



INTRODUCTION

Foreword

Lesbian, gay, bisexual and transgender (LGBT) people in Scotland have greater equality than ever before. However, there remain significant barriers for LGBT people both in accessing public services, and in receiving fair and equal treatment.

The Equality Network, LGBT Youth Scotland and Stonewall Scotland are the three organisations working at a national level to challenge prejudice, and secure equality and human rights for LGBT people in Scotland. As strategic partners of the Scottish Government each organisation has its own skills and experience to bring to the table.

This toolkit sets out ways to achieve better engagement between LGBT people and groups, and public bodies, in particular those that provide key services. It aims to help those organisations meet the challenges laid out in the Equality Act 2010 and to involve LGBT people in the planning and delivery of their work.

Each section of this toolkit has been developed by one of the partnership organisations and reflects the experience and expertise of the organisation. The toolkit as a whole reflects our policies and values.

LGBT people and the wider Scottish community have much to gain from well-planned engagement. The benefits include effective and efficient public services, reduced discrimination and social isolation and stronger community relations.

We hope you find the toolkit useful and that it helps you to make meaningful engagement a reality.

**Tim
Hopkins**



**Director
Equality
Network**

**Fergus
McMillan**



**Chief Executive
LGBT Youth
Scotland**

**Colin
Macfarlane**



**Director
Stonewall
Scotland**

EQUALITY NETWORK

Lesbian, Gay, Bisexual and Transgender Rights in Scotland



The Equality Network is a national charity working for equality and human rights for lesbian, gay, bisexual and transgender (LGBT) people in Scotland.

Established in 1997, we are based in Edinburgh and work closely with LGBT communities, policy-makers and service-providers across Scotland.

We work on a national and local level; providing expert policy advice and training, undertaking ground-breaking research, running successful campaigns and delivering experienced community development. The Equality Network also coordinates the National LGBT Forum, Scotland's only intersectional project and the Scottish Transgender Alliance (STA).

The Scottish Transgender Alliance (STA) is the only dedicated transgender equality project funded by the Scottish Government. It has been funded since 2007 and has two full-time staff.





LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland. Established as a national organisation in 2003, the charity's mission is to empower lesbian, gay, bisexual and transgender young people and the wider LGBT community so that they are embraced as full members of the Scottish family at home, school and in every community.

We deliver a variety of services for young people including youth groups, volunteering, youth democracy projects, counselling and support. We also deliver training for professionals and young people, produce national resources, run campaigns, and offer volunteering opportunities for adults.

Over the years we have worked intensively with public services across Scotland to enhance equality and build capacity to respond to LGBT people's needs.



Stonewall Scotland is one of the leading lesbian, gay, bisexual and trans organisations in Scotland. Established in 2001, we provide comprehensive and strategic support to government, employers, and public service providers to enable them to understand and respond to the needs of LGBT people, as well as lobbying and campaigning to raise awareness of LGBT issues amongst the general public.

The Diversity Champions Programme works with Scottish employers to deliver tailored guidance and advice to ensure that they support their LGBT employees and tackle workplace discrimination.

Our ground-breaking Education for All campaign works with schools and local authorities to end homophobic and transphobic bullying, equipping teachers with the knowledge & resources they need to tackle these incidents. The Good Practice Programme, funded by the Scottish Government, provides practical and targeted support to public bodies in Scotland on the delivery of inclusive and efficient front-line services for LGBT people, designed specifically to reflect the needs of the sector and ensure that LGBT people receive the services they deserve.

Contact us

Equality Network

30 Bernard Street, Edinburgh, EH6 6PR

0131 467 6039

www.equality-network.org

 [equality-network](https://www.facebook.com/equality-network)  [@lgbtscotland](https://twitter.com/lgbtscotland)

LGBT Youth Scotland

40 Commercial Street, Edinburgh, EH6 6JD

0131 555 3940

www.lgbtyouth.org.uk

 [lgbtys](https://www.facebook.com/lgbtys)  [@lgbtys](https://twitter.com/lgbtys)

Stonewall Scotland

Mansfield Traquair Centre,

15 Mansfield Place, Edinburgh EH3 6BB

0131 474 8019

www.stonewallscotland.org.uk

 [stonewallscotland](https://www.facebook.com/stonewallscotland)  [@stonewallscot](https://twitter.com/stonewallscot)

EQUALITYNETWORK

Lesbian, Gay, Bisexual and Transgender Rights in Scotland



Stonewall
S C O T L A N D

Community Connections

has been developed in partnership by **Equality Network**, **LGBT Youth Scotland** and **Stonewall Scotland** in order to achieve meaningful engagement with lesbian, gay, bisexual and transgender communities.

1 Engaging LGBT People

2 Engaging Public Bodies

3 Engaging Young People

4 Engaging Transgender People

5 Best Practice

6 Publicity