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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

Title of proposed work

LGBT Youth Scotland's National Programmes

Are you applying for new or existing work?

Are you applying for new or existing work?

Both

Where did you hear about this fund?

Existing Equalities Grant Holder

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1.1 Legal name of your organisation

LGBT Youth Scotland

(Other) Known name of your organisation if applicable

n/a

1.2 Registered address for your organisation

Registered address line 1

5/1 Mitchell House

Registered address line 3

Mitchell Street

Registered address line 2

Town/City

Edinburgh

Scottish Local Authority

Scottish Local Authority
Edinburgh City

Postcode
EH6 7BD

Website
www.lgbtyouth.org.uk

Facebook Page
www.facebook.com/lgbtys

Twitter Page
www.twitter.com/lgbtys

1.3 Main contact for this application

Main contact first name
Mhairi

Main contact last name
Crawford

Main contact position in organisation
Chief Executive

Main contact phone number

[REDACTED]

Main contact mobile number

[REDACTED]

Main contact email address

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

Correspondence address (if different from 1.2 above)

Address Line 1

Address Line 2

Address Line 3

Town/City

Postcode

1.4 Legal status of your organisation

Legal Form

Company Limited by Guarantee

Charity No (if applicable)

SC024047

Company No (if applicable)

SC244805

Year organisation was established?

2003

Is your organisation a branch of another charity/body?

Is your organisation a branch of another charity/body?

No

1.5 Current areas of operation in Scotland

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**

1.6 Guiding Documents

Which of these do you have in place to guide your work? Tick all that apply:

- **Safeguarding policy (for children and young people and/or vulnerable adults)**
- **Equality and diversity policy (attach with your application)**
- **Health and safety policy**
- **Risk management policy & procedures**
- **Financial procedures (conduct)**
- **Disciplinary and grievance policy & procedures**
- **Complaints policy & procedures**
- **Conflict of Interest protocol**
- **Whistle blowing policy & procedures**
- **Pay all employed staff the Living Wage or above**

1.7 Separation of Duties

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

- Yes

1.8 What are the main aims and activities of your organisation how do they relate to the strategic framework of the Equality and Human Rights Fund?

Our vision is that Scotland is the best place to grow up for lesbian, gay, bisexual, transgender and intersex young people. Our mission is to play a leading role in the provision of quality youth work to LGBTI young people that promotes their health and wellbeing, and to be a valued and influential partner in LGBTI equality and human rights and inclusive education. Our core activities are: - Provide high quality, consistent Youth Work, both face to face and online; ensuring LGBTI young people have improved confidence, resilience and skills to realise their potential - Support organisations (including schools and public bodies) to demonstrate improvements in creating LGBT inclusive environments through the LGBT Charter - Ensure LGBTI young people's voices are heard by key decision makers and their experiences and needs are reflected in Scotland's policy landscape. The aims and activities of our organisation contribute to developing equality and human rights policy and practice in Scotland: - The provision of direct services for young people we are in a unique position to gather their views and voices on an impactful scale. We provide direct support to young people to help them to realise their rights and to build their skills and confidence to contribute to public life. We also consult with, or carry out research, to gather the views of LGBTI young people in order to provide an evidence base for our work. - The delivery of the LGBT Charter Programme (with schools, the third sector, public bodies) we support organisations to develop LGBT inclusive policies and practice. Specifically, this includes support to develop policies which make reference to the Equality Act (2010) and all protected characteristics; support to develop and implement Equalities and Human Rights Impact Assessments; training and capacity building of staff to increase their knowledge of LGBT people's experiences. - Our work to amplify the views of LGBTI young people has a number of aspects. Firstly, we have two representatives on the Scottish Youth Parliament, which feeds directly into the Scottish Parliament. Our Youth Commissions focus on furthering young peoples' rights, identifying findings and recommendations, and sharing these with decision makers. We also respond to Scottish Government and Parliamentary consultations in line with the views and experiences of young people. Our work links to the following Scottish Government Plans and Strategies: - The National Task Force for Human Rights Leadership - We attended and submitted evidence to the task force, specifically advocating for LGBTI inclusion in incorporation work as they're not explicitly noted in treaties. This was reflected in a recently published report. - The National Advisory Group for Women & Girls - We support the NACWG as subject experts. We act as a critical friend and support the implementation of their recommendations. - LGBTI Inclusive Education Working Group: Report to Scottish Ministers - We supported the development of key recommendations and currently sit on the Implementation Group. - Scottish Government Equalities Mainstreaming Strategy development - We sit as one of two LGBTI stakeholders representing the sector.

1.9 How does your organisation take a human rights based approach to your work? For this question, you may wish to use the 5 PANEL principles in the guidance notes to frame your answer.

Our Values and Policies Our commitment to the promotion of equality and human rights is outlined within our organisational values and strategy. Our Equality, Diversity and Human Rights Policy recognises our role in influencing the practice of other organisations to champion equality, diversity and human rights and it states: 'this means treating individuals with fairness, respect, equality, dignity and autonomy whilst also safeguarding the rights of the wider community when developing policies and procedures and carrying out our functions.' The policy also includes information on unlawful discrimination and the human rights framework including The Human Rights Act 1998, The UN Convention on the Rights of the Child (UNCRC), and the Children and Young People (Scotland) Act 2014 and outlines the specific duties for the organisation, including the board, staff and volunteers. Our Practice When examining the PANEL principles our practice aligns in the following ways:

Participation Our policy and participation work puts LGBTI young people at its centre. Ensuring they are involved in decisions that affect their rights by creating opportunities for them to meet with key decision makers, consulting with young people and gathering data to submit to Scottish Government and the Scottish Parliament. **Accountability** LGBT Youth Scotland is a member of 'Together'. An alliance of Scottish children's charities that works to improve the awareness, understanding and implementation of the United Nations Convention on the Rights of the Child (UNCRC). Each year we consult with young people and gather data to support the development of the State of Children's Rights in Scotland report which monitors implementation of the United Nations Convention on the Rights of the Child (UNCRC) in Scotland. Every 5 years we also carry our research on the experiences of LGBTI young people called 'Life in Scotland', its data and recommendations are embedded throughout our work. **Non-Discrimination and Equality** We specifically work with LGBTI young people to ensure that their rights are prioritised and advocate on behalf of those that experience discrimination and prejudice. Our research also clearly shows that LGBTI young people are not a homogenous group and that some are less likely to have their rights realised than others, including those with intersectional identities and trans young people. Our approach therefore considers the needs of those most at risk of human rights breaches. **Empowerment** We oversee a minimum of one Youth Commission per year that investigates a particular area where young people feel there are significant human rights breaches. As part of this programme we include information on human rights education and jointly identify ways that they can influence policy and practice. We also have two representatives on the Scottish Youth Parliament who represent the views of LGBTI young people in Scotland. **Legality Approaches** Within our policy consultations the law is specifically referenced throughout. Our legal duties are also clearly outlined within our Equality, Diversity and Human Rights Policy and we educate young people on legislation and their human rights throughout our youth work programmes.

1.10 Governance

How many people are on your Board?

11

Tell us about governance, management and lived experience representation in your organisation.

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. Many of the team have lived experience of the issues faced by the young people we support; all identify as women. The organisation is governed by a Board of 11 Trustees with diverse experience and skills, including education, research, digital and data, policy, law, finance and governance, advocacy, operational management, strategy and equality and diversity. The Board meet quarterly and hold one strategy away day annually. Their backgrounds are diverse and wide ranging, 90% identify as LGBT. Their average length of service is 2 years and 9 months. There are three sub-committees: 1. Resources and Governance - to review and make recommendations to the Board on the charity's finance and human resources 2. Projects and Partnerships - to scan the horizon for future opportunities in these areas 3. Youth Reference Group - to ensure young people's voices and those with lived experience 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 regularly and act as a link between the Board and the leadership team offering the opportunity for strategic contact and good governance while ensuring that LGBTI 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 sub-committee consisting of the Treasurer, two additional Trustees, the Chief Executive, the Head of Operations and the Finance Manager, meets quarterly. Outcomes from the Resources and Governance sub-committee feed into Board meetings for approval by the full Board. This committee reviews the financial position of the charity to ensure good governance, mitigate risks and supports with any human resource 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 strategic risk register is maintained and reviewed quarterly by the Board and 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 Financial Position

What was your financial position at the 31 December 2020 (if the accounts submitted with this application are not made up to 31 December 2020 or a later date) Enter numeric digits only. You do not need to enter a £ symbol or comma.

Fixed assets
123175

Current assets
502755

Current liabilities

222912

Other liabilities

45250

Net current assets

279843

Net assets

357768

1.12 Please provide details of your financial position, as set out in the guidance notes.

In our audited accounts for the previous three financial years, our finances were as follows: 1. Year end March 2020: turnover of £1,093,624, unrestricted reserves of £246,042 and restricted reserves of £112,820 2. Year end March 2019: turnover of £1,278,553, unrestricted reserves of £204,239 and restricted reserves of £221,427 3. 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. The Charity's 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, D&G, Falkirk, East Dunbartonshire, Glasgow, Scottish Borders, South Ayrshire and Dundee City Council) and 3 agreements with Health Boards (NHS Glasgow, Lothian and Tayside). 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 LGBT people and help make services and workplaces inclusive. For 2021-22 LGBT Youth Scotland has secured £868,000 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 EHR fund would represent 28% of the Charity's budgeted income for 2021-22 if secured. The Charity has no secured or unsecured loans. We anticipate that as of April 2021, the Charity's free reserves will cover approximately 3 months operating costs as per our policy; equating to approximately £330,000. The Trustees have been satisfied that the balance of free reserves is sufficient to meet contractual obligations to staff.

2.1 Please give us a brief overview of the work you propose to carry out with this funding
This fund will support LGBT Youth Scotland's national programmes, including 10 staff members, focusing on improving equality and human rights for LGBTI young people in Scotland and making our country the best place for them to grow up. We will do this by amplifying LGBTI young peoples' voices, providing rich data to affect change, sharing our knowledge and experience to support public bodies and the education sector in LGBTI inclusion, and raising awareness in LGBTI young people of their rights and how to access them.

2.2 Location 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 proud of its national reach in Scotland. At present we have offices in Edinburgh, Glasgow and Dumfries with satellite offices in Dundee and the Scottish Borders. This means that we have strong relationships in these areas and this has continued during COVID-19 lock down. We also provide direct services including group work to young people in 11 local authority areas. Our proposed LGBT Charter Programme currently supports clients in 22 local authority areas including rural and remote areas such as Shetland, D&G and the Scottish Borders. We anticipate that this reach will continue and with new digital innovation it will allow for increased uptake in rural and semi-rural areas. Our Policy and Participation work reaches LGBT young people across Scotland through national online surveys and engaging with social media to reach out and share messages (our Twitter account now has more than 30K followers). Our digital service, providing one to one support, group sessions and online learning also reaches young people across the country (30 of the 32 local authorities in the last 12 months) Our sector leading innovation in digital youth work allows us to engage those young people in hard to reach communities most likely to fall into the vulnerable category and at high risk of discrimination.

2.3 Please detail the activity you will deliver with funding from the Equality and Human Rights Fund

Youth participation - supporting LGBTI young people to have their voices heard by policymakers and increasing their influence in decisions affecting them. We will support two MSYPs per annum and we will engage a minimum of 15 young people per year in Youth Commissions. These commissions focus on a particular area where young people feel there are significant human rights breaches. As part of this programme we include information on human rights education and jointly identify ways that they can influence policy and practice: - Year 1 - Recruit two new MSYPs engaging widely with LGBTI young people as part of the election process. Develop work with Trans Rights Youth Commission focusing on health as a human right. Identify focus for second commission. - Year 2 - Launch second commission with consideration of human rights injustice for LGBTI young people nationally and internationally. - Year 3 - Finalise Trans Rights commissions and identify replacement commission in consultation with LGBTI young people. Participation

work with young people will initially be carried out via our online platform Pride & Pixels, returning to some face-to-face work when it is safe to do so. Project work will be carried out by the Policy and Participation Officer overseen by the Policy and Research Manager and linking in with relevant partners throughout the life of the commissions. Policy consultation, research and ongoing data gathering and analysis - ensuring civil society and SG understand the lived experience and needs of LGBTI young people and that SG has better access to and depth of information about LGBTI young peoples' experiences. We will respond to relevant consultation requests from public bodies, Scottish Government and the Scottish Parliament, ensuring the voices of LGBTI young people are heard through research and consultation; minimum of 10 responses per annum. Alongside this we will create at least 10 opportunities per annum for LGBTI young people to meet with key decision makers and have their voices heard. We will carry out research to identify the needs and experiences of LGBTI young people in Scotland, working with universities and gathering the views of more than 1000 young people; Life in Scotland report produced and launched by March 2022. Both of these pieces of work will be overseen by our Policy and Research Manager. The Data and Development Manager will carry out a review of the ongoing data we collect with the support of The Datalab, including data mapping and analysis with the aim of finding a technology solution that will allow us to have easily accessible live data on hand showing LGBTI young people's needs and the impact of our work. This will allow proactive service design and the ability to feed this rich data into Scottish Government and local policy. National digital youth work - focusing on increasing LGBTI young people's awareness of their Human Rights and how to access them. We will develop and deliver national youth work sessions to raise young people's awareness of their human rights and how to ensure they are met. Sessions will be delivered live via our online community platform which is accessible by young people no matter where they are in Scotland. Our digital team will work with partners across sectors to deliver monthly live sessions and to develop modular learning sessions which will be available to young people on our online learning hub. Inclusive education & LGBT Charter - supporting the policy and practice of public bodies and education establishments to be inclusive of LGBTI people With more than 18 years of experience, LGBT Youth Scotland is the largest training provider on LGBTI inclusion in schools. To date more than a third of publicly funded secondary schools have achieved or are working on the LGBT Charter, 138 out of 359 schools across 26 local authority areas. We will: - Ensure that 15 schools complete the LGBT Charter annually. - Build on the LGBT awareness online training developed for teachers in 2020 with Trans Awareness added in Year 1, a module for Primary School teachers in Year 2 and in Year 3 training for initial teacher education - Work closely with organisations in the field of education including the Scottish Government's Learning Directorate, Education Scotland, the Equalities and Human Rights Commission, the National Parent Forum of Scotland, COSLA, General Teaching Council for Scotland, Scottish Qualifications Authority and local Education Authorities/ public bodies. We will contribute to NACWG, LGBT Inclusive Education Implementation Group, Together, Children In Scotland, Youth Scotland, IGLYO and respectme in partnership with SAMH.

2.4 How do you know this work is needed?.

In 2018 LGBT Youth Scotland published the 'Life in Scotland for LGBT Young People' Report. It reflects the responses from 684 LGBT young people and is the largest piece of research of its kind in Scotland. The statistics referenced below are from this report. - 71% of LGBT young people experience bullying in schools with transgender

people facing an even harder time (82%). - 26% of LGBT young people in employment experience verbal abuse at work and 5% report that they had been physically assaulted. - 84% of LGBT young people have mental health problems and associated behaviours and half of LGBT young people have experienced suicidal thoughts or behaviours. - 79% of LGBT young people thought homophobia was a problem for Scotland. - Just over a third (35%) of LGBT young people said that they had experienced a hate crime or incident in the past year but less than half were aware of their rights and less than a third were confident to report a hate crime. Last year we had just under 2,000 one-to-one support interactions with LGBTI young people, 572 of these mentioned mental health issues while 113 talked about having suicidal thoughts. Over 100 talked about bullying and harassment and 200 were facing homophobia, biphobia or transphobia. The LGBT Charter and Schools Charter are key programmes supporting schools, public bodies and organisations to be more LGBT inclusive and having a positive effect on LGBTI young people's lives. In terms of effectiveness, our evaluation of this programme shows that 93% of organisations felt that completing the LGBT Charter had a positive impact on customers/service users and 100% of schools felt that the programme changed the culture/ethos of their school around LGBT inclusion. We regularly consult with LGBTI young people to identify our priorities. Between September and November 2020, we consulted with around 250 young people to create our latest manifesto 'Speaking Up for Our Future' based on their needs and hopes for the futures. This resulted in the following themes identified: LGBTI Inclusive Education, Improving Healthcare for Trans Young People, Improving LGBT Young People's Mental Health, Protect and Progress LGBTI Young People's Rights, Community Safety and Safer Spaces. LGBTI young people's lived experience is at the heart of our work and our policy and participation work is making progress in these areas and ensuring that LGBTI young people's rights are realised. The long-term impact on the policy landscape can be difficult to track, however some high-level successes over the last decade include: Marriage and Civil Partnership Act (2014) which LGBTI young people campaigned for, LGBT inclusion in Respect for All - Scotland's Anti-Bullying Strategy, LGBT inclusion within Scotland's Suicide Action Plan and the establishment of the LGBT Inclusive Education Implementation Group. NOTE: LGBT Youth Scotland is the only organisation working towards the inclusion of LGBTI young people and realisation of their rights in Scotland. We are not aware of any duplication of our work noted above. The loss of this work would be significant.

2.5 What impact has COVID-19 had on the needs of the people and communities you work with and how has that informed proposed activity?

As mentioned in our stats above a significant number of LGBTI young people have presented in our services this year with mental health issues exacerbated by the pandemic. In the last 12 months we have recorded and managed 40 safeguarding concerns with the majority around suicidal ideation and/or abuse. The impact of the pandemic on NHS services will continue to affect LGBT young people with increasing waiting lists for both CAMHS and GIC services in the years to come. Over the year we tracked 159 one-to-one conversations about accessing a GIC and over 200 discussing dysphoria. For many LGBTI young people, the family home does not feel like a safe or welcoming environment. Over the year more than a third of young people discussed issues relating to their families in one-to-one support. Research shows that LGBT people are more likely to experience domestic abuse, borne out by 127 one-to-one contacts during the year discussing some form of abuse; physical, sexual or emotional. These patterns in terms of COVID-19's impact are monitored through individual case studies, tracking codes from youth work forms, number of

safeguarding concerns and key themes, as well as gathering qualitative information from youth workers. This year we will undertake work around data capture and analysis to enable us to better track and analyse information ensuring our services meet young people's needs as well as enabling sharing with national services to help give a fuller picture of the impact of Covid and of future policy change on LGBTI young people. Through the pandemic we have kept consistent service provision for LGBTI young people using our online digital community platform, Pride & Pixels, which was launched early in response to Covid. We flexed our services to ensure that one to one support was available to young people either digitally or by phone and that all staff could deliver confidently. Our work was widely shared within the youth work sector and our reputation as leading the way in digital youth work delivery has grown. Our digital work will continue well beyond the pandemic as it allows us to reach isolated LGBTI young people who do not have access to in-person services. When youth groups return to face-to-face work we will embed our digital work in a blended approach. We will continue to evaluate our digital delivery through research partnerships. Development of an online learning hub during the past year has enabled us to continue to deliver essential training as part of the LGBT Schools Charter and increased the number of schools and teachers that the Charter training can benefit. Going forward all teachers in a Charter school will be able to take part in our highly rated online training - 96% of our 173 strong pilot programme said that the training would improve their practice. Our Youth Commissions, support for MSYPs, meeting with Scottish Government, National Steering Group can also continue to run on-line, as required, using Teams and Pride & Pixels.

2.6 Contribution to Equality and Human Rights Fund objectives

Which Equality and Human Rights fund outputs will your proposed activities deliver? Select all that apply

- **Civil society develops and delivers work that that is grounded in the progression, protection and realisation of human rights**
- **Civil society delivers support to address the needs of people facing structural inequality and develops and delivers work to increase participation and empowerment**
- **Civil society partners contribute to delivery of commitments within relevant Scottish Government equality and human right strategies and action plans**
- **Civil society provides data, learning and insight into the experience of people to support analysis and challenge on equality and human rights issues, across a wide range of policy areas**

2.7 Contribution to Equality and Human Rights Outcomes

Which of the Scottish Government outcomes for Equality & Human Rights will your funded work contribute to? (check boxes below)

1. People have greater awareness and understanding of their human rights, and how to access them
 - **1. People have greater awareness and understanding of their human rights, and how to access them**

Outcome 1: How will your funded work contribute to this outcome? Edit this text

Education around trans rights will be embedded through our Trans Rights Youth Commission with a focus on 'health as a human right'. Youth commissions in years 2 & 3 will take a rights-based approach with one looking at human rights nationally and internationally. Our digital youth work team will develop a suite of online learning materials over the 3 year period aimed at increasing young people's knowledge of human rights and how to access them. They will link directly with the Communications Officer to share information and signposting via our youth focused channels.

Edit this text

- 3. People with protected characteristics have increased participation in public life

Outcome 3: How will your funded work contribute to this outcome?

As part of our proposal, we will create opportunities for LGBTI young people to meet with key decision makers locally and nationally and engage with MSPs and Cross Party Working Groups. This will be delivered through our Youth Commission Model and our work supporting MSYPs.

Outcome 2: How will your funded work contribute to this outcome?

Our digital and face to face youth work will inform and educate young people in their rights and increase confidence in reporting hate crime through continuing partnership work with Police Scotland. Young people will be supported to report a hate crime through our official hate crime reporting centres within our Edinburgh and Glasgow offices or directly to Police Scotland.

Edit this text

- 4. People with protected characteristics have increased influence in decisions that affect them

Outcome 4: How will your funded work contribute to this outcome?

We will ensure that LGBTI young people have influence in decisions that affect them by consulting with them and sharing our anonymized data analysis and research findings widely. LGBTI young people's voices will be particularly evidenced in our responses to Scottish Government and Scottish Parliament consultations, influencing policy and legislation in Scotland. The LGBT Schools Charter will continue to encourage schools to involve learners in their Charter journey ensuring that they have a voice in decisions taken to increase LGBTI inclusion within the school community.

Edit this text

- 5. The Scottish Government has better access to data and depth of information about the experiences of people with protected characteristics

Outcome 5: How will your funded work contribute to this outcome?

We will carry out research reaching more than 1,000 LGBTI young people and publish our Life in Scotland report in year one. This data will be shared with relevant Scottish Government departments and key stakeholders. Our work with The Datalab will allow us to develop a data collection and analysis tool with the aim of providing ongoing live data to help influence policy and ensure LGBTI

young peoples' needs are being met.

Edit this text

Outcome 6: How will your funded work contribute to this outcome?

- 6. Actors in civil society increasingly use our domestic and international equality and human rights framework to influence and effect change

Equality and human rights frameworks will be noted within our Policy consultations where relevant. Equality and human rights frameworks are embedded into the work of the LGBT Charter and Schools Charter. Organisations within the programme are expected to produce policies that explicitly refer to the Equality Act (2010) and all protected characteristics. Gold clients are expected to produce an Equalities and Human Rights Impact Assessment or relevant tools.

Edit this text

- 7. The experience of people with protected characteristics is increasingly used to inform the policy and practice of public bodies

Outcome 7: How will your funded work contribute to this outcome?

The LGBT Charter is based on the views and experiences of LGBT young people and designed to improve the practice of organisations and schools; this includes a standard on engaging with LGBT communities. Uptake from public bodies includes NHS Boards, Further Education Colleges, GTCS, the SCRA and departments within Police Scotland. Through our policy work we will also work closely with public bodies to ensure LGBTI young people's rights are realised including Education Scotland, the Crown Office and Procurator Fiscal and the Housing Regulator with a focus on inclusive education, hate crime and domestic abuse, and homelessness.

Edit this text

Outcome 8: How will your funded work contribute to this outcome?

- 8. Public services increasingly embed equality and human rights in their strategic planning and their day-to-day functions

The LGBT Charter and LGBT Schools Charter specifically support organisations to embed equality and human rights through their policy and practice. This can include, but is not limited to, policies that specifically refer to the Equality Act (2010) and all protected characteristics, Equality & Human Rights impact assessments. More than 2/3 of our clients are schools however we also engage with public bodies, currently 24 awardees and 9 public bodies working on their LGBT Charter across councils, health Education and more.

2.8 Describe the people and communities who will benefit from the work you plan to do and how you will engage with them.

LGBT Youth Scotland works directly with lesbian, gay, bisexual, transgender and intersex young people aged 13 to 25 across Scotland. Many of the young people we support are particularly vulnerable, affected by poor mental health and facing discrimination in their everyday life. We are seeing an increasing number of transgender and non-binary young people accessing our services as they struggle with the negativity and discrimination targeted at them. Whilst we run face to face services in Inverness, Dundee, Perth, Edinburgh, Falkirk, Stirling, Glasgow, Ayrshire, Dumfries and Selkirk, our digital services are open to LGBTI young people based anywhere in Scotland. Our national programmes including consultation and research, Youth Commissions and MSYP representation are also open to young people from

across the country with support delivered both in person and digitally. LGBTI young people are at the heart of everything we do, and our role is to amplify their voices and empower them to change their world for the better. We also work with key partners across the third sector and civil society through our LGBT Charter programme, (currently over 100 active clients) to make Scotland more inclusive for LGBTI young people. We will continue to contribute to the First Minister's NACWG, the LGBT Inclusive Education Implementation Group, Together, Children in Scotland, Youth Scotland, Youthlink, IGLYO, repectme as managing partners and we will engage with the National Task Force for Human Rights Leadership, submitting evidence and advocating for LGBTI inclusion as part of any incorporation into Scots Law.

2.9 Is your proposed activity specifically focussed on supporting people with protected characteristics?

Select all that apply:

- Age
- Sexual orientation
- Gender reassignment

2.10 Will your funded work ensure access for, or specifically address needs of, people who hold more than one protected characteristic or have other barriers to equality? If so, how?

As part of our work with young people including Youth Commissions, representatives on the Scottish Youth Parliament and our digital youth work we carry out individual assessment to identify their needs and make reasonable adjustments. Protected characteristics are monitored through young people's records and our annual Youth Work survey. This allows us to analyse gaps in our reach and take steps to address them. In response to the Black Lives Matter movement we set up a short-term working group. As a result a series of resources were shared with youth work staff and recommendations developed for organisational improvement. In January of this year we set-up an internal Intersectional Working Group, the plan is still under development however the following have been identified as key priorities to achieve within the next 18 months: - Update our Equalities, Diversity and Human Rights Policy - this is now complete and is clear on responsibilities regarding taking steps to make services inclusive - Training on anti-racist practice - Improved visibility by contributing to equality days/ religious days on our social media channels and linking with key organisations - Mapping equalities organisations and engaging with them to gather expertise - Improve monitoring of staff equalities data through our HR portal - Include equalities statements on our job adverts, application forms etc. - Develop a new Trans Inclusion Policy - Review existing resources and work to ensure new resources are inclusive of intersectional identities - Add equalities and intersectional content to our website including BLOGs

2.11. Please give an estimate of the number of people and organisations you will work with over the next 12 months.

People Organisations
1795 250

2.12 How will you monitor and evaluate the ongoing impact of your work?

We currently use the following methodologies to track the impact of our work: - 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' through anonymised forms for all one-to-one work. - Case studies, evidencing the impact on individual young people - We track LGBT inclusion in Scottish Gov Policies and new legislation - 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 with teachers and professionals including increases in confidence and knowledge - We record the number of LGBT Charter Awards and gather portfolio materials evidencing impact and sharing best practice This will be adapted following a successful application in the following ways: - We will invest in technology to consolidate young people's data, track trends and ensure data is shared with Scottish Government/ the Scottish Parliament. This will ensure that data is held securely in one place and can be analysed and visualized safely and easily online. In year 1, as part of this work, we will carry out a data mapping exercise and begin design of our database with development and piloting to being in Year 2, and final roll out in Year 3. This investment will provide invaluable data for learning and insight into the experience of LGBTI people, supporting equality and human rights issues across a wide range of policy areas - We will gather data on Hate Crime remote reporting and the number of times it is mentioned within one-to-ones - Due to COVID-19 and the move to on-line training all data regarding impact on teachers/ staff/ students that engage in on-line LGBT Charter training will be monitored through our online learning hub and impact reports produced regularly - We will monitor and evaluate sessions delivered to young people on Equality and Human Rights issues through our database for live sessions delivered via Pride & Pixels and through our learning hub for modular learning

2.13. How do you plan to sustain your impact when this funding ends?

All of our programmes are regularly monitored and evaluated to ensure that we are delivering on outcomes and having impact for LGBTI young people. This allows us to learn quickly, from both successes and challenges, and adjust our programmes accordingly. This agile approach has been key in our ability to sustain consistently impactful services throughout the covid pandemic and will be key in our long-term sustainability post-pandemic. Some areas of work being undertaken as part of this proposal are designed specifically to increase sustainability going forward: - Data audit and CRM and analysis tool development - this will allow us to improve our monitoring and evaluation, and analyse and share the real depth of data that we collect to meet the needs of LGBTI young people at both a service level and at national policy level. This will not only improve the service we offer but also improve the data we share with our funders showing clearly the need for, and impact of, our work and attracting funding and partnerships. - LGBT Charter development - development of online training elements will allow us to increase capacity to deliver this work and make it more accessible for schools and organisations in rurally isolated areas - Development of online learning for young people on their rights and access to them, as well as human rights in general will ensure that this information is easily accessible and available to young people on an ongoing basis beyond the lifetime of this funding

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Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Head of Programmes

Key Duties

Member of leadership team responsible for the oversight of LGBT Youth Scotland's National Programmes with a focus on policy and influencing work, national LGBTI youth participation and engagement, and inclusive education. Post holder on maternity leave until early 2022 but plans to return to lead programme. Currently covered by CEO.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Head of Partnerships

Key Duties

Member of leadership team responsible for the oversight of LGBT Youth Scotland's partnerships and developing our digital programmes. Within this application, the role focuses on improving access to, analysis of and interpreting the richness of data collected across the organisation.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Policy & Research Manager

Key Duties

This role is responsible for all research and policy functions outlined in this application. Key responsibilities include oversight of research, consultations with young people, data gathering. Overarching responsibility for LGBT Youth Scotland's policy work; liaising with the Scottish Parliament, the Scottish Government and key decision makers and sector partners.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Policy & Participation Officer

Key Duties

Responsible for ensuring effective consultation and engagement processes with young people using CLD practice and youth participation methodology. Key activities include the delivery of the Youth Commission model, supporting LGBTI young people's engagement in the Scottish Youth Parliament and facilitating opportunities for young people to engage with key decision makers.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Education Manager

Key Duties

Lead for the implementation of our Inclusive Education programme including the LGBT Schools Charter. The role includes developing and delivering inclusive curriculum content, training in schools, engaging teachers and developing partnerships with public bodies and educationalists across Scotland including teaching unions, Education Scotland, Universities and the Scottish Government.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Programmes Officer

Key Duties

Responsible for the effective delivery of the LGBT Charter in both the Education and wider sectors. Key aspects of the role include programme delivery and oversight, including analysis of evaluation data, planning, the development of resources and the implementation of key processes.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Programmes Administrator

Key Duties

Supporting both the Education Manager and Programmes Officer in the timely administration of the LGBT Charter programme. The part-time new role includes client administration on online systems, collation and aggregation of data and reporting and implementing improvement processes.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Data and Development Manager

Key Duties

Leading work to map the organisation's youth work data, develop a Data Strategy and design and implement a database through to developing appropriate analysis and visualization tools. Supporting development and training of staff and volunteers in data collection and analysis.

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

Communications Officer

Key Duties

This 50% funded role supports communication across the full programme, sharing impact, learning and insight gathered as well as signposting young people to engagement opportunities. In addition, it supports the young people we work with to have increased awareness of their human rights by sharing information and signposting.

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.

3.3 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)

- 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)

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4.1 How much funding do you require each year?

4.1a Total cost of proposed work (if part funded from other streams) (Enter numeric digits only)

Year 1 - Total cost of proposed work	Year 2 - Total cost of proposed work	Year 3 - Total cost of proposed work	Total cost of proposed work
0	0	0	0

4.1b Request from EHR fund. (Enter numeric digits only. You do not need to enter a £ symbol o

Year 1 (October 2021 - September 2022)	Year 2 (October 2022 - September 2023)	Year 3 (October 2023 - September 2024)	Total funding request
379443	382987	375812	1138242

4.1c Additional Funding Required(A-B) Enter numeric digits only. You do not need to enter a £

Year 1 - Additional Funding Required	Year 2 - Additional Funding Required	Year 3 - Additional Funding Required	Total Additional Funding Required
0	0	0	0

4.2 Please give details of how you arrived at the figures given in the Equality and Human Rights Fund Budget Form

Staffing to deliver the programme of work is the most significant cost within the Equality and Human Rights Fund Budget Form. Expenditure for staffing covers the hours funded for each of the roles required to deliver the outcomes for the proposed programme outlined in this application. Key positions such as the Head of National Programmes and the Head of Partnerships work across multiple work streams. As outlined above in 3.1 other roles focus on certain aspects of the full programme. LGBT Youth Scotland use a modified SJC Salary Scale as annual cost of living increases do not match those offered in the public sector. Salaries are benchmarked against the sector. With strong staff retention, many of the team are already on their maximum salary point and increases are annual increments. A portion of costs is attributed to overheads. Staff for this programme are currently based across two of our offices - Edinburgh and Glasgow. Cost is apportioned for rent, heating and electricity, cleaning and other material costs. In addition, a contribution to the time for the CEO, Head of Operations and Finance teams to oversee and manage this fund from an administrative perspective is included. Programme and delivery costs are based on our annual costs in previous years to deliver continuing work (pre-covid) and additional costs due to service development during Covid (such as hosting costs for the Inclusive Education Training platform).

Other Funding

4.3 If this work is part funded from other funding streams please detail below how the additional funding required will be sourced. Please tell us:

Name of Fund Funder

Amount Received in Total (numeric digits only) SG Department (if applicable)

Contact name at SG (if applicable)

Total funding received

0

4.4 If the total amount secured is less than the total additional funding required please tell us how you intend to develop funding or income from other sources during the period for this activity.

For any area of this work where we are not successful in securing funding we will seek alternative funding from other sources including grant applications and unrestricted income. We have a strong track record in securing funding for our work, however we will need to take 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.

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

Proposal Budget

FINAL LGBTYS EHR-Fund-Application-Budget-form.xlsx

Memorandum and Articles or Constitution

Articles_of_Association_-_LGBT_Youth_Scotland.pdf

Most recent accounts

LGBT_Youth_Scotland_Accounts_to_2019-20.pdf

Equality & Diversity policy

Equality_Diversity__Human_Rights_Policy_v2.1.pdf

Declaration

Section-5-Declaration_-single-application.pdf

File List (Protected)

FINAL LGBTYS EHR-Fund-Application-Budget-form.xlsx (80Kb.):

<https://app.formassembly.com/uploads/get/1dc18e91c501af6aabc59c6dca5dcff4-FINALLGBTYSEHR-Fund-Application-Budget-form.xlsx>

Articles_of_Association_-_LGBT_Youth_Scotland.pdf (565Kb.):

https://app.formassembly.com/uploads/get/1bdf687fe0b264abe6d1a16a52f3e2b0-Articles_of_Association_-_LGBT_Youth_Scotland.pdf

LGBT_Youth_Scotland_Accounts_to_2019-20.pdf (834Kb.):

https://app.formassembly.com/uploads/get/0b298d1e9d82b60b1618da5bbd547989-LGBT_Youth_Scotland_Accounts_to_2019-20.pdf

Equality_Diversity__Human_Rights_Policy_v2.1.pdf (215Kb.):

https://app.formassembly.com/uploads/get/7c08a3df9df2e1411f033c6e2740c075-Equality_Diversity__Human_Rights_Policy_v2.1.pdf

Section-5-Declaration_-single-application.pdf (70Kb.):

https://app.formassembly.com/uploads/get/c048299037edfada4b3f834992f632dc-Section-5-Declaration_-single-application.pdf