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All Police Scotland organised LGBT History Month 2024 events

Empower Hour - Growth Mindset Monday

Who: In support of LGBT History Month a Microsoft Teams online Empower Hour session on Growth Mindset was delivered on and led by Colleague Development Facilitators who are part of Police Scotland's Continuous Professional Development Team. This session was not created solely for LGBT History Month but instead formed a part of our standard suite of Empower Hour products for colleagues.

Date: Monday 5 February 2024, 2-3.30pm,

Description: 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.

Decriminalisation of Homosexuality

Who: A Microsoft Teams online event organised and led by a Police Scotland officer for officers and staff working in the service.

Date: Thursday, 15 February, 2024, 2-3pm

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Description: 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 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.

Empower Hour - Personal Brand

Who: In support of LGBT History Month a Microsoft Teams online Empower Hour session on Personal Brand was delivered on and led by Colleague Development Facilitators who are part of Police Scotland's Continuous Professional Development Team. This session was not created solely for LGBT History Month but instead formed a part of our standard suite of Empower Hour products for colleagues.

Date: Friday, 16 February, 2024, 10-11.30am

Description: 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.

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LGBT+ focused Recruitment Event

Who: An in-person event organised and led by Police Scotland's Positive Action Recruitment team for members of the LGBT+ community interested in a career in policing. In addition to presentations from officers and staff working in Police Scotland's Recruitment department, there was also a presentation at the event from the Scottish LGBTI Police Association.

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

Description: 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.

Event with Terrence Higgins Trust, trans healthcare and signposting

Who: A Microsoft Teams event organised by Police Scotland's Policing Together / Equality, Diversity and Inclusion colleagues and presented and led by a guest speaker representatives from Terrence Higgins Trust.

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Date: Thursday, 22 February, 2024, 9.30-11am

Description: 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.

Responding to the AIDS Crisis

Who: A Microsoft Teams event organised by Police Scotland officers and staff working in Contact, Command and Control department and presented on and led by two guest speakers from the LGBT Switchboard.

When: Thursday, 22 February, 2024, 2-3pm

Description: 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.

Purple Friday fundraising

Who: A fundraising event organised and led on by the Scottish LGBTI Police Association and supported by colleagues in Police Scotland

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When: Friday, 23 February, 2024

Description: 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.

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

Who: An in-person event jointly organised and led by the Scottish LGBTI Police Association, Police Scotland's Lanarkshire Division and partners at Time for Inclusive Education. The organisation of this event had corporate support from Police Scotland's Policing Together team.

Location and date: The Auditorium, Chatelherault Country Park, Tuesday, 27 February, 2024, 10.30am-3pm

Description: 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.

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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:

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

Final day in-person 'leap year' celebration event

Who: An in person event organised by Police Scotland's Policing Together team

Location and date: Police Scotland Headquarters, Tulliallan, Thursday 29 February
11am-1pm

Description: 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.

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