering the rights of the LGBT+ community.

"I would encourage all LGBT+ officers and staff (and others) to consider joining the Scottish LGBTI Staff Association. Membership is free and open to everyone; members of the LGBT+ community and allies alike. Membership also provides the opportunity to join Police Scotland's National LGBT+ Allies Network, to support your LGBT+ colleagues. I'd like to thank anyone who has checked in on colleagues who have been subject to discriminatory language and behaviour in the course of their duties.

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“As part of this year’s events and activities, we are holding an LGBT+ focussed, in-person recruitment event at Jackton. If you personally know someone who is a member of the LGBT+ community that you think has the potential to become a great police officer, please encourage them to attend.

“Please investigate and engage with the broad range of related events and activities planned throughout February. I would encourage you to visit the Policing Together intranet area regularly to find out what’s new.”

Colleagues and partners have worked hard to produce this year’s exciting and varied programme of events, activities, and resources. Read our eye-opening Scotland’s LGBT+ history resource, which goes back as far as 1586! Brush up on significant and surprising LGBT+ related events, including how Frankenstein author, Mary Shelley helped to arrange passports for her Scottish writer pal Walter Sholto Douglas and his wife, because Walter was born Mary Diana Dods and needed some paperwork to help establish his new identity.

Join the Scottish LGBTI Police Association

The Scottish LGBTI Police Association is an independent membership-based staff support network for LGBTI police officers and staff working in Scotland and those who support us regardless of sexual orientation or gender identity.

The association was set up to represent the needs and interests of LGBTI police officers and staff in Scotland. It is officially recognised as such by the Scottish Government, Scottish Police Authority, Police Scotland, UK-wide police forces and statutory police staff associations and trade unions.

You can become a member of the association (you don’t have to identify as LGBT+ to join) by visiting their [website](#).

Become an LGBT Ally

For many of us, our colleagues, friends, and family members are part of the LGBT+ community. Our support can make all the difference to them, between feeling protected and accepted, and not. This is also true for the thousands of people

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across Scotland who belong to this community, whom we serve and have a duty to keep safe. You can show support for your colleagues by [becoming an LGBT+ ally](#).



2024 events programme

Empower Hour - Growth Mindset Monday

A Microsoft Teams online event, Monday 5 February 2024, 2-3.30pm

Having a growth mindset is important because it can help you overcome obstacles you may face when learning something new or developing a new skill. People with a growth mindset understand the importance of persistence and determination. By changing the way you think, you can change the way you learn and develop.

During the session, we will explore what a growth mindset is, what things get in the way of you operating with a growth mindset and discuss actions you can take to develop yours.

How to join event:

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Decriminalisation of Homosexuality

A Microsoft Teams online event, Thursday, 15 February, 2024, 2-3pm

As part of LGBT History Month and on our continuous journey towards being a more inclusive organisation, we are proud to invite you to an informative session, describing some of the most historic milestones of the 20th century that lead to the eventual de-criminalisation of homosexuals. PS [REDACTED] will present this

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reflection, which will include the opportunity for group discussion and to hear personal accounts of the impacts of these milestones. This will be a fascinating look at the past, and a chance to celebrate these achievements and look forward to the future, together.

How to join event:

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Empower Hour - Personal Brand

A Microsoft Teams online event, Friday, 16 February, 2024, 10-11.30am

What do you want people to say about you when you leave the room? A personal brand is the unique combination of skills and experiences that make you who you are. It's how you present yourself to the world. Effective personal branding will differentiate you from others and allow you to build trust and a positive reputation.

During the session, we will explore what you want people to say about you when you leave the room! We will discuss the benefits of defining your personal brand, linking to your personal values and developing actions you can take to become the best version of yourself.

How to join event:

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

LGBT+ focused Recruitment Event

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Training and Recruitment Centre, Jackton, Saturday, 17 February, 2024, 10am-1pm.

Police Scotland is committed to recruiting more officers, special constables, and staff from within under-represented communities and we host a range of bespoke events to ensure everyone has fair access to our recruitment opportunities. If you have an LGBT+ friend or family member who would make an excellent addition to our team, please let them know about this in-person event, where we will be discussing:

- the range of officer, staff, and special constable opportunities available
- our recruitment processes
- the benefits of joining Police Scotland
- the work of the Scottish LGBTI Police Association

Our experienced recruitment team will be there to answer any questions, along with representatives from a range of departments.

How to sign up for event:

Sign-up at scotland.police.uk/sign-up

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am

Find out more about the history of Terrence Higgins Trust and the support it provides to those affected by HIV. We will also hear feedback they have received from the LGBTQ+ community regarding interaction with the police. You can also [submit questions in advance](#), with the option to remain anonymous. Email your questions by Tuesday 20 February, stating if you would like your name to be used or not. This is a great opportunity to clear up any concerns you may have about engaging with members of the LGBTQ+ community, the use of pronouns and other terminology, and how to build trust and engagement.

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How to join event:

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Responding to the AIDS Crisis

A Microsoft Teams event, Thursday, 22 February, 2024, 2-3pm

Join us as we delve into the courageous contributions of LGBTQ+ individuals, with a special focus on the LGBT Switchboard and activism during the AIDS crisis.

Hear from our guest speakers: [REDACTED] and [REDACTED], who both played pivotal roles in the LGBT Switchboard in the 1980's and 90s, offering a first-hand account of the impactful work and support provided during a critical period in LGBTQ+ history.

How to join event:

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Purple Friday fundraising

Friday, 23 February, 2024

What is Purple Friday and why purple? Good question! Purple Friday is a day of fundraising within the LGBT+ community. Purple stems from the purple stripe on the LGBT+ Pride flag, which represents 'spirit', the spirit of the LGBTQ+ community and its allies.

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The Scottish LGBTI Police Association is encouraging everyone in Police Scotland/SPA to wear something purple on Friday, 23 February to raise money for LGBT Youth Scotland. We appreciate that wearing purple might be challenging if you are an operational police officer...but maybe you could wear a pair of purple socks?! If you don't work in uniform, we encourage you to be creative and wear anything purple to show your support.

How to participate, fundraise or donate:

The association has set up a fundraising page, if you would like to add a dash of purple to your life and make a donation. www.justgiving.com/page/policescotlandwearpurple

More than the colour blue, a youth engagement event

The Auditorium, Chatelherault Country Park, Tuesday, 27 February, 2024, 10.30am-3pm

The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month, collaborating with young LGBTQ+ people.

This is a passion project, to improve the relationship between young LGBTQ+ people and the police, and increase crime reporting.

During the event, young people will be invited to participate in a 'human library' where serving LGBTQ+ police officers and allies, will be 'open books', sharing their own journeys (coming out, joining the police, starting a family etc) to help build rapport, and increase trust and confidence.

Through facilitated workshops, young people will be encouraged to share their ideas on how the police service can better serve them. All contributions will be recorded anonymously, collated, and fed back to the decision makers within Police Scotland.

Find out more:

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Contact the Scottish LGBTI Police Association at gen.sec@lgbtpolice.scot

Final day in-person 'leap year' celebration event

Police Scotland Headquarters, Tulliallan, Thursday 29 February 11am-1pm

To celebrate LGBTI History Month this leap year, Police Scotland is making the most of the extra day by hosting an in-person event at the Copper Lounge, at Police Scotland Headquarters, Tulliallan. This is an opportunity for networking and to hear participants discuss their own lived experiences and views of how Police Scotland can continue to develop as an inclusive organisation.

How to join event:

[Register your interest](#), or just come along on the day. Get Involved!



Tips for divisions/departments

There are several ways that you can start to support the inclusion calendar within your division. This list is not exhaustive but can help as a starting point:

- **Explore opportunities for learning within your division or department.** You could host inclusion moments to mark certain events in your regular meetings. You could see if any colleagues are willing to share their lived experience verbally or for written content for your intranet site (always bear in mind the emotional impact this can have on an individual). You could signpost colleagues to learning materials on [HowTo](#) or ask our CPD team about a local session.
- **Coordinate activity with partners.** Ask your community officers if any local partner organisations are celebrating these events. Look for any opportunities

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to work together with partners on this. Could partner organisations deliver an input to your division?

- **Use your divisional communications channels.** Share lived experiences and talk about what you have been doing on your divisional intranet or social media pages. Ensure your social media SPOC follows guidance from Corporate Communications around consent for stories or images.

Takes place: all of February



Useful links and resources



Policing Together



Values Campaign



Standards of Professional Behaviour



Staff Associations



Scottish LGBTI Police Association



HowTo ([redacted])



Useful contacts

Inclusion calendar working group:

[redacted] [@scotland.police.uk](mailto:[redacted]@scotland.police.uk)

Corporate Communications:

[redacted] [@scotland.police.uk](mailto:[redacted]@scotland.police.uk)

Continuous Professional Development team:

[redacted] [@scotland.police.uk](mailto:[redacted]@scotland.police.uk)



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Content from LGBT History Month news articles published on the Police Scotland intranet:

LGBT History Month 2024

01/02/24



Police Scotland is proud to recognise LGBT History Month, an annual event that has been celebrated each February since 2004, and is designed to combat prejudice against the LGBT+ community and highlight their achievements.

We are committed to supporting the LGBT+ community, and this includes our own officers and staff.

Colleagues, especially members of the Scottish LGBTI Police Association, and allies, are working hard to advance the cause for progressive change and equality across policing and beyond. They have produced this year's exciting and varied programme of events, activities and resources, beginning with a Growth Mindset Monday empower hour, on Monday, 5 February. Explore the full programme in the [LGBT History Month 2024](#) section of the intranet and add the events to your calendar today. You can become a member of the association, or an ally (you don't have to identify as LGBT+ to join) on their [website](#).

ACC Local Policing East, and executive sponsor of the Scottish LGBTI Police Association, Tim Mairs, said: "The Police Scotland Executive team remains committed to being a welcoming and inclusive organisation, where our officers and staff know they belong and can fully be themselves.

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"We can all play a part in helping colleagues feel welcome and included by following our values of integrity, fairness, respect, and a commitment to upholding human rights, in all aspects of our work and personal lives.

"LGBT History Month provides a way to reflect and acknowledge how far we have come as a country in furthering the rights of the LGBT+ community." Read ACC Mairs's full statement on the [LGBT History Month page](#).



This year's events programme

Microsoft Teams online events - covering a diverse range of topics including:

- decriminalisation of homosexuality
- the fight against AIDS in the 1980s
- trans healthcare, and signposting, with Terrence Higgins Trust

Empower Hours

Join in with an empower hour session and take time to focus on your own personal development.

- Growth Mindset Monday - Monday, 5 February 2024, 2-3.30pm
- Personal Brand - Friday, 16 February, 2024, 10-11.30am

LGBT+ focused recruitment event

If you have an LGBT+ friend or family member who would make an excellent addition to our team, please let them know about our in-person LGBT+ focused recruitment event on Saturday 17 February, at the police training and recruitment centre, Jackton.

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Leap year, in-person gathering at Scottish Police Headquarters, Tulliallan

A chance to mark the end of this year's events and join together with colleagues on Thursday 29 February.

And finally

Do you know your Scottish LGBT+ history?

Did you know that in 1827, Frankenstein author, Mary Shelley, helped to arrange passports for her Scottish writer pal Walter Sholto Douglas and his wife Isabella to travel to France? This was not because they were needed, but because Walter was born Mary Diana Dods and needed paperwork to help establish his new identity.

Please visit the [LGBT History Month 2024 page](#) to find out more, and for full details of this year's programme and how you can get involved.

LGBT+ Recruitment event

07/02/24



As part of our LGBT History Month programme, we are hosting an LGBT+ focused recruitment event on Saturday, 17 February, at the training and recruitment centre, Jackton. This is an opportunity to learn more about the wide range of jobs

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that exist across policing, and to speak to officers and staff from several key business areas.

You will find the officer and staff event links on the recruitment events [webpage](#).

If you have an LGBT+ friend or family member who would make an excellent addition to our team, please let them know about this event, where we will be discussing:

- the range of officer, staff, and special constable opportunities available
- our recruitment processes
- the benefits of joining Police Scotland
- the work of the Scottish LGBTI Police Association

Our experienced recruitment team will also be available to answer any questions.

Share the direct link for those interested in becoming a [police officer](#).

Share the direct link for those interested in becoming a member of [police staff](#).

Other LGBT History Month events include:

Empower Hour - Personal Brand

A Microsoft Teams online event, Friday, 16 February, 2024, 10-11.30am

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am

Check out the full LGBT History Month [events programme](#) and add the events to your calendar.

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LGBT History Month events programme

14/02/24



Do you have an LGBT+ friend or family member who would make an excellent addition to the team?

As part of our commitment to recruiting more officers, special constables and staff from within under-represented communities, we are hosting an LGBT+ focused recruitment event on Saturday, 17 February, at the training and recruitment centre, Jackton, where we will be discussing:

- the range of officer, staff, and special constable opportunities available
- our recruitment processes
- the benefits of joining Police Scotland
- the work of the Scottish LGBTI Police Association

This is an opportunity to meet officers and staff from across the service, and members of the recruitment team will be available to answer any questions.

How to sign up for the event

Share the [sign-up link](#) with friends and family, and they can select either the officer or staff option from a list.

LGBT History month events

Police Scotland colleagues have created a programme of events to mark LGBT History Month.

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Book out some time to attend a session if you can, and encourage your colleagues to join in.

Check out the full LGBT History Month [events programme](#) for links to the online sessions.

Decriminalisation of Homosexuality

A Microsoft Teams online event, Thursday, 15 February, 2024, 2-3pm.

Find out more about the historic milestones of the 20th century that lead to the eventual de-criminalisation of homosexuals.

Empower Hour - Personal Brand

A Microsoft Teams online event, Friday, 16 February, 2024, 10-11.30am.

What do you want people to say about you when you leave the room?

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am.

Partners from THT will provide feedback from the LGBT+ community about their experiences of interacting with the police. Learn more about the services available to people in Scotland who are living with HIV.

Purple Friday

Wear something purple on Friday, 23 February, and help the Scottish LGBTI Police Association to raise funds for LGBT Youth Scotland.

Leap Year celebration event

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Join with colleagues on Thursday, 29 February, at the Police Scotland Headquarters, Tulliallan to mark the end of LGBT History Month, and share ideas on how Police Scotland can continue to develop as an inclusive organisation.

Discover our LGBT History Month events

20/02/24



LGBT History Month continues and you are encouraged to take part in our inclusive programme of events.

Get the [full events schedule](#) including Microsoft Teams links for the online events.

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am

Find out more about the history of Terrence Higgins Trust and the support it provides to those affected by HIV. They will also share feedback they have received from the LGBTQ+ community regarding their interactions with the police. Learn more about the use of pronouns and other terminology, and how to build trust and engagement in the community. You can also [submit questions](#) in advance.

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Responding to the AIDS Crisis

A Microsoft Teams event, Thursday, 22 February, 2024, 2-3pm

Join us as we delve into the courageous contributions of LGBTQ+ individuals, with a special focus on the LGBT Switchboard and activism during the AIDS crisis.

Hear from guest speakers: [REDACTED] and [REDACTED], who both played pivotal roles in the LGBT Switchboard in the 1980's and 90s, offering a first-hand account of the impactful work and support provided during a critical period in LGBTQ+ history.

Purple Friday fundraising

Friday, 23 February, 2024

Add a splash of purple to your outfit/uniform on Friday, 23 February, and help the Scottish LGBTI Police Association raise funds for LGBT Youth Scotland. Purple socks anyone?

Final day in-person 'leap year' celebration event

Police Scotland Headquarters, Tulliallan, Thursday 29 February 11am-1pm

Come together with your colleagues in the Copper Lounge, at Police Scotland Headquarters, Tulliallan and share your ideas on how Police Scotland can continue to develop as an inclusive organisation.

[Register your interest](#), or just come along on the day. Get Involved



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Join the Scottish LGBTI Police Association and become an Ally

The Scottish LGBTI Police Association is an independent membership-based staff support network for LGBTI police officers and staff working in Scotland. It was set up to represent the needs and interests of LGBTI police officers and staff, and allies who demonstrate their support, regardless of sexual orientation or gender identity.

Find out more on the association's [website](#).

Content from weekly email briefings sent to all Police Scotland line managers:

31 January, 2024 line manager briefing entry

Colleagues encouraged to engage with LGBT History Month events

Why this matters: February is LGBT History Month, an important event in our Policing Together inclusion calendar. Colleagues from across the Service have organised an engaging programme of events including a selection of online information sessions and empower hours, an in-person LGBT+ focused recruitment event, and an end-of-the-month celebration at Scottish Police Headquarters, Tulliallan.

Go deeper: Please encourage your team to visit the Policing Together [LGBT History Month intranet page](#) to sign up for an information session, access details of our recruitment event to share with LGBT+ friends and family, and to join the Scottish LGBTI Police Association as a member or ally.

7 February, 2024 line manager briefing entry

LGBT History Month continues

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Why this matters: LGBT History Month is a key part of our Policing Together inclusion calendar, and we are committed to supporting Scotland's LGBT+ community, which includes our own officers and staff.

Colleagues and partners have worked hard to produce this year's exciting and varied programme of events, including:

- **Empower Hour - Personal Brand**

Microsoft Teams online event, Friday, 16 February, 2024, 10 - 11.30am

- **LGBT+ focused Recruitment Event**

Training and Recruitment Centre, Jackton, Saturday, 17 February, 2024, 10am - 1pm.

- **Event with Terrence Higgins Trust, trans healthcare and signposting**

Microsoft Teams online event, Thursday, 22 February, 2024, 9.30 - 11am

Go deeper: Check out the [full LGBT History Month events programme](#) and add the events to your calendar.

Content from Corporate Communications Evening Note email (sent to senior officers and staff in the Service)

31 January, 2024 evening note entry:

Look ahead to tomorrow

LGBT History Month 2024

February is LGBT History Month and colleagues from across the Service have been working hard to devise an engaging programme of events and activities that will run throughout the month. Events include a diverse selection of online information sessions and empower hours, an in-person LGBT+ focused recruitment event, and an end-of-the-month celebration at Scottish Police Headquarters, Tulliallan.

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Please visit the Policing Together [LGBT History Month intranet page](#) to sign up for online information sessions, share our recruitment event with LGBT+ friends and family, and to join the Scottish LGBTI Police Association as a full member, or as an ally.

You will also read a message of support from ACC Local Policing East, and executive sponsor of the Scottish LGBTI Police Association, Tim Mairs.

2 February, 2024 evening note entry:

Look ahead to next week

LGBT History Month is underway and you are invited to attend the first related event, an empower hour session called Growth Mindset Monday, taking place on Monday, 5 February, 2-3.30pm, via Microsoft Teams.

Having a growth mindset is important because it can help you overcome obstacles you may face when learning something new or developing a new skill. People with a growth mindset understand the importance of persistence and determination. By changing the way you think, you can change the way you learn and develop.

Get the Microsoft Teams meeting link at: [LGBT History Month \(spnet.local\)](#) where you will also find the full LGBT History month programme of events.

9 February, 2024 evening note entry:

Look ahead to next week

LGBT History Month continues with two further events:

Empower Hour session - Personal Brand

Friday, 16 February, 2024, 10-11.30am

What do you want people to say about you when you leave the room? A personal brand is the unique combination of skills and experiences that make you who you are. Make space in your week for this second online empower hour session, and learn more about the benefits of defining your personal brand, linking to your

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personal values and developing actions you can take to become the best version of you. [Find out more](#) and get the Teams meeting link.

LGBT+ focused Recruitment event

Training and Recruitment Centre, Jackton, Saturday, 17 February, 2024, 10am-1pm.

Let your friends and family know about our LGBT+ focused recruitment event, where they will hear from colleagues from key areas of the service and the Scottish LGBTI Police Association, learn about the range of officer and staff opportunities available, and get advice on completing the application process. Please direct them to our [Recruitment Events](#) webpage to sign up.

14 February, 2024 evening note entry:

Look ahead to tomorrow

LGBT History Month event Join an online session, exploring historic milestones of the 20th century that led to the eventual de-criminalisation of homosexuals. PS David Lambert will present this reflective session, which will include the opportunity for group discussion and to hear personal accounts of the impacts of these milestones. This will be a fascinating look at the past, and a chance to celebrate these achievements and look forward to the future, together. Thursday, 15 February, 2-3pm. Get the [Teams link](#).

15 February, 2024 evening note entry:

Look ahead to tomorrow

LGBT History Month An [empower hour](#) session is being offered between 10am and 11.30am to explore the benefits of defining your personal brand, linking to your personal values and developing actions to become the best version of yourself.

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16 February, 2024 evening note entry:

Look ahead to Saturday

LGBT History Month If you have an LGBT+ friend or family member who would make an excellent addition to the Service, please let them know about our in-person LGBT+ focused [recruitment event](#) on Saturday 17 February, 10am-1pm at Training and Recruitment Centre, Jackton.

Look ahead to next week

LGBT History Month continues Colleagues have created a programme of LGBT History Month [events](#). If you can, block out some time in your day to join in:

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am

Find out more about the history of Terrence Higgins Trust, the support it provides to those affected by HIV, and hear feedback gathered from the LGBTQ+ community regarding interactions with the police.

Responding to the AIDS Crisis

A Microsoft Teams event, Thursday, 22 February, 2024, 2-3pm

Learn more about how LGBT+ people stood up and took action during the AIDS crisis of the 1980s, and the essential work and contribution of the LGBT Switchboard.

Purple Friday fundraising

Friday, 23 February, 2024

Add a [splash of purple](#) to your outfit and help the Scottish LGBTI Police Association to raise funds for LGBT Youth Scotland.

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20 February, 2024 evening note entry:

Look ahead to tomorrow

LGBT History Month

Colleagues have organised two further online events which are open to all:

Event with Terrence Higgins Trust, trans healthcare and signposting

A Microsoft Teams event, Thursday, 22 February, 2024, 9.30-11am

Hear from staff at Terrence Higgins Trust about the support they provide to people affected by HIV. They will also share feedback from the LGBTQ+ community regarding their interactions with the police. Learn more about the use of pronouns and other terminology, and how to build trust and engagement in the community. You can also submit questions in advance if preferred.

Responding to the AIDS Crisis

A Microsoft Teams event, Thursday, 22 February, 2024, 2-3pm

Delve into the courageous contributions of LGBTQ+ individuals, with a special focus on the LGBT Switchboard and activism during the AIDS crisis.

Hear from guest speakers: Bob Sutherland and Arwen Willox, who both played pivotal roles in the LGBT Switchboard in the 1980's and 90s, offering a first-hand account of the impactful work and support provided during a critical period in LGBTQ+ history.

Check out the [full events programme](#) to get the Teams event links.

21 February, 2024 evening note entry:

Look ahead to tomorrow

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Terrence Higgins Trust An event is taking place on Microsoft Teams at 9.30-11am, where you can find out more about the history of Terrence Higgins Trust, the support it provides to those affected by HIV, and hear feedback gathered from the LGBTQ+ community regarding interactions with the police.

Responding to AIDS Crisis A Microsoft Teams event from 2-3pm to learn more about how LGBT+ people stood up and took action during the AIDS crisis of the 1980s, and the essential work and contribution of the LGBT Switchboard.

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Flyer to handout at LGBT+ focused recruitment event:



Thank you for attending a Police Scotland recruitment event.

We hope you found it useful and have been inspired to apply for a role within the Service.



For further information and to apply, scan the QR code or visit the recruitment section of the Police Scotland website at: scotland.police.uk/recruitment

You can also contact our recruitment teams at:

Police Officer recruitment:	recruitmentpoliceofficer@scotland.police.uk
Police Staff recruitment:	recruitmentcentre@scotland.police.uk
Special Constable recruitment:	recruitmentspecialconstable@scotland.police.uk
Transferee recruitment:	recruitmenttransferee@scotland.police.uk
Positive Action recruitment:	recruitmentpositiveactionteam@scotland.police.uk

We look forward to receiving your application.

Police Scotland is committed to equality, diversity, and inclusion across policing.



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