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Application type

**Single organisation**

**THIS IS AN APPLICATION FOR FUNDING FROM A SINGLE ORGANISATION**

Name of organisation applying

**LGBT Youth Scotland**

Are you applying for core or project costs?

**Core only**

Where did you hear about this fund?

**Existing VAWG fund holder**

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1.1 Legal name of your organisation

**LGBT Youth Scotland**

(Other) Known name of your organisation if applicable

**1.2 Registered address for your organisation**

Registered address line 1 Registered address line 2

**5/1 Mitchell House Mitchell Street**

Registered address line 3

Town/City Postcode

**Edinburgh EH6 7BD**

Scottish Local Authority

**Edinburgh City**

Website

**www.lgbtyouth.org.uk**

Twitter Page

**https://twitter.com/LGBTYS**

Facebook Page

**https://www.facebook.com/lgbtys**

**1.3 Main contact for this application**

Main contact first name Main contact last name

**Mhairi**

**Crawford**

Main contact position in organisation

**CEO**

Main contact mobile number Main contact phone number

[REDACTED]

Main contact email address

[REDACTED]@[lgbtyouth.org.uk](mailto:info@lgbtyouth.org.uk)

#### **1.4 Legal status of your organisation**

Legal Form

**Company Limited by Guarantee**

Charity No (if applicable) Company No (if applicable)

**SC024047**

**SC244805**

Year organisation was established?

**2003**

Is your organisation a branch of another charity/body?

**No**

#### **1.5 Current areas of operation in Scotland**

In what areas of Scotland do you currently operate in?

- **Dumfries & Galloway**
- **Dundee City**
- **East Dunbartonshire**
- **Edinburgh City**
- **Falkirk**
- **Glasgow City**
- **Highland**
- **Perth & Kinross**
- **Scottish Borders**
- **South Ayrshire**
- **Stirling**

How many Board members do you have?

**11**

How many staff are employed? (please include FTE equivalent)

**30**

How many other volunteers are involved?

**118**

In the last year, how many people have benefitted from the work of your organisation? (where applicable)

**2000**

#### **1.7 Protocols and policies**

What active protocols or policies do have in place that guide your work. Tick all that apply:

- Safeguarding (for children and young people and/or vulnerable adults)
- Data protection (GDPR)
- Equality and diversity policy
- Health and safety
- Risk management
- Financial procedures (conduct)
- Disciplinary and grievance
- Complaints
- Conflict of Interest
- Whistle blowing

### 1.8 Financial signatories

Please confirm by ticking the box that you have separation of financial duties so that one person cannot authorise, make and record payments

- Yes

1.9 What are the main aims and activities of your organisation and how do they relate to Equally Safe and the National Performance Framework.

**We are Scotland's national organisation for LGBTI young people aged 13-25. With 93% of LGBTI young people saying there are barriers to them achieving their goals, our aim is to create safer spaces where they can explore their identities in an affirming environment, learn new skills, build confidence, make friends and improve their overall mental health and wellbeing. Our goal is to make Scotland the best place to grow up for LGBTI young people. Our activities include:**

- **Youth work:** We run weekly youth groups across Scotland which aim to remove barriers to attainment, build confidence, resilience and skills and support LGBTI young people to move on to positive destinations. We also deliver digital youth work through live chat, email support and national session delivered on our Pride and Pixels youth work platform, which during the pandemic is where we have been delivering online youth groups.
- **1:1 support:** we use a strengths-based coaching approach, focusing on helping young people develop skills to effect positive change in their lives.
- **The LGBT Charter:** we offer schools and organisations the chance to develop their LGBTI-inclusive practices - currently over 25% of Scottish schools have been awarded or are working towards the LGBT Charter. 21 GBV organisations are working towards or have achieved the LGBT charter.
- **Youth participation projects:** we support young people with particular lived experience (e.g. transgender young people, young people affected by gender-based violence (GBV)) to come together to investigate specific issues and influence decision makers to make positive changes. Our work aligns with the priorities outlined within the 'Equally Safe' framework in the following ways:
- **We contribute to wider societal change around GBV and work with people with several protected characteristics:** sex, sexual orientation, gender reassignment and age.
- **We work directly with and for LGBTI women and LGBTI young people more broadly to influence key decision makers and services.**
- **We work to build the capacity of GBV services as well as our training our own youth workers to recognise and respond effectively to LGBTI young people at risk of, or experiencing, GBV. It also relates to the National Performance Framework as follows:**
- **We work with public bodies such as Police Scotland to improve understanding of LGBTI experiences of crime (including GBV) and reduce barriers to reporting**
- **We provide opportunities for LGBTI young people to be directly involved in shaping our work and addressing GBV issues experienced by under-represented groups.**
- **We raise awareness of unhealthy and abusive behaviours in relationships and encouraging perpetrators and survivors**

to seek support. • We build the capacity of GBV and related services, our own youth workers and through direct engagement with young people • We help services, schools and organisations to achieve the LGBT Charter and deliver high quality training.

1.10 Tell us about your governance, leadership, and management arrangements.

**The day-to-day management of LGBT Youth Scotland is undertaken by the Chief Executive Officer, supported by a leadership team of four, each with a depth of experience in their areas of responsibility including: equalities, LGBT inclusion, youth work and CLD practice, fundraising, business management, human resources and policy work. Our staff and volunteer team undergo comprehensive training and are skilled in their youth work delivery. The organisation is governed by a Board of 11 Trustees with diverse experience and skills, including education, policy, law, data and digital, finance and governance, advocacy, operational management, strategy and equality and diversity. The average length of service of Board members is 2 years and 9 months. The Board meet quarterly and hold one strategy away day annually. There are three sub-committees: • Resources and Governance - to review and make recommendations to the Board on the charity's finance and human resources • Projects and Partnerships - to scan the horizon for future opportunities in these areas • Youth Reference Group - to ensure young people's voices are heard at a strategic level and to ensure that the Board's decisions reflect the needs and experiences of LGBTI young people These sub-committees meet quarterly and act as a link between the board and the leadership team offering the opportunity for regular strategic contact and to ensure good governance while ensuring that young people are at the centre of everything we do. LGBT Youth Scotland has a number of risk controls in place. These cover the broad areas of finance, governance, operational, environmental/external and compliance. Financial aspects of the organisation are governed by the finance and investment policies. Budgets are prepared annually in line with funding agreements and potential new funds and signed off by the leadership team and the Board. We manage financial risk through management accounts, cash flow forecasts, and a three-year funding plan, all of which are reviewed by the Resources and Governance sub-committee. The Resources and Governance sub-committee reviews the financial position of the charity, our provisions to ensure good governance, mitigate risks and any human resources challenges. On an operational level, governed by the finance policy, we have clearly defined authorisation limits for all spend, policies for escalation and dual signing of all payments to be made. On managing wider risks, a risk register is maintained and reviewed quarterly by the Board or as and when required in response to changes in the environment which increase risk and/or their potential impact. High impact risks are identified and mitigating strategies agreed and reviewed.**

### **1.11 Annual income and expenditure**

What was the income and expenditure of your organisation for the last three financial years

Income

Last financial year end

**1093624**

Previous financial year end

**1278553**

Prior year  
**1143715**

## **Expenditure**

Last financial year end  
**1135603**

Previous financial year end  
**1190765**

Prior year  
**1102222**

1.12 Tell us about your financial and reserves position, outlining any changes in your financial situation over the last three years, how you generate income including any major contracts or funders and how you manage costs.

**In our audited accounts for the previous three financial years, our financial position can be summarised as follows: Year end March 2020: turnover of £1,093,624, unrestricted reserves of £246,042 and restricted reserves of £112,820. Year end March 2019: turnover of £1,278,553, unrestricted reserves of £204,239 and restricted reserves of £221,427. Year end March 2018: turnover of £1,143,715, unrestricted reserves of £101,668 and restricted reserves of £191,290. An operating deficit of £41,900 was reported on the audited accounts in 2019-20 due to the treatment of LGBT Charter income based on the Charity SORP (income received in the year was deferred). The position on the 2019-20 management accounts was break-even. Our main income sources can be summarised as follows: • Applications to grants, trusts and foundations • Service level agreements with local authorities and health boards • Fundraising, donations and training to professionals For 2020-21, 72% of income was from restricted sources and 28% of income was from unrestricted sources. Key sources of restricted income include statutory funding from the Scottish Government, regional NHS boards and local authority funding, trusts and foundations (including larger trusts such as The Robertson Trust, The Henry Smith Charity, The Gannochy Trust and The Paul Hamlyn Foundation). The Charity currently has 8 agreements with local authorities (Edinburgh, Dumfries and Galloway, Falkirk, East Dunbartonshire, Glasgow, Scottish Borders, South Ayrshire and Dundee City Council) and 3 agreements with Health Boards (NHS Glasgow, Lothian and Tayside). The length of agreements vary from 1 to 3 years. Unrestricted income is generated by our fundraising team from donations and support from individuals, communities and corporate bodies. This area of work is led by our fundraising strategy. Our main annual fundraising campaign is Purple Friday, with the Summer Pride months also key dates in the fundraising calendar. Unrestricted income is also generated through training to professionals to increase their knowledge and confidence in supporting LGBTI people and help make services and workplaces inclusive. For 2021-22 LGBT Youth Scotland has secured £954,353 of restricted funds already, which is a good position for this point in the year. We anticipate a break-even position as at 31st March 2022 and our cash flow is healthy. The Charity has a 3-year funding plan to help manage its long-term sustainability. We feel confident in our financial planning and ability to secure income to ensure we continue to provide support to LGBTI young people. The Charity aims to achieve 3 months of reserves and currently has a**

**combination of long and short-term reserves covering just over two months of typical operating expenditure. The Charity has no secured or unsecured loans. The DES Fund would represent 4% of the Charity's average annual income.**

1.13 Tell us how your organisation engages with the National Violence Against Women Network and/or your local multi agency partnerships e.g. MAPs, MARACs etc.

**LGBT Youth Scotland engages directly with the National VAWG network through the groups' Knowledge Hub Community. We:**

- Are represented at network meetings**
- Provide updates on our GBV focused work**
- Promote learning opportunities and resources to the Network**

**Additionally, we engage with local VAWG Networks looking to improve service responses to LGBT survivors. LGBT Youth Scotland is the sole organisation with a primary focus on the specific needs of LGBT survivors. To inform our services, we are undertaking a sector wide to shape the development of new resources on LGBT experiences of domestic abuse for for GBV and related organisations. The consultation is engaging the National Violence Against Women Network and a number of local MAPs. The resources will be delivered in partnership with Fife and West Lothian VAWG MAP's who are piloting and evaluating the training in 2021/22 (funding dependent). We attend and contribute to Scottish Government's MARAC Development Group; ensuring that LGBT experiences are represented. We are represented on the Police Scotland LGBTI Reference Group and the Police Scotland Domestic Abuse Forum nationally and engage with local Police forces as appropriate.**

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2.1 Please give us a summary of what you would like funded and the difference it will make.

**We will work with LGBTI young people through our Voice Unheard focus group, to raise awareness of LGBTI experiences of domestic abuse and GBV with decision makers and professionals. Through the LGBT Charter we will build the capacity of GBV and related services to respond and continue to develop more inclusive service provision. We will build the confidence and capacity within our youth work team in engaging with MARAC's and responding to disclosures of GBV, and in providing support, including risk assessments and safety planning to LGBTI young people.**

**2.2 Remit of work you are applying for**

Does your proposed work have a national or local remit?

**National**

Please provide details of where the work will be based and how it has a national reach

**LGBT Youth Scotland is a national charity and we deliver national programmes both in person (Covid restrictions permitting) and digitally. The core team are based across the central belt. We are represented on national networks such as the National VAWG Network and the National Children and Young People's Prevention Network, raising awareness and knowledge of LGBT experiences of Domestic Abuse nationally. Additionally, our LGBT charter programme is delivered across Scotland, supporting GBV organisations to become more LGBT inclusive in their practice. Our digital delivery means that we can support this nationally from our geographical base. Within our organisation we also support:**

- Participation of LGBT young people from**

**across Scotland with our Voices Unheard group. • Internal training of Youth Work staff from across LGBT Youth Scotland based across 11 Local Authority Areas to increase confidence in responding to incidents or disclosures of GBV and improve engagement with local MARACs**

2.3 Please tell us about the activity you would like funded and how it will contribute to Equally Safe. Please clearly distinguish between what is core and project (time-limited) where relevant.

**Over the next two years our work will focus predominantly across Priority 1, 2 and 3 of Equally Safe. Our core activities will centre around awareness raising of LGBT experiences of GBV and building capacity and knowledge of service providers and youth work staff. We will work with our Voices Unheard focus group, comprising of LGBTI young people who are survivors of GBV. This will involve an element of peer research to gather the experiences of LGBTI young people, followed by influencing and engagement activities in year two to share findings and raise awareness of LGBT related issues. Our key outcomes are outlined below along with how our planned activities broadly fit within the themes and priorities of Equally Safe. Outcome 1: Service providers and public bodies have increased understanding of gender-based violence experienced by LGBTI people (including violence against women, girls and young people) Using youth developed consultations we will develop reports and resources around LGBTI experiences of domestic abuse and gender-based violence which we will share with service providers and public bodies to increase their understanding and raise awareness of issues linked directly to LGBTI young people's experiences. We will also maintain our presence on a range of key strategic groups and networks to ensure that LGBTI young people's experiences are represented in these forums. We will aim to work with at least 10 GBV related services to achieve the LGBT Charter over the two-year funding period. The LGBT Charter is a holistic programme which invites services to examine each area of their practice and ensure that they are delivering LGBTI inclusive support for their service users. This work will improve their policies, visibility and LGBTI inclusive practice. They will be supported throughout their LGBTI journey to reduce barriers for LGBTI young people accessing their services. Through this work we will meet the following themes of Equally Safe: • Developing holistic pathways to better meet the needs of individuals with complex needs • Broadening access - supporting approaches which better support LGBTI people • Workforce capacity-building and development through training guidance and awareness raising Outcome 2: LGBTI young people (including young women and girls) have their wider wellbeing needs met and report improved confidence and skills to achieve their full potential. Policy and key decision makers will develop increased knowledge to better meet the wellbeing needs of LGBTI young people through a series of resources and influencing activities. These will be based on peer consultations from our Voices Unheard focus group with LGBTI survivors of GBV to build a picture of their experiences of domestic abuse and gender-based violence. The Voices Unheard young people will be supported to participate throughout the project with development sessions and 1:1 support as appropriate. Young people will also be supported to apply for Saltire Awards as a result of their participation. These young people will receive development opportunities to improve their skills and find confidence in their ability to influence decision makers and advocate for their rights. Through this work we will meet the following themes of Equally Safe: • Broadening access - supporting approaches which better support the wellbeing of LGBTI people Outcome 3: LGBT people (including women & girls) are more likely to recognise, challenge and address domestic abuse and other forms of gender-based violence The**

**Voices Unheard young people will produce resources which will be shared with LGBTI young people across Scotland enabling them to understand and recognise gender-based violence and know where to receive support. We will work with our young people carry out awareness-raising campaigns throughout the funding period. These campaigns will be aimed at both young people and service providers. We will deliver additional internal training for the team at LGBT Youth Scotland to better support LGBTI young people in recognising and challenging domestic abuse and GBV. Through this work we will meet the following themes of Equally Safe: • Develop holistic pathways - through signposting and increasing understanding • Workforce capacity-building and development through training and awareness raising.**

2.4 Please tell us how you know this work is needed and will be effective.

**Over the past 10+ years, through our work on GBV, we have supported GBV service inclusion and responses to LGBTI women. However, significant gaps remain. These include: • LGBTI people's awareness of domestic abuse and their rights in relation to GBV • LGBTI people's participation in influencing services • Service provider knowledge of LGBTI people's experiences of GBV • Inclusive service provision for broader LGBTI identities 1 in 4 lesbian, gay and bisexual people will experience domestic abuse in their lives; the same rate as for cisgender, heterosexual women. This shows that there is an on-going need for domestic abuse services and support to include LGBTI identities. In our 2020 consultation, we identified that LGBTI young women and girls experience high levels of violence, abuse and harassment both as women, and as LGBTI people. Our findings showed that: • 80% have had verbal abuse directed at them because they are a woman or girl and 55% because of their LGBT identity • 17% experienced physical violence because they are a woman or girl, and 13% because of their LGBT identity • 31% had online abuse directed at them because they are a woman or girl and 41% because of their LGBT identity • 65% have had someone make inappropriate sexual comments to them in person or online • 31% have experienced sexual violence, including unwanted touching, sexual assault, and rape Despite the high numbers of women and girls experiencing GBV in the survey, only 5% of those who experienced violence, abuse or harassment accessed a specialist support service such as a Women's Aid or Rape Crisis service. LGBTI people who experience domestic abuse often experience high levels of homophobic, biphobic, or transphobic abuse from the perpetrator. Perpetrators can also reinforce social discrimination and stereotypes as tools in the abuse. This can make it difficult for LGBTI people to recognise the abuse, feel confident seeking support, or can lead to further social isolation. Research with transgender people on domestic abuse found that 80% of transgender people experience domestic abuse and of those that had, over 70% had experienced some form of transphobic abuse as part of the abuse. LGBTI people face significant barriers to accessing support and research published in 2014 found that: • recognition of domestic abuse in same sex relationships is difficult because society sees it as a problem related to heterosexual men, physical violence and of gender • there is a gap of trust in mainstream agencies as LGBTI people fear they will not get a sympathetic response and will face discrimination • young age, low income and low education predict particular vulnerabilities to domestic abuse in same sex relationships and being newly 'out' can position an individual as more vulnerable to abuse. Provisional findings from our current consultation with GBV and related professionals has evidenced that more than half of respondents have never received training on LGBTI experiences of domestic abuse. They also report low levels of knowledge and awareness of LGBTI experiences of domestic abuse and limited confidence to support LGBTI survivors. From our experience delivering training to**



**GBV services we are aware that there can be a lack of confidence when it comes to supporting transgender people in particular. GBV services attending our training in the past 24 months have reported an increase of 53% when it comes to confidence in supporting LGBTI women and girls in their service. Despite efforts across the GBV sector to improve inclusivity, there are challenges with members of the transgender community being unaware that they are able to access support from single sex services. We also note that 1 in 4 gay, bisexual and transgender (GBT) men experience domestic abuse, but there is uncertainty about service provision available in Scotland and over half of GBV men report being unsure or not knowing where to access support.**

2.5 The Scottish Government has adopted a gendered analysis of violence against women and girls. Please explain how your work takes a gendered approach.

**LGBT Youth Scotland recognises that gender inequality is a root cause of violence against women and girls. LGBTI women and girls and LGBTI people more broadly experience domestic abuse and other forms of GBV at similar rates of incidence as the wider population. We recognise that GBV causes physical and emotional harm, and the fear it may instil can be debilitating or constrain how individuals live their lives. GBV includes a spectrum of violence and abuse that is well recognised and documented. For the LGBTI community however, it also includes all actions and behaviours intended to undermine or curtail their gender identity or sexual orientation in any way. Social norms supporting violence as a means of conflict resolution and the unequal position of women in relationships and society are two factors widely recognised as being associated with GBV. These are exacerbated within the LGBTI community, particularly in relation to gender identity and within same sex relationships. Much of our work in relation to Equally Safe is through a gendered approach, challenging gender stereotypes that underpin gender inequality and contributing to LGBT young people’s experiences of GBV, homophobia, biphobia and transphobia. We work to build gender equality competence, with a LGBTI specialism, across the sector by supporting the sector to develop knowledge and awareness about the specific challenges experienced by the LGBTI community. This is achieved by sharing research, creating targeted resources and delivering a range of capacity building activities that support professionals from multiple disciplines to build inclusive services and better respond to LGBT young people’s needs. Our approach is evidenced based, most recently from two targeted consultations engaging LGBT young women and girls undertaken in 2020. Key findings highlighted that LGBT women experience targeted discrimination, violence and abuse both as women, and in relation to their sexual orientation or trans identities. The consultations also identified that LGBT women and girls rarely access specialist support from GBV organisations, or report incidents of abuse, harassment or violence to police. Reasons reported included fear of not being taken seriously, concerns about being outed and concern about homophobia, biphobia or transphobia from service providers. While we do not currently have evidence of women’s intersex status being used against them, we know that intersex people face similar pressures to adhere to gendered orders and to ensure that physical bodies conform with specific ideas of gender. A gendered approach to GBV and working towards gender equality is key to addressing some of the societal inequalities recognised as key factors in incidents. While LGBT Youth Scotland adopts this gendered approach for our work with women and girls, we provide services to the whole of the LGBTI community. Gay, bisexual, and transgender (GBT) men also experience domestic abuse at the same rate as heterosexual women (1 in 4) and face significant challenges when accessing support due to gaps in specialist service provision survivors and lack of awareness of GBT men’s experiences of domestic abuse. Specific elements of our work around gender identity and sexual orientation are therefore designed to support the LGBTI community as a whole. Over the funding period we will develop and provide bespoke training to our front-line youth workers on gender-based violence, to raise awareness and to ensure that the LGBTI young people we support receive appropriate risk assessments and safety planning. These risk assessments will take a gendered approach, taking into account the specific needs of women and girls but also will include elements relating to their gender identity or sexual orientation. We will work with our Voices Unheard group to advocate for an understanding of how LGBTI experiences of domestic abuse and gender-based violence fit in with a gendered analysis of violence against women and girls. Our influencing work in this area will ensure that decision makers understand the importance of factoring in LGBTI experiences when developing holistic pathways for GBV survivors.**

Describe the intended impact of your work in terms of outcomes for people and/ or society.  
Please link your outcomes to the relevant Equally Safe and national performance

framework outcomes.

If applying for core and project funding, please clarify which outcomes refer to core funding and which to project funding.

We expect you to have between two and six relevant outcomes.

Your Outcome

**Service providers and public bodies have increased understanding of gender-based violence experienced by LGBT people (including violence against women, girls and young people)**

Equally Safe Outcome(s)

- **Fewer people adhere to gender stereotypes**
- **People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)**
- **Tolerance of VAWG is reduced and people are more likely to recognise and challenge it**

NPF Outcome(s)

- **We respect, protect and fulfil human rights and live free from discrimination**
- **We live in communities that are inclusive, empowered, resilient and safe**

Your Supporting Activity

**• Work with public bodies to raise awareness of the needs of LGBTI people's experiences of domestic abuse and other forms of GBV. • Deliver 2 multi-agency seminars per year . Delivery targeted to VAWG Partnership areas identified in 2021 consultation. • Maintain presence on key strategic groups and networks to ensure LGBTI young people are advocated for • Engage with GBV and related organisations on the LGBT Charter • Identify and share examples of LGBTI inclusive policies and practice with a specific focus on inclusion of trans women in GBV services on the LGBT Charter Hub.**

Please only complete for as many outcomes as is appropriate for your proposal.

Describe the intended impact of your work in terms of outcomes for people and/ or society. Please link your outcomes to the relevant Equally Safe and national performance framework outcomes.

If applying for core and project funding, please clarify which outcomes refer to core funding and which to project funding.

We expect you to have between two and six relevant outcomes.

Your Outcome

**LGBTI young people (including young women and girls) have their wider wellbeing needs met and report improved confidence and skills to achieve their full potential.**

Equally Safe Outcome(s)

- **Women and children's wider wellbeing needs are met**
- **People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)**

**- Violence against women and girls is reduced / eradicated**

NPF Outcome(s)

**- We respect, protect and fulfil human rights and live free from discrimination**  
**- We live in communities that are inclusive, empowered, resilient and safe**

Your Supporting Activity

**• Support the Voices Unheard focus group to develop and deliver peer consultation, analyse findings, and draft recommendations. • Provide guidance, support and training for Voices Unheard focus group • Develop resources to share with key decision makers and professionals linked to the themes of LGBT experiences of domestic abuse and GBV. • Develop an accompanying comms and influencing plan to share key messages from consultations • Year 2 event co-developed and delivered with young people (online or face to face) to share key findings and/ or resources -attended by key decision makers and services**

Please only complete for as many outcomes as is appropriate for your proposal.

Describe the intended impact of your work in terms of outcomes for people and/ or society. Please link your outcomes to the relevant Equally Safe and national performance framework outcomes.

If applying for core and project funding, please clarify which outcomes refer to core funding and which to project funding.

We expect you to have between two and six relevant outcomes.

Your Outcome

**LGBT people (including women & girls) are more likely to recognise, challenge and address domestic abuse and other forms of gender-based violence**

Equally Safe Outcome(s)

**- Women and children's wider wellbeing needs are met**  
**- Fewer people adhere to gender stereotypes**  
**- People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)**  
**- Tolerance of VAWG is reduced and people are more likely to recognise and challenge it**  
**- Violence against women and girls is reduced / eradicated**  
**- Negative impacts on women and children who have been affected by violence are reduced/ eradicated.**

NPF Outcome(s)

**- We respect, protect and fulfil human rights and live free from discrimination**  
**- We grow up loved, safe and respected so that we realise our full potential**  
**- We live in communities that are inclusive, empowered, resilient and safe**  
**- We are healthy and active**

Your Supporting Activity

**• Develop an on-line training module with a focus on LGBT people's experiences of Domestic Abuse, including specific content on VAWG risk assessment and safety planning to be delivered internally and to GBV organisations (outcome 1) • Resources will be developed by the Voices Unheard focus group to support LGBTI**

young people's understanding of GBV and pathways for support and any other resources in response to research findings • Year 2 Campaign will include key messages for LGBTI young people

2.7 Describe how you will track and assess the ongoing impact of your work.

**We currently use a number of methodologies to track and assess the ongoing impact of our work. For our work with GBV service providers: • We will monitor the number of workshops and development days raising awareness of domestic abuse and gender-based violence • LGBT Charter clients complete a baseline and end of journey evaluation to identify improvements and track impact • We use pre and post training evaluations to track the impact of our training including increases in confidence and knowledge • We record the number of LGBT Charter Awards and gather portfolio materials evidencing impact and sharing best practice For our direct work to support and engage LGBTI Young People we use: • An annual online survey for young people based on National Youth Work Outcomes • We record numbers of young people accessing services as well as equalities data • We hold confidential records for each young person tracking their journey and progress through asset-based coaching • We track issue codes for examples 'bullying, hate crime, coming out, GBV' through anonymised forms for all one-to-one work. • Case studies, evidencing the impact on individual young people Ensuring LGBTI young people have their voices heard we will: • Monitor the number and range of key decision makers reached • track LGBT inclusion in relevant Scottish Gov Policies and new legislation Following a successful application, additionally we will assess our team delivering the direct youth work, through evaluating: • Knowledge through post training evaluations • Staff confidence when engaging with MARAC - higher number of referrals and staff reporting confidence around processes • Staff referrals to domestic abuse services**

2.8 Describe how you will involve people with lived experience in shaping delivery of your work.

**Involving young people in the delivery and development of LGBT Youth Scotland's services is core to our organisational ethos. A key strength in our GBV work is inclusion of LGBT young people with lived experience in our Voices Unheard group. This project utilises a co-development approach to broaden awareness of GBV experienced by LGBT young people, where those with lived experience, key decision makers and service providers can work together to affect positive change. We will build on our successful youth participation model to further develop the Voices Unheard focus group - a panel of LGBTI young people (including those with experience of GBV), from across Scotland who support our GBV focused work. Using a co-design process, we will design consultation activities, gather findings, make recommendations and engage with key decision makers. National events, campaigns and projects will also be planned with young people, engaging them in both the planning and delivery. Voices Unheard will continue to support development of and respond to spotlight consultations with a focus on GBV and domestic abuse and will co-develop campaigns, events and resources in response to key findings. Our Voices Unheard group will feed into our Life in Scotland research. This research takes place every five years and seeks to build an accurate picture of what life in Scotland is like for LGBTI young people. There will be questions around experiences of domestic abuse and gender-based violence which the Voices Unheard group will co-design. Where possible, we will support and upskill LGBTI young people to attend events and meetings to speak about LGBTI people's experiences of GBV, including delivering**

**workshops and networking with professionals and decision makers. We will also consult with young people on the impact of our services annually and use this to self-evaluate and make improvements each year. Young people engaged with Voices Unheard will work with staff to co-develop training and resources.**

2.9 Please describe your plan for delivery of the proposed activity. Please distinguish between core and project delivery in this answer.

**Several activities will be delivered on an ongoing basis with biannual reviews of progress built in to planning. These include: • Delivery of 2 training seminars per year - 1 delivered every 6 months • Support for 10 GBV or related organisations to undertake LGBT Charter, with 4 achieving an award per year • Best practice examples related to GBV services showcased on LGBT Charter Hub • Deliver key messages - min 4 blogs/ articles/ podcasts etc per year with specific focus on 16 days of action • Ongoing support for Voices Unheard group to reduce barriers and aid participation**

**Activities planned for year 1 include: • Development of Digital Training on LGBT domestic abuse for GBV professionals with a focus on Risk assessment and Safety Planning. Training developed by Jan 2022 with Pilot taking place Feb 2022 • Development of LGBT domestic abuse training for Youth Work staff, including a focus on risk assessment, safety planning and engagement with MARAC. Training to be developed by Sept 2022 • Support Voices Unheard to develop and deliver peer consultation, analyse findings and identify recommendations for change. Findings report to be complete by July 2022. Activities planned for year 2 include: • Support Voices Unheard to engage with key decision makers and services to influence positive change in response to peer consultation findings. One key event to be delivered by Dec 2022 and ongoing engagements and awareness raising activities to be complete Sept 2023 • Support Voices Unheard to develop and deliver an awareness raising campaign or resource targeted at LGBT young people - Completed by Aug 2023.**

**Delivery of LGBT domestic abuse training for youth workers in Oct 2022- ongoing monitoring of MARAC referrals taking place throughout 2022/23 period. In order to manage delivery of this work, staff develop a detailed work-plan with clear deadlines and milestones identified. This is reviewed periodically through our Performance and Supervision sessions. We successfully transitioned to digital youth work responding to the needs of young people through our digital platform Pride and Pixels on Discord. This platform began development in 2019 as a tool to integrate more young people into youth groups, removing barriers presented by location, lack of confidence or support at home, challenges with transport/access. During the pandemic we have been delivering all our youth work on Pride and Pixels including our participation projects. We will work with the Voices Unheard focus group in this way until we are able to meet face to face. However we will deliver a blended model of youth work through both digital delivery and face to face in line with the needs of the young people. Our learning hub will host digital training for both GBV professionals and youth work staff when developed. This will ensure access is maintained regardless of lockdown measures and removes many of the barriers outlying and rural areas face when accessing training. Resources developed by the Voices Unheard focus group for LGBTI young people will also be hosted on the learning hub.**

2.10 Please outline how you will work with other organisations in the third, public or private sectors to support and enhance your outcomes.

**LGBT Youth Scotland has a key strength in achieving outcomes through its strong partnerships with other third sector and public sector organisations across Scotland. Strategic Groups and Networks LGBT Youth Scotland are currently represented on**

several key strategic groups and Networks with a focus on GBV or related issues. These networks directly support our outcomes around increased knowledge and understanding across the sector of LGBTI specific experiences of VAWG. We will continue to engage with these groups to ensure that partners are aware of LGBT people's experiences of domestic abuse and other forms of GBV. Young people are also encouraged and supported to engage with strategic groups and networks where appropriate, ensuring their voices are heard. • National VAWG Network (Knowledge Hub) • National Children and Young People's Prevention Network • Scottish Government's Homelessness Prevention Strategy Group • Scottish Government's MARAC Development Group • Scottish Government Working Group- Key Messages Healthy Relationships and Consent • Police Scotland Domestic Abuse Forum • A Way Home Scotland Partnerships and Collaborative Working A key outcome of our GBV focused work is to develop the wider GBV sector workforce through the LGBT charter to be able to recognise and respond effectively to LGBT survivors of domestic abuse and GBV. We are currently supporting 10 GBV or related organisations to achieve the LGBT Charter with a further 11 GBV organisations being awardees of our LGBT Charter programme. In addition to the Charter, we also achieve our outcomes with key GBV and related services in other ways. These activities include: • Delivery of ad-hoc training to individual services, local networks and external agencies • Promoting external GBV related research, consultations, resources or engagement opportunities to our service users • Delivery of LGBT Domestic Abuse training to Independent Domestic Abuse Advocacy (I.D.A.A.) Trainees • Providing ad-hoc policy and practice support relating to LGBT experiences of GBV and inclusive service provision As well as these ongoing activities, we are currently planning collaborative work with a number of agencies that will begin in the new funded term if this application is successful. This includes collaborative work with Zero Tolerance to deliver a campaign with a focus on sexism, homophobia, biphobia and transphobia and the links to GBV experienced by LGBT women and girls and LGBT young people more broadly. Any campaign will be co-developed with young people from our Voices Unheard group. We will also be working with two local VAWG Partnerships, Fife and West Lothian, to pilot our new Digital LGBT Domestic Abuse training. This partnership work supports both outcomes 1 and 2, increasing the understanding of VAWG in relation to the LGBTI community and through ensuring that wellbeing needs of LGBTI individuals are better met by partners within the sector.

2.11 Please describe who will benefit from your work. If your work will support people from particular backgrounds (eg specific ethnic groups, disabled people, people who have a combination of intersecting protected characteristics, etc.) please include that information. **Many young people accessing our services have intersectional identities and we support young people who face multiple forms of disadvantage and discrimination. We support young people with the following protected characteristics: age, sexual orientation, gender reassignment, disability, religion and belief and sex. As an LGBT equalities organisation, our primary focus is on LGBT inclusion and although we are a youth work organisation, our GBV training and awareness raising is relevant to LGBTI survivors of all ages but includes specific information relating to young people and transgender people's experiences and barriers to support. The primary beneficiaries of this work will be LGBTI people affected by domestic abuse and other forms of GBV. LGBTI young people, including those with lived experience of GBV, will have the opportunity to engage in our Voices Unheard focus group. Members of the group have a diverse range of sexual and gender identities and subsequently all peer consultations will be designed to allow for a gendered analysis of issues, highlighting**

specific experiences of LGBT women and girls, trans and non-binary people as well as GB men and boys where relevant. In sharing key messages, findings and recommendations from Voices Unheard; GBV services and organisations will have increased awareness of LGBTI experiences of domestic abuse and can use this to shape service provision. Our LGBT Charter programme provides a tried and tested framework for GBV services to improve service responses for LGBTI survivors which will reduce barriers to support. Having specialist support from inclusive organisations can greatly reduce risk and increase the safety of LGBTI people experiencing domestic abuse. This will primarily benefit LGBTI women and girls as the majority of GBV services we work with are women only services. The broader GBV workforce will also benefit from our new digital training on LGBTI domestic abuse; increasing knowledge and awareness of LGBTI experiences and confidence to respond effectively. Development of the digital training will increase our capacity to deliver training and charter support to organisations in more remote and rural communities, increasing the availability LGBTI related professional development and more inclusive service responses for LGBTI women and girls and LGBTI people more broadly.

2.12 Describe what steps you will take to ensure your services are inclusive and accessible to all (please also complete and return your LGBTI inclusion plan)

**LGBT Youth Scotland services focus on the LGBTI community. For our direct youth work, we strive to ensure that our youth groups and 1:1 services are inclusive and accessible to all. We use a person-centred approach to address service user needs. This involves developing and implementing individual needs assessments for those service users who have additional support needs. Recent examples include engaging the local access panel for physical accessibility requirements, bringing in specialist knowledge to better support neurodiverse young people and reviewing our services for inclusion of all protected characteristics. To promote equalities between different protected characteristics we engage with key partners with specialist expertise through our LGBT Charter. When working with GBV services to take them through the LGBT Charter we are also assessing their accessibility and inclusion in relation to LGBTI individuals. We work with them on achieving standards within their organisation to make their inclusion more visible and to reduce barriers to access. LGBT Youth Scotland has an Equalities and Human Rights Policy and a staff handbook which is underpinned by the principles of the Equality Act (2010), the Human Rights Act and the UNCRC. We seek to actively removing barriers to young people accessing services and take an intersectional approach. We have a regular programme of staff and volunteer training to address the particular needs of our service users, including Mental Health First Aid, suicide intervention skills, and domestic abuse training. Additionally, we have the following in place to proactively improve our inclusion and accessibility:**

- Intersectional Working group to review inclusive practices across all protected characteristics, develop and implement an action plan
- The Voices Unheard group open to all LGBT young people with individual support needs assessments carried out
- We host the LGBT Domestic Abuse website which provides LGBTI young people and survivors with information on GBV and Domestic Abuse as well as providing comprehensive referral information
- Our staff have expertise and experience of delivering direct support to DA survivors and are able to provide support to participant survivors and reduce barriers to participation

Being a LGBT organisation, LGBTI inclusion is a key subset of our core work and a significant part of our programme is to support other organisations to become more LGBTI inclusive. As such, the LGBTI inclusion plan is minimal as this is so



central to our purpose as a charity.

2.13 Where applicable, how many people do you anticipate reaching each year through this work? Please distinguish between core and project work.

**Direct engagement • 12 young people in Voices Unheard group • 21 youth workers trained as part of internal training development • 10 GBV LGBT Charter organisations, given an average of 15 staff per organisations = approx. 150 GBV professionals • 50 professionals through two multi-agency seminars Indirect engagement • Resources will be shared widely via social media platforms and with partners and other organisations • Social media posts will reach our LGBT Domestic Abuse Project social media followers • Around 3000 users annually benefit from our LGBT Domestic Abuse website • All LGBTI survivors accessing LGBT Charter Awardee organisations benefit from improved LGBT inclusivity**

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**Page 4 (Page 4 /6)**

Role	FTE Salary	Core or project staff
<b>Development Officer</b>	██████████	<b>Core</b>

Key Duties	Percentage or weekly hours requested from DES Fund	In post or to be recruited?
<b>Project Management and Delivery</b>	<b>67.5</b>	<b>In post</b>

Role	FTE Salary	Core or project staff
<b>Programmes Manager</b>	██████████	<b>Core</b>

Key Duties	Percentage or weekly hours requested from DES Fund	In post or to be recruited?
<b>Oversight and Leadership</b>	<b>10</b>	<b>In post</b>

Role	FTE Salary	Core or project staff
<b>Head of Programmes</b>	██████████	<b>Core</b>

Key Duties	Percentage or weekly hours requested from DES Fund	In post or to be recruited?
<b>Senior Leadership and Strategy</b>	<b>10</b>	<b>In post</b>

3.2 Please describe your training, accreditation and supervision arrangements for all staff and volunteers.

**In February 2020, LGBT Youth Scotland engaged in the “Skills for Growth” programme led by Skills Development Scotland and supported by Re:markable. This included an informal skills audit of staff and identified some key development areas with initial training completed in March 2021. A longer-term action plan focusing on the development of subject expert positions with specific training provided to enable this was also put in place, including development of pathways for progression for staff across the organization, including formal accreditation. Additionally, we are focusing on the ongoing development of the youth work team to better support LGBTI young peoples’ changing needs due to Covid. The charity’s annual objectives are set by the Leadership Team and CEO and agreed by the board of trustees. These then flow to each team and form the basis of staff workplans for the year. All staff receive**

annual appraisals and supervision from their line manager at a minimum of every 6 weeks. Annual workplans have personal development objectives built in and staff are encouraged to add protected time to their calendars to focus on personal development. Appraisals look not only at their objectives and achievements against funded outcomes but also at the development of the staff member, their progress against their development objectives and setting achievable goals for the forthcoming year. Volunteers all undergo our bespoke Youth Work Ready training when joining the organisation including LGBTI Awareness and Safeguarding modules. In March 2020 an audit was completed to look at the wide range of skills on offer to the charity from our 100+ strong volunteer pool. Plans for 2021 include embedding volunteering across all aspects of the charity. Volunteers have regular check-ins with a named member of staff from the team in which they are volunteering as well as debrief sessions after each group for youth work volunteers. In addition each volunteer is offered 2 meetings per year with the Volunteer Manager to ensure that they are happy in their volunteering role and to address any concerns. As well as a number of obligatory training courses as part of induction, staff and volunteers are offered refresher training at regular intervals. There is a programme of ongoing training with specialised external courses and trainers brought in to support key aspects such as ASIST. We also offer peer training and development days ensuring a mix of formal and informal learning opportunities and accreditation. Specifically for delivery of this programme the following training will be undertaken by the project team: • Personal development around sexual violence • Anti-racism training • LGBT BAME training - Shakti • Cultural sensitivity training

### 3.3 Counselling and Psychological Support

Are you requesting funds to provide any Counselling or Psychological support?

No

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### Page 5 (Page 5 /6)

4.1 What is the total amount you are requesting from the DES fund over the three years?

**97960**

### 4.2 Core and project costs

How much is for project work?

**0**

How much is for core?

**97960**

### 4.3 How much funding are you requesting for each year

Year 1 (October 2021 - September 2022)	Year 2 (October 2022 - September 2023)	Year 3 (October 2023 - September 2024)	Total
<b>47960</b>	<b>50000</b>		<b>97960</b>

4.4 Please tell us if there is anything we should know about the figures in the budget, include an explanation or breakdown to show how main costs were calculated. Please also tell us here if this application is part of a wider project supported by other funders

**Staffing to deliver the programme of work is the most significant cost within the budget form. Expenditure for staffing covers the hours funded for each of the roles**

**required to deliver the outcomes for the proposed programme and includes national insurance contributions & pension costs. LGBT Youth Scotland uses a modified SJC salary scale and salaries are benchmarked against the sector. The salaries include a cost of living increase in each year for staff wages. The key positions of the Head of Programmes and Policy & Research Manager, work across multiple work streams and therefore the percentage of their time on the project is reflected in the costings. A portion of cost is attributed to overheads. Staff for this programme are currently based across two of our offices (Edinburgh and Glasgow). Overheads have been apportioned for rent, utilities and cleaning, infrastructure and other material costs. In addition there is a contribution towards the time for the CEO, Head of Operations and finance team to oversee and manage this fund from an administrative perspective. The programme and delivery costs are based on both actual existing costs and additional estimated costs to deliver the work. This application is not part of a wider project supported by other funders.**

#### **4.5 Other Scottish Government Funding**

Do you currently receive other Scottish Government funding?

**Yes**

Name of Fund

**CYPFEIF & Alec Fund**

Amount Received in Total

**75000**

SG Department

**CLD**

Contact name at SG

[REDACTED]

50 word summary of work

**We give LGBTI young people improved opportunities to meet, socialise and learn through group and one to one work. We support schools & businesses through our LGBT Charter programme so their services are safe and inclusive for LGBTI young people.**

Name of Fund

**Equalities and Cohesion Fund**

Amount Received in Total

**260000**

SG Department

**Equality and Human Rights**

Contact name at SG

[REDACTED]

50 word summary of work

**The work aims: 1. To reduce discrimination against people who share protected characteristics 2. To reduce levels of hate crime 3. To increase community participation, engagement and community cohesion 4. To address imbalances in**

## **representation in all aspects and levels of public life**

Name of Fund

**VAWG**

Amount Received in Total

**40000**

SG Department

**Equality and Human Rights**

Contact name at SG

**[REDACTED]**

50 word summary of work

**The main aim of the work is that societal understanding of GBV is increased and tolerance of it is decreased (leading to a reduction in violence and abuse experienced by woman and children, and an increase in positive gender norms and expectations).**

4.6 How do you intend to develop funding or income from other sources during the period. **into account external forces as the sector recovers from the pandemic and funding is affected by Brexit. Areas of work that we are not able to fund through grants or unrestricted income would have to be either reduced or stopped until alternative funding can be sourced. The longer term sustainability of funding is a key issue for the Leadership Team and Board and a three year funding plan is in place for statutory and trust funding. Our fundraising strategy focuses on diversifying income streams and increasing unrestricted income through fundraising and paid for training delivery.**

4.7 How will your outcomes be sustained when the funding for this work ends?

**The outcomes for this programme of work are designed to be self-sustaining by increasing the knowledge and skill level of staff to better support victims of domestic abuse and GBV who identify as LGBTI across the sector. Work with GBV partners to undertake the LGBT Charter will result in these partners becoming more inclusive, having a long-term impact on their services to better support the LGBTI community. The programme of work within LGBT Youth Scotland to increase knowledge of delivering LGBT specific GBV work to support young people experiencing domestic abuse includes training which can be delivered digitally and the creation of a shared knowledge base across the charity.**

4.8 Is the organisation an Accredited Living Wage Employer?

**No**

4.9 Does the organisation pay all staff employed using Scottish Government funding the Living Wage or above? If the organisation does not do so currently but is working towards this, please provide an indication of this plan here.

**Yes**

### **4.10 Fair Working Practices**

The Scottish Government has set out its aspiration to create lasting economic success by building on sustainable growth that also achieves fairness, equality, opportunity and innovation. Examples of this approach are set out in the Scottish Business Pledge and in the procurement guidance on fair work practices. You might also wish to visit the Fair Work

Framework website The Scottish Government is keen to promote fair working practices and would encourage funded organisations to have in place policies, practices and procedures which are consistent with promoting fair working practices, including payment of the Living Wage. Please select from the list below all the practices that are in place or which apply to your organisation. Successful applicants will be expected to provide a copy of the policies that evidence the Fair Working Practices they have identified.

- **A fair and equal pay policy including, for example, ensuring no gender discrimination or the monitoring of pay ratios within the organisation (for example paying the real Living Wage (see link to information sheet)**
  - **Investment in skills and training**
  - **Stability of employment and hours of work, and avoiding exploitative employment practices including, for example, no inappropriate use of zero-hours contracts (eg using zero hours contracts when people are working regular hours; exclusive contracts that stop flexible workers working for other people)**
- 

## **Page 6 (Page 6 /6)**

Use this section to upload the relevant attachments and documents we require.

Proposal Budget

**DES-Fund-Budget-Form-LGBT Youth Scotland FINAL.pdf**

Memorandum and Articles or Constitution

**LGBTYS Articles of Association.pdf**

Most recent accounts

**Accounts LGBT Youth Scotland 2019-20.pdf**

Equality & Diversity policy

**Equality\_\_Diversity\_\_Human\_Rights\_Policy\_v2 (1).pdf**

Child protection/vulnerable adult policy

**LGBT Youth Scotland Safeguarding Policy v2.pdf**

LBTI Inclusion Plan

**DES-Fund-LBTI-Inclusion-Plan-FINAL.pdf**

Declaration

**DES Declaration LGBT Youth Scotland.pdf**

Summary Sheet for DES Applications. You should complete and attach a "Summary Sheet for DES Applications" with your organisation's main application

**Summary-Sheet-for-DES-Applications-final.pdf**

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File List (Protected)

DES-Fund-Budget-Form-LGBT Youth Scotland FINAL.pdf (50Kb.):

<https://app.formassembly.com/uploads/get/d6d86f3ce9f1491100bde8bbf30ba275-DES-Fund-Budget-Form-LGBTYouthScotlandFINAL.pdf>

LGBTYS Articles of Association.pdf (565Kb.):

<https://app.formassembly.com/uploads/get/8d29f75cce509b434b83d2398e5119cb-LGBTYSArticlesofAssociation.pdf>

Accounts LGBT Youth Scotland 2019-20.pdf (834Kb.):

<https://app.formassembly.com/uploads/get/fd2bc04de4450156519fffb1a9e3b323-AccountsLGBTYouthScotland2019-20.pdf>

Equality\_\_Diversity\_\_Human\_Rights\_Policy\_v2 (1).pdf (213Kb.):

[https://app.formassembly.com/uploads/get/fa0e4c577e582dc598afee7382ba5107-Equality\\_\\_Diversity\\_\\_Human\\_Rights\\_Policy\\_v21.pdf](https://app.formassembly.com/uploads/get/fa0e4c577e582dc598afee7382ba5107-Equality__Diversity__Human_Rights_Policy_v21.pdf)

LGBT Youth Scotland Safeguarding Policy v2.pdf (346Kb.):

<https://app.formassembly.com/uploads/get/1ba159b9dfb8c7edb67ebbb8e812ca38-LGBTYouthScotlandSafeguardingPolicyv2.pdf>

DES-Fund-LBTI-Inclusion-Plan-FINAL.pdf (127Kb.):

<https://app.formassembly.com/uploads/get/f30a942eaf6700278ef7644d75f44c62-DES-Fund-LBTI-Inclusion-Plan-FINAL.pdf>

DES Declaration LGBT Youth Scotland.pdf (75Kb.):

<https://app.formassembly.com/uploads/get/c16bcef1aeb6a80837bcc84b9e372045-DESDeclarationLGBTYouthScotland.pdf>

Summary-Sheet-for-DES-Applications-final.pdf (77Kb.):

<https://app.formassembly.com/uploads/get/95cd92b0f8f5834a8752274bbea7f867-Summary-Sheet-for-DES-Applications-final.pdf>