

# **BOOKLET A**

## **THE HIGHLAND COUNCIL COMHAIRLE NA Gàidhealtachd**

The accompanying papers are circulated  
relative to the Agenda for the Meeting of the

## **CITY OF INVERNESS AREA COMMITTEE COMATAIDH SGÌREIL CATHAIR-BHAILE INBHIR NIS**

on / air

**THURSDAY 14 SEPTEMBER 2017  
DIARDAOIN 14 SULTAIN 2017**

at/ aig

**10.30 am**

2011/11/11/11/11



**APPLICATION FORM FOR ORGANISATIONS APPLYING FOR GRANT AND DISCRETIONARY FUNDING AND FUNDING IN KIND FROM THE HIGHLAND COUNCIL – Over £10,000**

**Name of Organisation:**  
LEAP Sports Scotland

**Name of Project or Activity Requiring Support:**  
Out and About in the Highlands

**Which of the Council's funding streams are you applying to?**  
*(Please provide closing date details where applicable)*  
Inverness Common Good Fund

**Is the amount you are applying for:**  
 £5,000 or under     Under £10,000     £10,000 or over

**Total amount applied for: £...17,000.....**

**Estimated cost of funding in kind applied for: £.....**

**Please detail what funding in kind has been applied for e.g. Council staff time, use of premises or equipment, waiving of fees or administration support**

**What type of organisation are you? (please tick all that apply)**

Third Sector (voluntary or community) organisation		Community Council	
Registered Charity If yes – Registration number .....	X	Company Limited by Guarantee If yes – Company Number .....	
Other - please specify.....			

**Please remember guidance to completing the application form is available [here](#). Appropriate links to the guidance are situated throughout the form: [This page](#)**

For official use only Application reference number			
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## PART 1: ABOUT YOUR ACTIVITIES OR PROJECT

Guidance on completing part 1: ABOUT YOUR ACTIVITIES OR PROJECT

1.1 What is the name of your activity or project?

Out and About in the Highlands.

1.2 When will your activity or project take place? (specifically those for which you are seeking an award from The Highland Council)

Start date (month and year)...September 2016.....

End date (month and year).....

Location.....Inverness Highlands.....

1.3 What activity or project do you want us to support?

*For example:*

- *Aims of the project and how you are going to do it*
- *Help with running costs or for a specific project or activity?*
- *Who will benefit*

Please note that the Council will be unable to provide any resources not specified on this form or supporting information.

“Out and about in the Highlands” is a project of the Charity LEAP Sports Scotland, who have been established since 2010. The Project started in June 2016 and currently covers the Highland Council Area. Through the work we have done over the past year we have found that most interest has come for events based in Inverness. We, along with Highland LGBT Forum, have tried events in Thurso and Skye but currently we have had little interest in these areas for our Project. The Project aims to increase the participation and visibility of lesbian, gay men, bisexual, transgender and intersex (LGBTI) people in sports and activities. We also aim to improve the health and well-being of harder to reach communities of LGBTI people in Inverness. In the last eight months we have established ourselves in the Highlands and work in partnership with the Highland LGBT Forum.

The Project is a Community Development project which aims to increase the connectivity, as well as improving the mental health and well being of LGBTI people across the Highlands. However we have found that people are prepared to travel for LGBTI Events and most activity of the project has been Inverness based. This may be due to not feeling comfortable accessing specific services closer to home. The Project takes an approach which builds upon the capacity of the existing community to organise and develop themselves, and will help to unlock social capital within the area.

We have been funded, so far, by the Social Isolation and Loneliness Fund ( SIALF), from the Scottish Government. This has helped us ascertain what are the specific needs in the Highlands. We held a Walk and Talk event early on to this end and have established a list of individuals who want to engage in sport and activities , many for the first time since school. Our aims include : getting LGBTI people together to share activities; networking with other organisations within the highlands to gain visibility and awareness of issues for LGBTI people in sports: work in schools to look at making sure LGBTI pupils have a

positive experience of P.E and Training and awareness sessions with Sports organisations and governing bodies to make the experience of LGBTI people a more positive one.

We have started to complete some of the aims and have organised two events and have three more in the pipeline. When we did the first event people told us they wanted specific events for LGBTI people so we are looking at working with a social enterprise to organise a cycling event, and looking at walking events. We have networked with UHI, Sports Scotland, High-life Highland and Equality Officers from Highland Council and NHS. We are also currently talking to some of the sports governing bodies in relation to both training and organising events and taster sessions to encourage participation.

LEAP Sports have worked in a Glasgow school and established a Manifesto for P.E. In schools and we are going to bring this piece of work to Inverness. We have already contacted the Highland Council LGBT sub group under James Cook who is very interested in this piece of work.

As we have found people will come into Inverness for activities and we will be encouraging this further. However we will also be looking at sports governing bodies to increase their awareness of LGBTI issues and improve inclusiveness.

We are aiming with future funding to increase events in Inverness and attract people from outside the City too. As I have said , LGBTI people do tend to use Inverness as a hub as many group focus on the City. Badminton, Cycling, Walking and Ten Pin Bowling are events which we have been looking at for the foreseeable future and we hope to attract between seven to twenty five people to each event. These numbers are reflected in the numbers we have had at events organised so far. These numbers may seem small however the people who are attending are often those who are not currently involved in physical activity and who may be socially isolated. Another action for the project for the future is aiming at working with Schools in Inverness to raise awareness of LGBTI issues particularly around physical education.

This funding would allow us to train potential trainers in LGBTI awareness therefore making the work of the project more sustainable. This training could be for Sports governing bodies but also clubs affiliated to High-life Highland and other local clubs and organisations.

We have also, over the past year encouraged participation of people who want to get involved with LEAP as volunteers we have had volunteers at all our events and one volunteer speaking along with myself at Mountaineering Scotland's conference in Aviemore. We hope over the next year to encourage more volunteers, as some activities e.g. a badminton group become a regular activity.

I feel that this project is unique as it has two streams to it which give people options as to how they wish to engage in Sports and activities. People hopefully can increasingly feel comfortable using mainstream services as we work with organisations to raise awareness and make clubs and groups more accessible. LGBTI people can access activities specifically for them where they can meet others and improve their mental well-being. Sports personalities coming out as LGBTI are increasing and we want to work on this locally so people can see that discrimination and prejudice are challenged.

LEAP Sports have extended the funding on this project out of their core funding and the

project now has funding until the end of September 2017. we are looking at other small funds and funding for LEAP generally which would help keep the Project in the Inverness alive.

This project was originally funded for the Highland Council area, however as the project has been working primarily in the Highland capital we feel it appropriate at this time to apply to the Inverness fund.

We are looking at running costs to continue this project and further engage with LGBTI people who are potentially isolated. We feel strongly that Sport and other activities are vital to maintain well-being and improve mental health.

1.4 Does your activity or project involve building or landscaping work?

Yes  No

If yes please answer both a) and b) below.

a) Does your organisation (Please tick):  
Have ownership of the land or building

Yes  No

**OR**

Hold at lease of at least 5 years that cannot be ended by the landlord?

Yes  No

b) Is planning permission needed for your project? Tick one option below.

Planning permission not required

Planning permission required and has been granted

1.5 Please tell us how your project or activity will help the Council to meet its Public Sector Equality Duty to:

- Get rid of unlawful discrimination, harassment and victimisation;
- Make sure that people from different groups\* are treated fairly and have equal chances to use services and that there is more equality between groups\*;
- Make sure that people from different groups\* get on together.

\*Groups are people who have "protected characteristics" in the Equality Act: age, gender reassignment, pregnancy and maternity, religion or belief, sexual orientation, disability, marriage and civil partnership, race and sex.

For example are people with protected characteristics likely to face barriers; how you intend to tackle these barriers; does your project promote inclusion?

LEAP Sports Scotland was set up specifically to look at the experiences of LGBTI people in sports and activities. We actively challenge homophobia, bi and transphobia and provide awareness training to sports organisations. We also support organisations to look at their Equality policies and make sure they are inclusive in all areas.

We do not exclude anyone from working for us who shares our aims. We work within the diversity of LGBTI communities and do not tolerate any negative “banter” or discrimination within these groups. People may sometimes wish to be in an LGBTI group which feels comfortable and safe however we are working towards making all places that LGBTI people want to frequent to be safe for them, by breaking down barriers to people being involved. This is vital in an area where setting up specific sports teams may not be viable and also may not be needed if we can find a way to work together for inclusion.

Being inclusive is not just about saying we include everyone, it is about policies, promotion and publicity and treating people with respect. If someone perceives a barrier to them accessing a service then that service needs to look at what they can do to rectify this. Barriers may include changing facilities for example for Trans people, banter which includes homophobic, bi or trans phobic jokes and perceived discrimination as a result of past experiences. By training facilities and encouraging people to sign up to the LGBTI Sports Charter we can raise awareness and reduce barriers to LGBTI people getting involved. Everyone in our communities getting involved to improve physical and mental well-being is a positive move. If we can celebrate diversity and not exclude it we can all enjoy more fulfilling and better experience.

- 1.6 Where relevant and appropriate please describe any contribution your project may make towards promotion of the Gaelic language?

- 1.7 Please tell us if you have spoken to anyone about your application for advice and support – e.g. Local Highland Council Elected Member, Community Council Member, Council Staff, local Council for Voluntary Service (CVS) – If yes, please provide details:

- 1.8 Please tell us about any funding in kind you are seeking from the Council:

Detail i.e. premises, facilities, staff time, waiving of fees	Estimated value

1.9 Please provide a breakdown of how much will your activities/project will cost and how much **Funding you are applying for from The Highland Council:**

Item/Activity	Breakdown of Total Costs £	Year 1 £	Year 2* £	Year 3* £	Total £
Staffing	Salary costs for Project Officer, 16 hours per week.	10,600			10,600
Other Costs e.g. property costs, transport, equipment, insurance, marketing	Travel Expenses	2,000			2,000
	Volunteer expenses	1,100			1,100
	Telephone	300			300
	Activity Costs	2,500			2,500
	Promotional Materials	500			500
	Management cost	1,500			0
<b>Total Project Cost £</b>		18500			17000
<b>Total Funding Request £</b>		17000			17000

1.10 **Other funding relating to this project** Please include other funders and own resources and income. Continue on separate sheet if required.

Organisation and status of application	Year 1 £	Year 2* £	Year 3* £	Total £
Scottish Government	1,500			1,500
Successful <input checked="" type="checkbox"/> Unsuccessful <input type="checkbox"/> Awaiting Decision <input type="checkbox"/>				
Successful <input type="checkbox"/> Unsuccessful <input type="checkbox"/> Awaiting Decision <input type="checkbox"/>				
<b>Totals</b>	1500			1500

\*See guidance notes for specific funding stream to see if you are able to apply for more than one year of funding.

**Note on Match funding** – Scottish Government fund the LEAP Sports 'LGBTI Equality in Sport' project annually which covers some central costs such as our insurance, main office and Executive Director. The whole cost of this investment annually is £38,500. We have calculated that in terms of the cost recovery of managing this project, £1,500 is the applicable contribution and is therefore offered as a match fund



- 1.11 Please tell us how you know that there is a need for this activity or project and how your approach will meet this need. This might include:
- a. Community support for your project (e.g. surveys, etc.)
  - b. Statistics which show the need for your project (e.g. unemployment figures, crime statistics)
  - c. Evidence from similar projects which shows that they have worked (e.g. research from elsewhere or evaluations of previous local work)

Highland LGBT Forum carried out a survey prior to this project being set up which highlighted the social isolation amongst LGBT people in the highlands and the issues around well-being. We have contacted all LGBTI groups in the Highlands and support the setting up of new groups. We held an initial consultation event where the majority of people were not currently involved in sports or activities. People were keen to start with LGBTI activities and possibly get involved with taster sessions to mainstream sports which is something we are starting to do. As aforementioned the main focus of the project has been Inverness as this is where people have engaged with the project. During the one year project, over three quarters of the people we have reached were not currently involved in any form of physical activity or sport, and reported contra-lifestyle indicators (such as smoking, high level of alcohol intake, poor mental health). We have therefore been working with people and communities to get them more connected and to get them trying out different activities as they socialise.

This project will seek to decrease the social isolation of the LGBTI population, and to improve the mental wellbeing of LGBTI people.

An Equality Network report in 2015 showed us that almost half of LGBT respondents living in rural areas (47%) said they feel isolated where they live because they are LGBT, compared to almost a quarter (23%) of those living in urban areas (3). As a result almost a quarter of LGBT respondents living in rural areas (24%) described their local area as a 'bad' or 'very bad' place for LGBT people to live, compared to 12% of those living in urban areas showing a higher likelihood of disengagement from local communities. Given that many people across the Highlands use Inverness as a hub for social/sporting activities these figures are relevant.

One of the clearest effects of social isolation that we can see amongst our community is in mental well-being. The NHS suggests that there are 5 steps to improve this (4), and this project has been designed to cover at least 4 of those 5 steps: connecting people, promoting activity, learning new skills and giving to others.

55 community members in Highland responded to a community survey conducted by the Highland LGBT forum in 2015 (5). 45 of them (82%) said that there was a need for greater support. 23 people said that they would be willing to assist with events and activities, with 20 saying that they would be willing to take a leadership role (organising, managing or hosting).

Two of the key findings from a recent Age UK report have also helped us to make decisions about the way in which this project would be run. Firstly, the report showed

that intergenerational contact is more effective in combating loneliness and improving well-being than just contact with one's own age group, and our project will therefore work in a way that supports a mix of initiatives across age groups.

Secondly the report showed that the loss of a service which has had success at alleviating loneliness can be worse than never having had the service at all. This means that we will therefore work in ways which are about building and strengthening the community, developing better infrastructure to community support, and work on creating sustainable long term groups.

1. <http://www.nrscotland.gov.uk/statistics-and-data>
2. [http://www.ageuk.org.uk/documents/en-gb/for-professionals/evidence\\_review\\_loneliness\\_and\\_isolation.pdf?dtrk=true](http://www.ageuk.org.uk/documents/en-gb/for-professionals/evidence_review_loneliness_and_isolation.pdf?dtrk=true)
3. <http://www.equality-network.org/wp-content/uploads/2015/07/The-Scottish-LGBT-Equality-Report.pdf>
4. <http://www.nhs.uk/conditions/stress-anxiety-depression/pages/improve-mental-wellbeing.aspx>
5. <http://www.highlandlgbtforum.scot/images/surveyresults.pdf>
6. [http://www.ageuk.org.uk/documents/en-gb/for-professionals/evidence\\_review\\_loneliness\\_and\\_isolation.pdf?dtrk=true](http://www.ageuk.org.uk/documents/en-gb/for-professionals/evidence_review_loneliness_and_isolation.pdf?dtrk=true)

1.12 Is this a new or additional activity or project? – Yes  No

If yes, what change will your activities or project make in your community?

If No, how has your activities or project been funded in the last three years?

We are currently funded up until June 2017 by the Scottish Government Social Isolation and Loneliness fund

We are currently funded up until June 2017 by the Scottish Government Social Isolation and Loneliness fund

- 1.13 Please tell us how you will know that your activities or project is working and that you are benefiting your community. You only need to provide targets for the years in which your project will operate. See the detailed guidance for examples of targets.

How you will know you have made the change?		
Year 1 Measurable Outcome	Year 2 Measurable Outcome	Year 3 Measurable Outcome
<p>25 LGBTI people across Highlands will report improved wellbeing. <i>(10 of those will be able to report direct tangible health improvements).</i></p> <p>30 LGBTI people across Highlands will have taken increased participation in physical activity, sport or outdoor activity.</p> <p>30 LGBTI people across Highlands will have increased connectedness with 12 reporting a reduction in previous levels of loneliness.</p>		

- 1.14 If it is intended that this activity or project continue beyond the period of Council support, how will it be funded?

People's Postcode Lottery have indicated that they like the project, however they have no more budget for this year. We will reapply for the next year. We have also applied to the Weir Charitable Trust for a contribution towards funding. We are also awaiting further announcements on future Scottish Government investment in Social Isolation and Loneliness funding.

3.3

- a) When did your organisation start? Month November..Year...2010.....
- b) What geographic areas and/or communities of interest (e.g. Young people, people with disabilities, older people, people from an ethnic minority background) does your organisation cover?

Inverness. LGBTI people. Sport

Our organisation seeks to cover the whole of Scotland. We have been running community events in Highlands since 2013, and started this project in 2016. We work with lesbian, gay, bisexual, transgender and intersex people of all ages.

- c) Is there any restriction on who can join your organisation?

Yes  No  If yes, what are they and why do you have them?

- d) How many people are on your governing body or management committee? .....
- e) Are there Highland Council Elected Members or Officers or Community Councillors on or attending your Management Committee or Board? *(please note that this will not affect your application)*

Yes  No

If yes, please provide names:

Highland Council Elected Members	Role i.e. Office Bearer, Voting Member, Ex-official / advisory, other

Community Councillors	Role i.e. Office Bearer, Voting Member, Ex-official, other

Council Officers	Role i.e. Office Bearer, Voting Member, Ex-official, other

3.4 Does or has your organisation receive(d) any other funding from The Highland Council? Please provide information relating to Council funding for the last 3 years:

Yes

No

If yes –

a) What is/was it for, and from which Service or Ward budget was it provided?

<b>Year 1:</b>
<b>Year 2:</b>
<b>Year 3:</b>

b) How much funding do/did you receive?

<b>Year 1:</b>
<b>Year 2:</b>
<b>Year 3:</b>

c) Estimated value of existing funding in kind, and from which Service or Ward budget was/is it provided?

<b>Year 1:</b>
<b>Year 2:</b>
<b>Year 3:</b>

APPENDIX 1



**Trustees' Annual Report for the period**

Period start date				Period end date			
From	Day	Month	Year	To	Day	Month	Year
	01	04	2015		01	03	2016

Office of the Scottish Charity Regulator

**Reference and administration details**

**Charity name** LEAP (Leadership Equality and Active participation in) Sports Scotland  
**Other names charity is known by** LEAP Sports Scotland  
**Registered charity number** SC043210  
**Charity's principal address** Basement  
 Batic Chambers  
 50 Wellington Street  
 Glasgow  
 Postcode G2 6HJ

**Names of the charity trustees on date of approval of Trustees' Annual Report**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Frazer Robertson	Chair		The membership of the charity
2	Gordon Munro	Vice Chair	From 2/11/2015	The membership of the charity
3	Katherine Burrows	Secretary & Acting Treasurer		The membership of the charity
4	Karim Mahmoud			The membership of the charity
5	Paul Skovron			The membership of the charity
6	Fiona Fagan		From 2/11/2015	The membership of the charity
7	Nicola Hay		From 14/3/2016	The membership of the charity
8	Katharina Lindner			The membership of the charity
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

## APPENDIX 1

**Reference and administration details**

Names of all other charity trustees during the period, if any, (for example, those who resigned part way through the financial period)

Name	Dates acted if not for whole year
Alex Struthers	Until 2 November 2015

**Structure, governance and management**

Type of governing document	The constitutional form of the charity is that of Scottish Charitable Incorporated Organisation (SCIO)
Trustee recruitment and appointment	Trustees are recruited via our website where an application can be made and there are fixed points in the year for information sessions and appointments to be made. Following application existing Trustees meet with prospective Trustees for an information session, and make a decision on which Trustees to take forward. Those individuals are invited to attend a Trustees meeting without obligation, and may thereafter be nominated as a new Trustee via a Trustees meeting, and in line with our constitution.

**Objectives and activities**

Charitable purposes	<p>The objectives of the charity are:</p> <ul style="list-style-type: none"> <li>• the advancement of citizenship or community development through supporting the development of LGBT sports organisations and their leaders across Scotland</li> <li>• to promote equality and diversity through challenging discrimination on the grounds of sexual orientation and gender identity within sport, and to work towards the visibility and inclusion of LGBT people in mainstream sports</li> <li>• promote equality and diversity through influencing national agencies, governing bodies and leaders within mainstream sports; and to support them to implement policies of equality and inclusion; and</li> <li>• to organise recreational activities which promote the quality of life of LGBT people encouraging and enabling them to overcome the barriers that block their access to sport and</li> <li>• to further the advancement of public participation in sport by using the legacy of the Olympic Games (London 2012) and the Commonwealth Games (Glasgow 2014) as an opportunity for LGBT sports development and growth (intermediary objective for the first three years of the organisation);</li> </ul>
Summary of the main activities in relation to these objects	<p>Main activities are</p> <ul style="list-style-type: none"> <li>- Representing the interests of LGBT sports groups in Scotland at key forums and events</li> <li>- Support and development of LGBT sports groups</li> <li>- Organising key events to support our aims</li> <li>- Support and training for sports governing bodies to develop their strategies and policies of inclusion</li> </ul>

## APPENDIX 1

**Achievements and performance**

Summary of the main achievements of the charity during the financial period

2015-16 has been another successful year of growth for LEAP Sports Scotland. We have appointed a new Executive Director in the past year and grown our staff team. We have also made some significant progress with our 5 year plan this year. Particular highlights of the last 12 months include:

- Making significant inroads into our relationships with sports governing bodies and the Scottish sports sector
- Delivered training and policy support to 29 different SGBs and associations
- Continued funding from Scottish Government
- Continued chairing of the National LGBT Sports Coordinating group
- Establishing the LGBT Youth in Sport Task Force
- Delivered a successful Festival Fortnight programme with over 40 events
- Leading the delivery of the first 3 nation Pride Youth Games held in Carlisle
- Delivering the first ever Scottish Equality Run 5K and 10K races
- Increased our LGBT History Month activity with the 4<sup>th</sup> year of our bowling competition, and a 29 day LGBTI people in sports awareness raising campaign
- Development of 'Let me be brave' a training resource on transgender people in sport for the sports sector
- Delivering our first domestic conference to the sports sector and a variety of community and professional stakeholders across sport and equality
- Hosting a very successful European Gay and Lesbian Sports Federation Annual General Assembly in Glasgow, the first time the event has been to Scotland in its 28 year history
- Embarked upon a feasibility process with national and local partners to look at bidding for EuroGames 2020
- Doubling our year on year income
- Contributed to Pride House International events in Toronto and Paris

Minor constitutional amendments were agreed at our last AGM. Firstly this extended the description of our beneficiaries to explicitly include intersex people. Secondly one of our objects specifically referenced events in 2012 and 2014 and has been amended to be more general



### Financial review

Brief statement of the charity's policy on reserves:	<p>Unrestricted reserves can be spent on the furtherance of our charitable purpose, and decision making on this is at the discretion of our trustees.</p> <p>The charity has unspent restricted funds of £14,654 at 31 March 2015 in respect of ongoing projects and projects completed post year end.</p>
Details of any deficit:	N/A
Donated facilities and services (if any):	N/A

### APPENDIX 1

### Other optional information

**Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

*Handwritten signature*

*Handwritten signature*

Full name(s)

KARIM MAHMOUD

PAUL SKOVEDOR

Position (e.g. Chair)

TRUSTEE

DEPUTY CHAIR  
(V.I.C.E)

Date

18 July 2016

28/7/16



Receipts and payments accounts

For the period from	01	14	2019	To	31	01	2018
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**Section A Statement of receipts and payments**

	Unrestricted funds to receipt	Restricted funds to receipt	Expendable employment funds to M & P E	Pension and allowance funds to receipt	Total funds current period	Total funds last period
<b>A1 Receipts</b>						
Grants	824				824	824
Grants	3,343	88,552			91,895	42,850
Receipts from fundraising activities						
Grassroots payments						
Income from investments other than share and bonds						
Interest and dividends	6,077				6,077	1,253
Other income from other sources during the year						
<b>A1 Sub total</b>	<b>10,244</b>	<b>88,552</b>			<b>98,796</b>	<b>44,087</b>
<b>A2 Receipts from asset &amp; investment sales</b>						
Proceeds from sale of fixed assets						
Proceeds from sale of investments						
<b>A2 Sub total</b>						
<b>Total receipts</b>	<b>10,244</b>	<b>88,552</b>			<b>98,796</b>	<b>44,087</b>
<b>A3 Pay Parts</b>						
Overseas fundraising expenses						
Grassroots payments						
Investment management costs						
Payments relating directly to charitable activities	64	74,870			74,934	72,582
Costs and salaries						
Government grants						
Audit expenses and remuneration	1,296				1,296	566
Provision for financial accounts						
Legal costs						
Other						
<b>A3 Sub total</b>	<b>1,332</b>	<b>74,870</b>			<b>76,202</b>	<b>73,148</b>
<b>A4 Payments relating to asset and investment sales parts</b>						
Purchases of fixed assets						
Purchases of investments						
<b>A4 Sub total</b>						
<b>Total payments</b>	<b>1,332</b>	<b>74,870</b>			<b>76,202</b>	<b>73,148</b>
<b>Net receipts / (payments)</b>	<b>8,912</b>	<b>13,682</b>			<b>22,594</b>	<b>(29,061)</b>
<b>A5 Transfers to / (from) funds</b>						
Surplus / (deficit) for year	(378)	371				
	<b>8,534</b>	<b>13,011</b>			<b>20,545</b>	<b>(29,061)</b>

LEAP Sports Scotland

SC043210

Section B Statement of balances

B1 Cash funds	Cash and bank balances at start of year	Unrestricted funds	Restricted funds	Expendable fund	Reserves and other funds	Total amount period	Total end period
		12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/16
	11,438	2,060				13,498	13,337
	8,941	12,553				20,894	(20,467)
	<b>19,977</b>	<b>14,613</b>				<b>34,591</b>	<b>12,870</b>

B2 Investments	Fund to which assets belong	Market valuation	Last year
		12 months to 31/12/16	12 months to 31/12/15
	<b>Total</b>		

B3 Other assets	Market value by QVCs	Fund to which assets belong	Cost of assets	Current value of assets	Last year
		12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/15
		Investment funds	1,582	1,582	11,725
		<b>Total</b>	<b>1,582</b>	<b>1,582</b>	<b>11,725</b>

B4 Liabilities	Provision for	Fund to which liability relates	Amount due	Last year
		12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/15
	Provision for	Investment funds	700	600
	Provision for	Restricted funds	14,032	2,157
		<b>Total</b>	<b>14,732</b>	<b>2,757</b>

B5 Contingent liabilities	None	Fund to which liability relates	Amount due	Last year
		12 months to 31/12/16	12 months to 31/12/16	12 months to 31/12/15
		<b>Total</b>		

Supplied and verified on behalf of the Trustees

Signature	Print name	Date of approval
<i>[Signature]</i>	PAUL SKELDON	15/11/16
	PAUL SKELDON	15/11/16



**Additional analysis (1)**

Analysis of receipts and payments

**1 Donations**

	Unrestricted funds received	Restricted funds received	Endowment funds received	Revolving endowment funds received	Total current period received	Total year period received
Donations	824				824	2,052
<b>Total</b>	<b>824</b>				<b>824</b>	<b>2,052</b>

**2 Grants**

	Unrestricted funds received	Restricted funds received	Total current period received	Total year period received
Government grants	2,542		2,542	26,856
Scottish Government		28,437	28,437	
Health Scotland		902	902	
Scottish Council		5,000	5,000	
Windsor and Murray		147	147	
Local Councils		14,530	14,530	
Other income		2,611	2,611	7,000
Top of Hill and Auldhouse		13,000	13,000	
Other grants and payments		11,787	11,787	
<b>Total</b>	<b>2,542</b>	<b>58,333</b>	<b>68,656</b>	<b>40,856</b>

**3 Grant receipts from other charitable activities**

	Unrestricted funds received	Restricted funds received	Endowment funds received	Revolving endowment funds received	Total current period received	Total year period received
Grant income	8,077				8,077	9,355
<b>Total</b>	<b>8,077</b>				<b>8,077</b>	<b>9,355</b>

**4 Payments relating directly to charitable activities**

	Unrestricted funds received	Restricted funds received	Endowment funds received	Revolving endowment funds received	Total current period received	Total year period received
Charity costs		30,235			30,235	38,788
Cost of development and other funds		1,725			1,725	495
Capital costs (staff, transport & vehicles)		2,279			2,279	4,162
Repairs	54	4,363			4,417	3,742
Travel		763			763	187
Telephone and internet		244			244	2,015
Bank & postage costs		75,881			75,881	35,132
<b>Total</b>	<b>54</b>	<b>115,500</b>			<b>115,554</b>	<b>124,429</b>

SC043210

**Additional analysis (2)**

2. Break down of the supply and funds

				TOTAL UNRECORDED IN 2014	TOTAL UNRECORDED IN 2015
<b>Receipts</b>					
1. Grants	824			824	2 010
2. Sales					
3. Loans	3 343			3 343	36 969
4. Interest on loans, deposits					
5. Contributions, donations					
6. Dividends					
7. Income from real estate					
8. Income from other sources					
9. Subsidies from other agencies	4 077			4 077	1 275
<b>Subtotal</b>	<b>12 244</b>			<b>12 244</b>	<b>42 261</b>
<b>Receipts from asset &amp; investment sales</b>					
10. Sale of real estate					
11. Sale of other assets					
<b>Subtotal</b>					
<b>Total receipts</b>	<b>12 244</b>			<b>12 244</b>	<b>42 261</b>
<b>Payments</b>					
12. Grants to other agencies					
13. Loans					
14. Interest on loans					
15. Contributions to other agencies					
16. Dividends					
17. Income from real estate					
18. Income from other sources					
19. Subsidies from other agencies					
20. Other payments	66			66	14 377
21. Other payments					
22. Other payments					
23. Other payments					
24. Other payments	1 254			1 254	766
<b>Subtotal</b>	<b>1 320</b>			<b>1 320</b>	<b>15 143</b>
<b>Payments relating to assets and investment</b>					
25. Other payments					
26. Other payments					
27. Other payments					
<b>Subtotal</b>					
<b>Total payments</b>	<b>1 320</b>			<b>1 320</b>	<b>15 143</b>
<b>Receipts less payments</b>	<b>8 924</b>			<b>8 924</b>	<b>27 118</b>
<b>Transfer to other funds</b>	<b>(174)</b>			<b>(174)</b>	<b>9 732</b>
<b>Surplus/deficit for year</b>	<b>8 750</b>			<b>8 750</b>	<b>36 850</b>

**Notes and purpose of funds**

Governmental operations - information on the use of the funds

**Additional Analysis 3:**

**Financial Statement Analysis**

	Debit	Credit	Debit	Credit	Debit	Credit
	Account	Account	Account	Account	Account	Account
<b>Revenues</b>						
Revenue						
Interest						
Other						
Subtotal	18,487	307	8,900	247	1,631	18,965

	Debit	Credit	Debit	Credit	Debit	Credit
<b>Expenses</b>						
Salaries						
Utilities						
Subtotal	18,487	307	8,900	247	1,631	18,965

	Debit	Credit	Debit	Credit	Debit	Credit
<b>Payments</b>						
Operating Expenses						
Capital Expenditures						
Subtotal	18,210	439	1,810	247	1,482	40,029

	Debit	Credit	Debit	Credit	Debit	Credit
<b>Payments on capital assets and long-term debt</b>						
Operating Expenses						
Subtotal						
<b>Total Payments</b>	18,210	439	1,810	247	1,482	40,029
<b>Net Receipts/Disbursements</b>	13,277	307	7,090	247	1,631	14,936
<b>Change in Cash Assets</b>	13,277	307	7,090	247	1,631	14,936

**Future Cash Flow of Assets**

The cash flow of assets is determined by the cash flow of the assets. The cash flow of assets is determined by the cash flow of the assets. The cash flow of assets is determined by the cash flow of the assets.



2014-2015 Budget

12/28/14

Department of Health Services

Account	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020
<b>Salaries</b>							
Professional	11,000	11,000	11,000	11,000	11,000	11,000	11,000
Administrative	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Total	21,000	21,000	21,000	21,000	21,000	21,000	21,000
<b>Travel</b>							
Professional	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Administrative	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total	2,000	2,000	2,000	2,000	2,000	2,000	2,000
<b>Supplies</b>							
Professional	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Administrative	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total	2,000	2,000	2,000	2,000	2,000	2,000	2,000
<b>Other</b>							
Professional	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Administrative	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total	2,000	2,000	2,000	2,000	2,000	2,000	2,000
<b>Total</b>	26,000	26,000	26,000	26,000	26,000	26,000	26,000

Notes: 1. All figures are estimates and subject to change. 2. All figures are in thousands of dollars. 3. All figures are in US dollars. 4. All figures are in the fiscal year ending on 31st of the month. 5. All figures are in the fiscal year ending on 31st of the month. 6. All figures are in the fiscal year ending on 31st of the month. 7. All figures are in the fiscal year ending on 31st of the month. 8. All figures are in the fiscal year ending on 31st of the month. 9. All figures are in the fiscal year ending on 31st of the month. 10. All figures are in the fiscal year ending on 31st of the month.

APPENDIX 3

**Disclosure section**

Only complete if the examiner needs to highlight material problems

Give here brief details of  
any items that the  
examiner wishes to  
disclose



# OUT AND ABOUT IN THE HIGHLANDS

**LEAP**  
sports

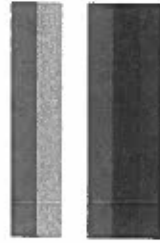
- ORGANISING EVENTS TO GET PEOPLE INVOLVED
- WORKING WITH SPORTS ORGANISATIONS TO RAISE AWARENESS
- CHALLENGING BARRIERS FOR LGBTI PEOPLE ACCESSING AND PARTICIPATING
- PROMOTING EQUALITY AND DIVERSITY IN SPORT AND OUTDOOR ACTIVITY
- WORKING IN PARTNERSHIP WITH HIGHLAND LGBT FORUM

**A LEAP SPORTS SCOTLAND PROJECT**

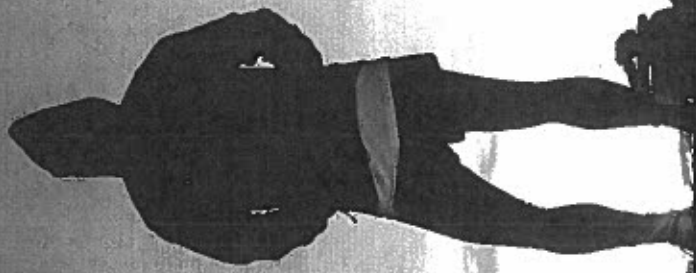
**WANT TO GET  
INVOLVED?**

**CONTACT SUZY**

email [suzy@leapsports.org](mailto:suzy@leapsports.org)  
or call 07392321616



**LEAP**  
sports



# OUT AND ABOUT IN THE HIGHLANDS

INCREASING ACCESS, PARTICIPATION AND  
VISIBILITY IN SPORT AND ACTIVITY OF  
LESBIAN, GAY, BISEXUAL, TRANSGENDER  
AND INTERSEX (LGBTI) PEOPLE

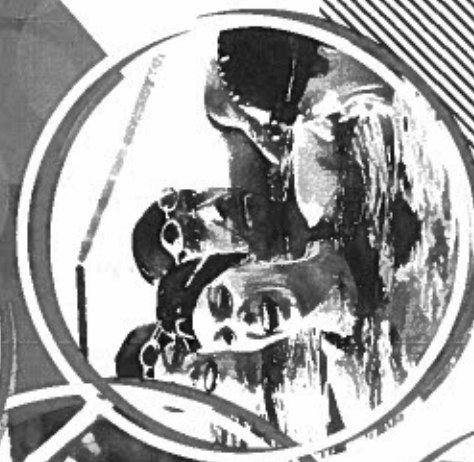
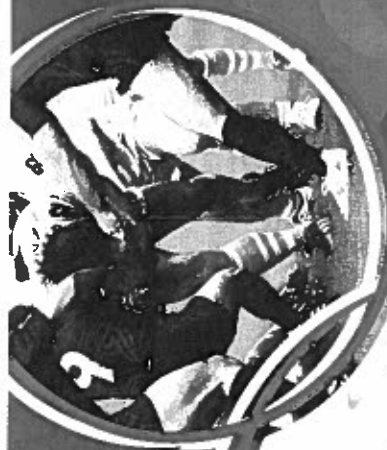


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SCOTLAND

# SPORT CHANGES LIVES



Design: createpod@gmail.com



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SCOTLAND

SCO43210



Scottish  
Government  
gov.scot

*"Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does."*

*Nelson Mandela*

Sport really does have the power to change lives. This is not always about competing in world events or winning medals, but in the way it can improve our lives. The following collection of real life stories shows us examples of how LGBT+ people across Scotland have changed their lives through sport and physical activity. Changes such as:

- > Improved physical and mental health
- > Increased social connectedness
- > Strengthened individual identity
- > Greater resilience to deal with life
- > Increased sense of belonging
- > Feeling safe, accepted and included

There are many inclusive sports clubs and groups across Scotland. Details for many of these clubs are contained in the booklet, or you can get in touch with us at LEAP Sports to find out more.

*"Success in sport*

*means leaving every session*

*knowing you gave it your all. You can*

*only really do that when you are free to be*

*your true authentic self. That's the key to*

*moving from surviving to thriving.*

*And it's the best feeling ever."*

*Claire Harvey,*

*Gay Paralympian, Team GB*



## LEAP SPORTS SCOTLAND

LEAP Sports Scotland is committed to breaking down the structural, social and personal barriers which prevent lesbian, gay, bisexual, transgender and intersex (LGBTI) people across the country from accessing, participating and excelling in Scottish sports.

We work towards increasing the visibility and inclusion of LGBTI people in mainstream sports and we challenge discrimination on the grounds of sexual orientation and gender identity within sport. We work with LGBTI sports groups and are committed to both community and sports development.

We also work with national sports governing bodies, sports partners and mainstream sports organisations & groups to deliver training and help develop their policies & practices around sexual orientation, gender identity and inclusion.

[LEAPsports.org](http://LEAPsports.org)

@LEAPsports

[www.leapsports.org](http://www.leapsports.org)

[info@leapsports.org](mailto:info@leapsports.org)

**LEAP**  
sports  
SCOTLAND

## SPORT CHANGES LIVES... AL'S STORY

Edinburgh Frontrunners (EFR) formed about six months after I came out and by pure fluke I happened to turn up to the first official club run. Up to this point I'd been running on my own for about three years, frequently but over short distances, and it had become an essential release for a lot of the feelings and frustrations I was processing as I was coming out to myself.

Within a few months from that first club run my pace, distance, and overall fitness had shot up, and for the first time I felt part of the LGBT community.

And then in May 2014 EFR had its first official outing in a race, in our first official club kit, and suddenly there was the rest of the Frontrunners movement too. Frontrunners from Glasgow, Newcastle, Manchester and London turned up to race, and a large crowd joined us to socialise and go out on the town afterwards. Since then EFR have hosted members of Frontrunners clubs all over the UK, the US, Canada, France and more on our weekly runs; and we've joined GFR, NFR, and MFR for events and races. I now know runners all over the world, and have standing invitations on several continents.

I love that EFR is as inclusive and welcoming as we can make it, regardless of where you fit on the LGBT spectrum, or off it, and regardless of running ability. I still remember how intimidating it was for me to turn up the first time and I was already a runner, so it's important to me that we maintain and improve on this accessibility.

To me, running is an essential part of my life and self-identity. It's a way of keeping fit and healthy, feeling good, dealing with stress, and having fun.



*"To me, running is an essential part of my life and self-identity. It's a way of keeping fit and healthy, feeling good, dealing with stress, and having fun."*

With EFR, it's now also a major part of my social life: I've met lots of properly lovely people and made some awesome friends all over the country. I'm now planning my year and holidays around the racing calendar, and I've gone from the closet to being part of an international LGBT community of runners. Quite some transformation from a few years ago!

## Edinburgh Frontrunners

Edinburgh Frontrunners is Edinburgh's running club for LGBT people and their friends. Membership is open to all, regardless of age, gender identity or expression, sexual orientation or running ability; this is reflected in our hugely diverse membership. We are also a Jog Scotland group, running regular walk-to-jog training programmes. We have a parallel walking group.  
[www.edinburghfrontrunners.org](http://www.edinburghfrontrunners.org)

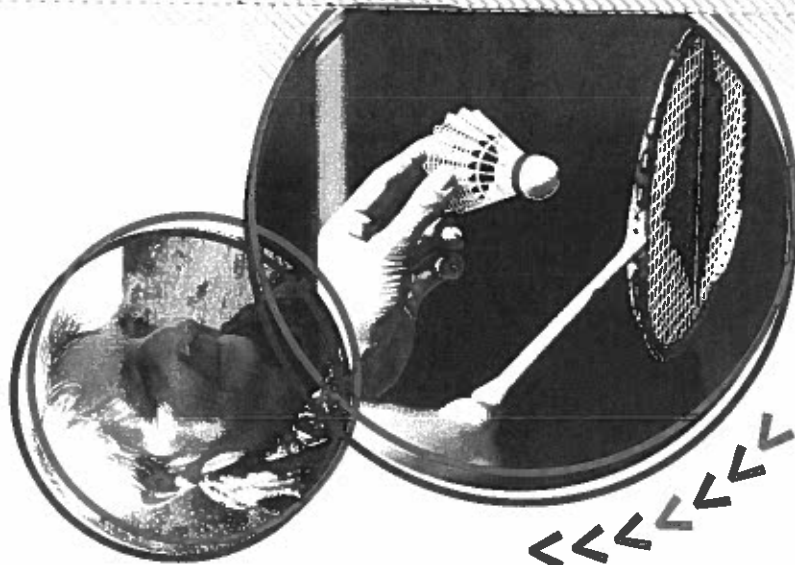
## SPORT CHANGES LIVES... ANNIE'S STORY

.....  
 In 2005 I spotted an ad for an initiative to set up a number of LGBT sports groups in Edinburgh. I had really enjoyed badminton at school and was keen to be part of establishing a friendly, welcoming group at Meadowbank which celebrated diversity as well as helped members improve their fitness and badminton skills.

.....  
 It was fantastic to be part of a group of folks with the focus on having fun, making new friends, and taking part in sports in an atmosphere which felt safe and free from gender restrictions or assumptions re age, race, sexuality or ability. The group is well run and supportive.

.....  
 Little did I know the first evening that I went along that I would meet the woman who became my life partner (and is a demon on the court); that we would go on to take part in competitions with other LGBT badminton teams from around the UK and Europe, and that we would go on to make such strong and positive friendships with others in the group.

.....  
 The group is always evolving, as members move away or take a rest and new members join. New members are always welcome with the Tuesday group available for beginners and the Thursday group for more experienced players. We are currently particularly keen to encourage more women to join. It is great that there is flexibility for folks to come along purely for the joy of the game, or to get to know other members. It's a great way to unwind after work and to celebrate competitiveness, diversity, and the buzz of racing about the court.



*"We would go on to make such strong and positive friendships with others in the group."*

### Racquetees

The Racquetees is an LGBT badminton club which meets every Thursday from 7-9pm at Meadowbank Stadium. The group plays more at an intermediate level and takes part in some friendly competitions. Come along, have fun, enjoy meeting the other members for a friendly game and a social get-together afterwards.  
 Email: [info@theracquetees](mailto:info@theracquetees)

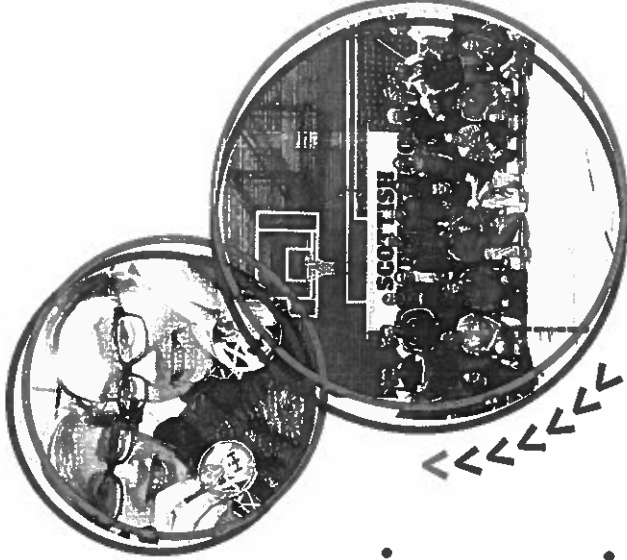
## SPORT CHANGES LIVES... ASHLEIGH & CONNIE'S STORY

.....  
 When we met one of us was involved in roller derby but after a few leg breaks we had to find another accepting competitive sport. Connie started powerlifting-style training as a means to improve roller derby so it seemed a natural transition.

.....  
 At our first competition we were overwhelmed at how accepting everyone was and quickly made friends with people who were very supportive of us as a couple and forward thinking in their views of gender and sexual identity, which was a relief. There is still some improvement to be made, but Scottish Powerlifting's Diversity Officer has been working with equality organisations to continue these positive steps in the right direction.

.....  
 We both have a history with anxiety disorders and in the past have struggled to overcome the feeling of not being fit enough or belonging. Although powerlifting isn't necessarily a team sport, there is a strong feeling of belonging and support.

.....  
 The best part about powerlifting for us was that there was such a broad range of female figures, a mix of different body types, personalities, and sexualities. It's the first time we felt like we didn't have to fit a specific box or stereotype and were accepted for who we are, and excelled at being ourselves. It has given us a newfound confidence with body image and helped improve our mental health around believing in ourselves and what we are actually capable of instead of letting the anxiety of these situations take over.



*"Not many sports can bring you together as a couple and improve your identity and mental health."*

.....  
 We love that we can train together and compete together while still planning our marriage and the starting of a family. Not many sports can bring you together as a couple and improve your identity and mental health, but with powerlifting we feel we've got all that and are very excited for our future and the future of the sport!

### Powerlifting

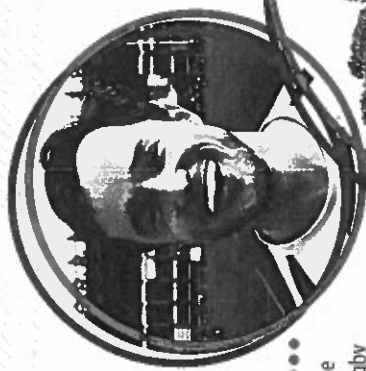
Scottish Powerlifting is a hugely diverse and inclusive sporting organisation, with members as far afield as Hawick and Orkney, ages 16 to 74 and everything in-between. If you can pick up a rucksack, or a shopping bag – you can pick up a barbell – check out:  
[www.scottishpowerlifting.com](http://www.scottishpowerlifting.com)  
 f scottishpowerlifting

## SPORT CHANGES LIVES... DAVID'S STORY

I joined the Thebans in 2010 and it's been one of the best decisions of my life. I'd played rugby for a few years at high school and in truth, I didn't enjoy it, but when in my late 20s I wanted to make new friends and try a new challenge, rugby seemed an obvious – if slightly daunting – choice.

Six years on, playing rugby is fantastic. It's a chance to show my competitive, combative side in a way my banking career doesn't enable me to. A chance to be part of a team; a real team where you fight for each other and have a big role to play. And whilst it can be brutal and it hurts sometimes, it's a sport built on mutual respect and supporting each other. It's amazing how quickly a few bruises or a broken arm heal after the final whistle, a hot shower and a couple of pints!



Rugby is an inclusive sport and the Thebans gave me an amazing welcome. I was practically new to the game but it wasn't an issue – we have great coaches and great facilities, so all the ingredients for learning and developing are there. Another key ingredient is pubs – after all, we're rugby players and we like to socialise... I've made fantastic friends not just within the club, but among the many teams, both gay and straight, we've played across the UK, Europe and beyond. I even met my other half, Jack, on tour. But being a Theban is a serious business too, and as our committee's Publicity Secretary I have extra responsibilities and am learning business skills to go with my rugby. That's the impact rugby has on my life; and the more I'm part of it, the bigger the difference it makes.



*"A chance to be part of a team; a real team where you fight for each other and have a big role to play."*

### Caledonian Thebans RFC

Caledonian Thebans RFC are Scotland's first and leading inclusive rugby team, based at Edinburgh's BT Murrayfield Stadium. Founded in 2002, the Thebans develop both new and experienced players, whether gay or straight, and represent Scotland in international rugby tournaments across the world.

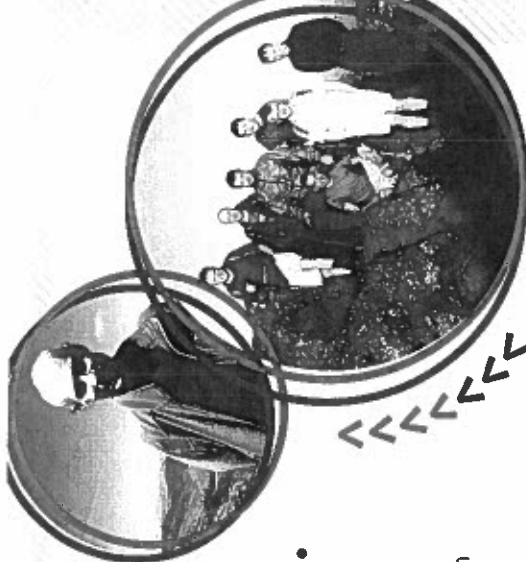
 ThebansRugby  
 thebansrugby

## SPORT CHANGES LIVES... DOUGLAS' STORY

When I first came out at 18, there seemed relatively few options for young gay people, other than to go to pubs or discos, of which there was just a small handful in Glasgow. As someone who has always suffered slightly from social anxiety, the idea of standing about in noisy bars or clubs, surrounded by complete strangers was well out of my comfort zone and just made me more nervous and less confident about myself.

However, one evening when I visited the Vintners Bar in Clyde Street early in 1980 (now long gone and replaced by an internet cafe and multi-storey budget hotel) I happened to bump into a Gay News vendor and took this opportunity to buy my first copy. I was pleasantly surprised to read the listings section and find out that there were various special interest groups for gay and lesbian people across the country. One that caught my attention was the Gay Outdoor Club (GOC).

I had got my first serious road cycle for my 18th birthday and had already started using it to explore the fantastic countryside on the edge of Glasgow. I had also been hill-walking in the Kilsyth Hills and Campsie Fells a couple of times when I was in the Boys Brigade. In my naivety though it had somehow never occurred to me that gay people also enjoyed these kinds of activities. So without delay, I sent off my stamped addressed envelope for more information about GOC – we had no Internet then! It wasn't long before I ventured out on my first event – a cycle-ride from Edinburgh to Peebles and back in April 1980. The contrast with the gay scene was like night and day – it was such a positive experience to feel relaxed doing something I enjoyed in good company.



A few months later I ventured along to my first weekend trip with GOC in Argyll and climbed my first Munro. Since then I have climbed around 160 of the Munros and cycled thousands of miles around the entire country, mostly with GOC and more recently with a younger similar organisation, Outdoorlads (ODL). Being a member of both organisations has also given me the opportunity to try various other outdoor pursuits, like windsurfing, kayaking, mountain-biking and rock-climbing.

Having got so much from GOC and ODL, I've naturally felt I owed it to give something back to both and over the years have been glad to help both organisations thrive by leading many events – something I continue to do with great enthusiasm and commitment.

### Outdoor Activity Groups

Gay Outdoor Club and Outdoorlads run regular activities across Scotland and the rest of the UK including hillwalking, cycling, day walks, weekend trips, water based sports and much more. Check out their calendars via their websites:  
[www.goc.org.uk](http://www.goc.org.uk)  
[www.outdoorlads.com](http://www.outdoorlads.com)

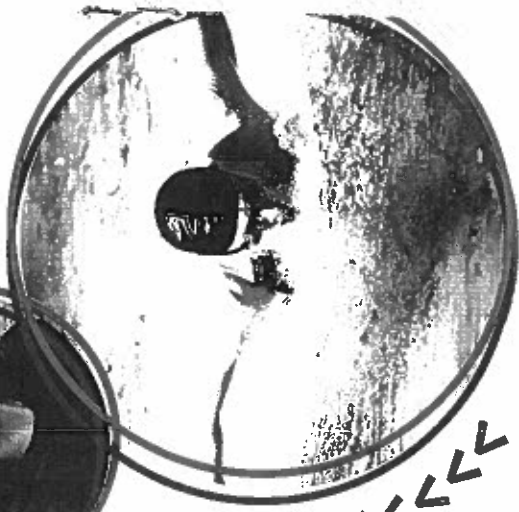
## SPORT CHANGES LIVES... EWAN'S STORY

Even though I have spent three years at a sports-orientated university, forms of exercise where I can actually socialise comfortably with those around me have been sadly lacking. Before I hit puberty, I swam regularly with friends and family. One of my favourite treats was to go to a local outdoor pool in the summer. Unfortunately my discomfort with myself began to hamper that.

Once I began my transition, any form of indoor sport where I'd have to use a changing room became problematic. Before I changed into my exercise gear, I would get questioning looks on my presence in the ladies. But using the gents has always felt out of the question. Poor experiences in bathrooms meant I certainly wasn't going to strip off in a male-gendered space.

So I withdrew from engaging socially and, though I adore my solo sports, I was lonely with it. Attending the first Seahorses group was a bit nerve-racking. I hadn't gone swimming in 6 years at that point, I felt like my fitness levels had plummeted. I spent an age trying on different combinations of swimgear to find some comfort. I almost didn't leave the house that Sunday.

But I did and I haven't regretted it for a second. Going to Seahorses has given me back something I didn't really know I was missing: the support of community in sport. I stepped into a changing room without external fear and I socialised with a group of people of all ages, identities and body types and where no-one made assumptions based on my own body. Not only could I exercise but I was able to interact without shame with the people surrounding me. That was something beautiful and liberating.



*"I stepped into a changing room without external fear and I socialised with a group of people of all ages, identities and body types and where no-one made assumptions based on my own body."*

### Seahorses Swimming Club

Seahorses was founded in 2016 as Scotland's first dedicated swimming club for transgender and non-binary people. Everyone is welcome whether serious about swimming or just enjoying a splash around. We ensure that staff in the venues we use have been trained in trans awareness. Check out our Facebook page for up to date times, venues and dates.

seahorsesglasgow

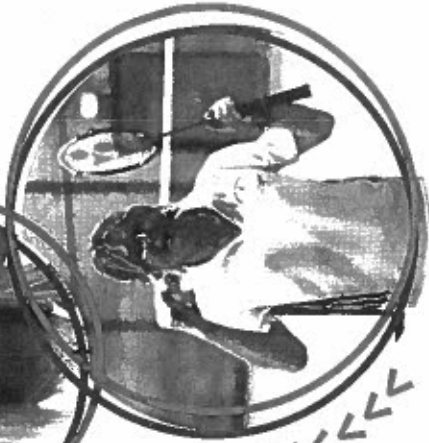
## SPORT CHANGES LIVES... GINA'S STORY

As I reach bus pass age there are various reasons for keeping active. I transitioned nine years ago and work in a very public environment and am well known across the Scottish Borders. Actual accessibility to different sports in this area is probably as much of a barrier to anyone and not just LGBT people.

Personally I actively mountain bike and motor-cycle, which are both solo sports, and also I am actively involved with Jedburgh Badminton Club. I must confess I hadn't pursued joining a mixed club - perhaps it was not being local and also for how I may be accepted. But then I thought 'what the heck'. I've been more than welcomed in the club, as far as I'm concerned they accept me for me being Gina, and it's my personality that sees me through.

I've been in my work for 24 years, so obviously some staff knew me before and after transition and unfortunately this I feel has been an issue for some. With a new venture such as the badminton club, where I was an unknown, it is easier to stamp your mark as they've only ever known me as being Gina. The motorcycle scene is a difficult one, as the leather and exhaust fumed ambience is quite testosterone-filled.

I've always found that trying to be as confident appearing as you can, holding your chin up and smiling goes a long way to being accepted for who you are. Participation in any sport or hobby is so important, both for mental and physical reasons.



*"I've been more than welcomed in the club, as far as I'm concerned they accept me for me being Gina."*

It's even more so for those classed as having 'mental health issues'. The world needs educated into the fact - just because someone is different to you, for whatever reason, doesn't make them be open to scorn or vilification.

### Jedburgh Badminton Club

Established in 1974 and based in the Scottish Borders, Jedburgh Badminton Club (JBC) caters for all ages and abilities, beginners through to Border League level, young and old from the age of 6 to 60. JBC is an inclusive club - check out the website for more details

[www.jedburghbadmintonclub.co.uk](http://www.jedburghbadmintonclub.co.uk)



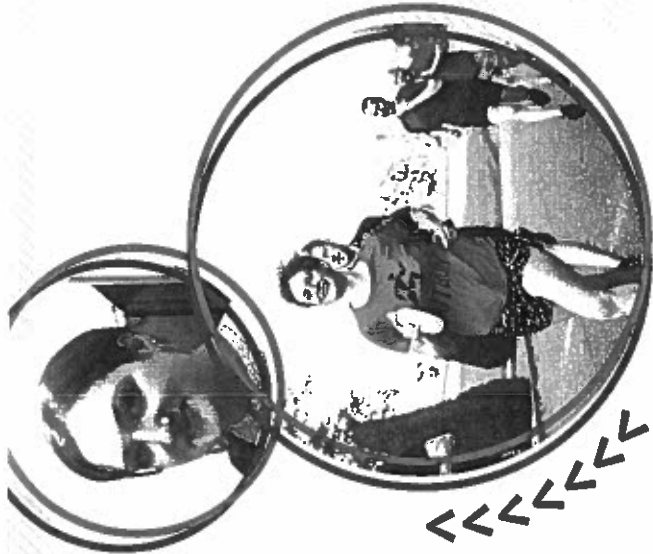
## SPORT CHANGES LIVES... HEATHER'S STORY

.....  
I have a strange relationship with running. I struggle at persevering with things that I'm not very good at. Skiing, playing the clarinet and driving are all things that I've tried and mostly failed at, and have given up unless it's an emergency. (Well, that's driving; there's never been a clarinet emergency yet.)  
.....

So when I first turned up at Glasgow Frontrunners and couldn't run more than 50 metres without thinking my lungs were going to explode, I didn't think I would stick with it. However, in 2015 I ran three half marathon races, and the club was a major part of my transition from someone who couldn't run down the road to someone who can happily run that 13.1 miles.

The club's been a huge part of it because my running didn't really start to improve until I started attending regularly, pushing myself to go faster and further with the help of the jog leaders, and most importantly gaining the confidence to believe that I was a runner. I knew I could comfortably run about 15k but had never had much success with going further than that. I could never get into The Zone and feeling tired, bored and sore would always stop me. A training group with Frontrunners, with a baby-steps approach of increasing the distance by about a mile a week worked wonders.

Learning from more experienced runners about nutrition and pacing also made a huge difference. I now proudly race in my club t-shirt, which is rather different to a couple of years ago when I was too embarrassed to enter races as a club member because I thought I was too slow. I still have tired days when I think I can't be bothered or that I will be slower than everyone else.



*"The club was a major part of my transition from someone who couldn't run down the road to someone who can happily run that 13.1 miles."*

But I always surprise myself when I put my trainers on and get out there, and I finally understand the role that your mind plays in running any kind of distance. And I have a great group of pals to run with too.

### Glasgow Frontrunners

Glasgow Frontrunners is an inclusive, community-based road-running group whose aim is to promote health and wellbeing in the LGBT community. We are a friendly club and welcome new members, supporting runners of all levels and abilities, from complete beginners right through to competitive runners.  
[www.glasgowfrontrunners.org](http://www.glasgowfrontrunners.org)

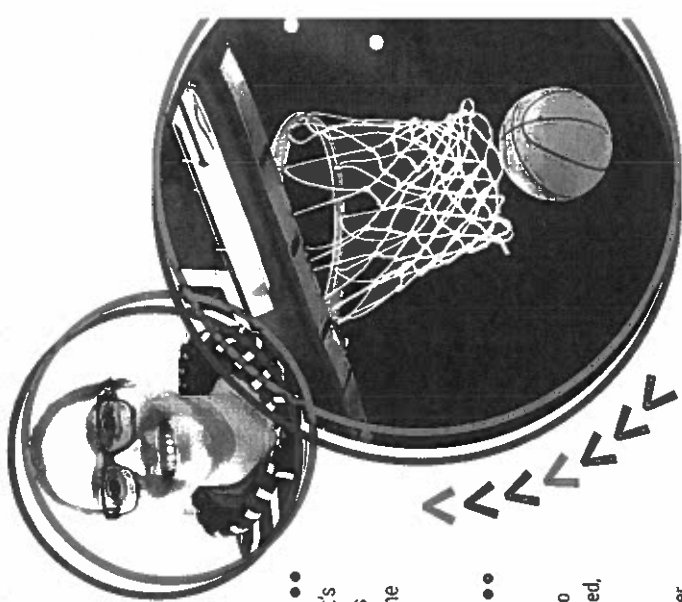
## SPORT CHANGES LIVES... JULES' STORY

.....  
The LGBT Basketball group is so much fun. It's hard to pinpoint exactly what it is that makes me feel safer, more accepted or more welcome at this group as I think a number of things contribute to it.  
.....

Taking part in sport requires confidence and my confidence gets stronger the moment I turn up to the group. Whilst my sexuality is barely mentioned, I get this buzz from being around other LGBT people, like a quiet recognition that we have something in common. As we often socialise after the session I can also chat about my wife and what's going on for me in my life, without feeling like I'm in the minority. I have years of experience of enduring 'locker-room banter' about boyfriend, people's social and love-lives and I can be part of that now, whilst being completely myself.

We've also had several trans players join the group, and they have told me that by just seeing the 'LGBT' written in our name, they expected the group to be safe and inclusive. One person in particular talked about how impossible it felt for them to go along to a 'men's' group, feeling so much smaller and less masculine than the people they'd expect to see. At LGBT Basketball, all genders are welcome and we love it that way. It makes the game more interesting, more inclusive and closes the divide between genders in sport.

Having the sessions based locally makes them feel really accessible and I particularly enjoy getting use out of a multi-purpose community centre. We turn up just after the kids' Karate sessions and just before the local men's 5-a-side team meet.



32  
*"I can also chat about my wife and what's going on for me in my life, without feeling like I'm in the minority."*

Other groups and activities are going on alongside and around our group sessions, making them feel normal, and a fully integrated part of wider community life.

### The LGBT Basketball Group

The LGBT Basketball Group is a friendly and informal group for beginners and players alike. We do basic drills and enjoy friendly games to build our skills and confidence. You are welcome along, whatever your fitness level. The group is based in Leith, Edinburgh and you can get in touch with us here:  
[thesonics@hotmail.co.uk](mailto:thesonics@hotmail.co.uk)

## SPORT CHANGES LIVES... MARK'S STORY

For a few weeks in September 2015 my best mate had been coaxing me into joining the newest all-inclusive club in Glasgow – the Glasgow Alphas. Since I was 23 I have been heavily involved in sport in both my personal life and working life, but rugby is one activity I had never thought about taking up.

On one cold September night I went along with my best mate to Whitecraigs RUFC in Glasgow, sitting in the changing room surrounded by a group of guys I had never met was, at first, unnerving. Since I came out I have found it hard to be around guys as I guess I always thought, even in the LGBTI community, there would be a lad bravado attached to such sports as football and rugby. Because of this 99% of my friends all my life have been female. However, my initial attitude could not have been more wrong. For years I've been shy when it comes to guys and if you put me in a room full of men I would fade myself into the background; now, because of the Alphas, this is no longer the case.

I'm much more confident in myself and my skills, and I've come to understand that my outsider's view of lad bravado couldn't be more different to reality because, to be honest, it isn't there. Our club is the same as any other sport, be it football, rugby, hockey or running: it's a group of LGBTI people coming together to play a sport, to get fit and to form a team. The Alphas have truly changed me: not only am I much more confident when doing sport as a whole, but I now have a group of friends I am more than proud to call my brothers.



***"The Alphas have truly changed me: not only am I much more confident when doing sport as a whole, but I now have a group of friends I am more than proud to call my brothers."***

### Glasgow Alphas

Glasgow Alphas are Glasgow's first and only LGBT inclusive rugby club. Established in September 2015, we primarily provide a comfortable and relaxed environment for anyone to come and give rugby a try, while also promoting LGBTI inclusivity within sports in general and the wider community.

[www.pitchero.com/clubs/glasgowalphas](http://www.pitchero.com/clubs/glasgowalphas)

## SPORT CHANGES LIVES... MICK'S STORY

I joined Saltire Thistle four years ago after seeing posters advertising the team in gay bars around Glasgow. The idea of a gay-friendly football team intrigued me – I had always played football growing up and although I was still playing regularly at the time, I was finding myself falling a little bit out of love with the sport as I felt that I had little in common with the guys I was playing with.

Eventually I made contact with the team and was invited down to a training session. Although I was quite nervous initially, everyone made a big effort to make me feel welcome and I started to enjoy my football again. Playing in the GFSN league against other gay-friendly teams from around the UK has been a fantastic experience over the past few years and we also play in a local Glasgow league. Sometimes results might not go our way, but the team has a competitive spirit and we are not beaten easily.

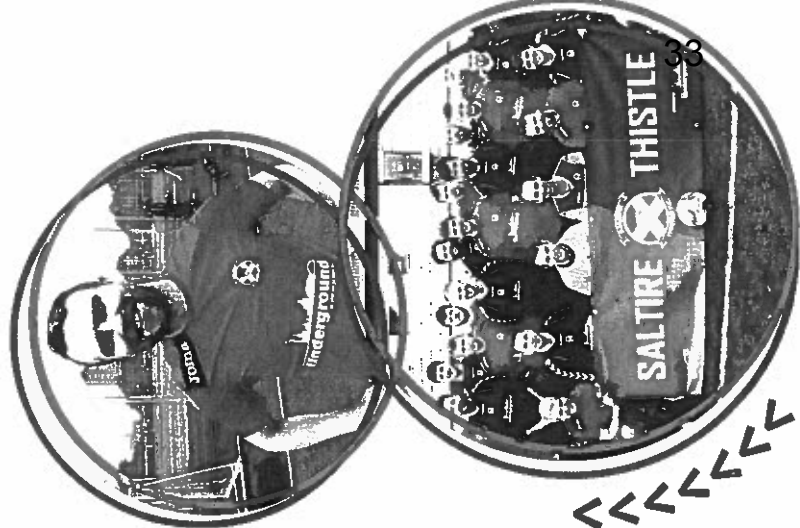
On a personal level the club has had a significant effect on me. Meeting other gay people with similar sporting interests was not something I would have expected. The result is that I became more confident in myself and more secure in my sexuality. The club is very involved in the local gay community and enjoys the support of an extensive and eclectic mix of people (The Saltire Thistle Ladies Guild) which led to me expanding my social circle even further, beyond just football. Before I joined the club I never really spent much time in the gay community as I felt that I would not fit in, but I have realised that I could not have been more wrong.

***"I became more confident in myself and more secure in my sexuality."***

### Saltire Thistle

Saltire Thistle FC are the West of Scotland's LGBTI friendly football team, based in Glasgow. We play competitive weekly football in the GFSN and Glasgow Community and Cooperative Leagues. We are always looking for new members irrespective of sexuality, gender or background.

[www.clubwebsite.co.uk/saltirethistle](http://www.clubwebsite.co.uk/saltirethistle)



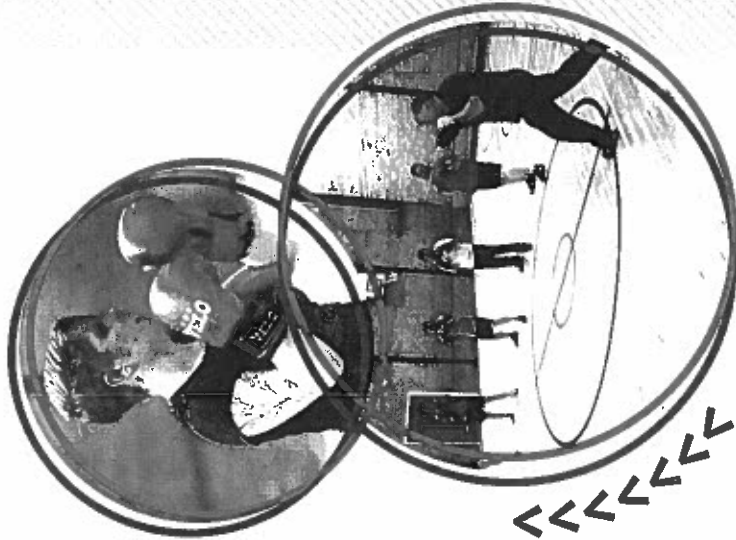
## SPORT CHANGES LIVES... SAMI'S STORY

I wanted to try boxing for over a year before I finally decided to go along to Knockout. The problem was that I wasn't too sure if I would be able to find a club that I would feel comfortable in. I decided to try Knockout and was really surprised.

At my first class I instantly felt relaxed and comfortable with everyone. I have attended many exercise classes and martial arts clubs and this is the friendliest, most welcoming group I have ever been part of. You really feel part of a team and we all encourage one another.

Over the course of a few sessions, I managed to improve my skills. I have joint problems and this was also putting me off, fearing boxing would be too physically demanding. I had to give up karate due to health. Our coach put my fears at ease. He encourages you to push yourself without overdoing it. The class incorporates a great warm up and cool down, minimising any muscle injuries. I haven't managed to make every class but can already see my fitness levels improving.

There is a lot more to boxing than I thought and I'm really enjoying the technical side of it - it's like playing a game of chess, you always need to be five steps ahead of your opponent. I'm totally hooked now and it's having such a positive effect on my life. I'm thinking more about what I eat now and I'm also making better choices with my spare time. As a full time carer for my son, sometimes all I want to do is sleep but I'm now dragging myself up and going to Knockout and walking or swimming on other days. I also like the social side of Knockout - it's a great way to meet new people with similar interests.



*"It's having such a positive effect on my life: I'm thinking more about what I eat now and I'm also making better choices with my spare time."*

### Knockout Glasgow

Knockout is a boxing club based in Glasgow for the LGBT community and friends, providing boxing training sessions, friendly sparring practice and a new pathway into the sport of boxing. All levels including complete beginners are welcome. Email us at: [knockoutglasgow@gmail.com](mailto:knockoutglasgow@gmail.com) or find us at:



[knockoutglasgow](https://www.facebook.com/knockoutglasgow)

## SPORT CHANGES LIVES... STUART'S STORY

I have always enjoyed playing and watching football, so I joined HotScots FC in 2008 as I was keen to make some more friends and improve my fitness.

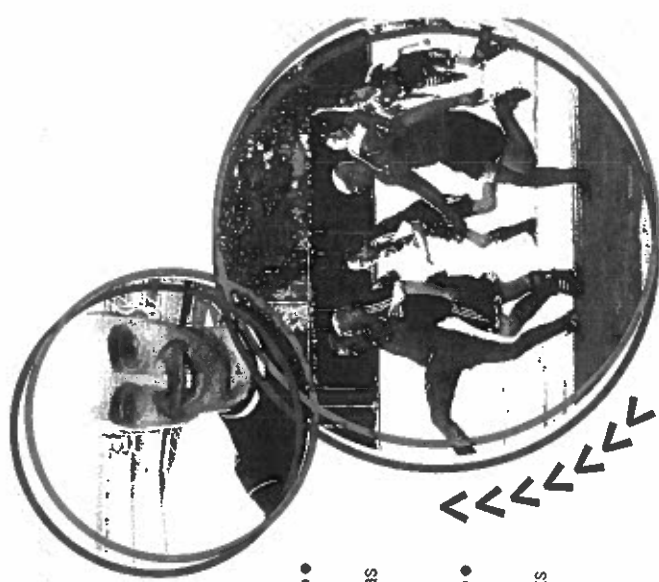
At the time, I wasn't out to my family and didn't have many LGBT friends so I felt that the HotScots could be a great opportunity for me to meet with like-minded people with similar interests. When I emailed HotScots, they were very welcoming and offered me the option to either join them at their next training session or at a social event they had organised.

After deciding to join the social, I joined the club - and I can't believe I am now in my eighth year as a member!

Since joining, I now have a close group of friends and I am much happier within myself. Also, I have come out to friends and family, with their reactions being even better than I thought they would.

With the HotScots participating in a UK-wide gay-friendly league I have had the opportunity to travel across the country with the team, and I have made friends with a number of people from other clubs. I was also able to play for the HotScots in international tournaments in Stockholm and in Antwerp - where I scored my first goal for the club! The competitions have been inclusive and varied between 5s and 11s, with opportunities to socialise with others as well as play football.

Not only has HotScots had a significant impact on my personal life, but playing football has helped me keep fit, and helped me become more comfortable within myself.



*"Since joining, I now have a close group of friends and I am much happier within myself."*

I have made new friends and visited places that I wouldn't have otherwise.

The whole network has been very supportive, and eight years on I am still glad I made the decision to join the club!

### HotScots FC

HotScots is a community club who welcome anyone with an interest in football and is honoured to be Scotland's first LGBT football team. HotScots play weekly in the GFSN league as well as other tournaments around the world, and we pride ourselves on offering opportunities for all whilst remaining competitive on the pitch. [www.hotscotsfc.com](http://www.hotscotsfc.com)

# MANIFESTO FOR INCLUSIVE PHYSICAL EDUCATION

## INCLUSIVE SPORT IN SCOTTISH SCHOOLS



# INTRODUCTION

The Manifesto for Inclusive Physical Education is a set of commitments developed by school pupils in Scotland, which builds upon those pupils' lived experiences of taking part in school sport as lesbian, gay, bisexual, transgender or intersex (LGBTI) young people. By signing up to the Manifesto, schools can demonstrate a visible commitment to improving those experiences by working to make school sport fully LGBTI inclusive.

Despite significant progress in equality law, and improvements in attitudes across civic and social life, sport continues to be an area which is significantly thought of as unsafe and unsupportive for LGBTI young people<sup>1</sup> and where homophobia and discrimination persists<sup>2</sup>. Many LGBTI people who are excluded from sport or physical activity trace their experiences back to incidents and key messages from physical education (PE) in school<sup>3</sup>, whilst an LGBT Youth Scotland report highlights that little has changed and that bullying in PE remains a key excluding factor<sup>4</sup>.

It is also the case that trans and intersex young people face specific challenges. These include restrictions on the freedom to participate within gender specific activity but also include other important aspects of participation, such as access to changing facilities<sup>3</sup>. This can be seen within sport at all levels, from grassroots and community sport through to elite level.

LEAP Sports believes that sport and all the benefits it brings should be for everyone and that LGBTI young people should be able to access, participate and excel in sport in line with UNESCO's International Charter of Physical Education and Sport, and Articles 1 & 31 of the UNCRC (United Nations Convention on the Rights of the Child).

1/ Out on the Fields (2015) <http://www.outonthefields.com/>

2/ House of Commons (2017) <https://www.publications.parliament.uk/pa/cm201617/cmselect/cmcomeds/113/113.pdf>

3/ Equality Network (2012) <http://www.equality-network.org/our-work/policyandcampaign/out-for-sport/the-report/>

4/ LGBT Youth Scotland (2014) <https://www.lgbtyouth.org.uk/GameChangers>

# THE MANIFESTO:

The central premise of the Manifesto is that all pupils, teachers, coaches, spectators, friends and families should expect to be treated with respect and should expect to feel safe and included within sport spaces whatever their sexual orientation, gender identity, gender or sex. A sports space is not just the pool, pitch, hall, gym, or track where you take part in sport, it's also the changing rooms, toilets, offices and other spaces between these. The 6 key commitments are:

1

## LGBTI PUPILS SHOULD BE INCLUDED IN ALL ASPECTS OF PHYSICAL EDUCATION

This includes PE classes and all other sport played within the school.

2

## WHERE WE DON'T NEED TO GENDER SEGREGATE IN SPORT, WE WON'T

Mixed gender participation can help create positive cultures and help to include and break down barriers for LGBTI young people.

4

## NAME CALLING, BULLYING OR HARASSMENT ARE NOT TOLERATED

And this includes when it happens on the basis of someone's sexual orientation or gender identity.

5

## IF SOMETHING HAPPENS TO YOU OR SOMEONE ELSE, REPORT IT

We need opportunities to deal with issues.

6

## WE WILL ALL WORK TOGETHER TO KEEP PHYSICAL EDUCATION AND SPORT SAFE AND INCLUSIVE

Everyone has a responsibility to create safe and inclusive spaces and we all have a responsibility to make these rules work.

## WHERE DID THE MANIFESTO ORIGINATE?

A group of school pupils at Shawlands Academy in Glasgow who were experiencing a number of barriers to their participation in PE, were supported by their school and by LEAP Sports Scotland to explore these barriers and to develop responses to those. This work became the basis for the Manifesto "Safer Sports at Shawlands Academy" which the school then committed to. This Manifesto has been developed out of this work.

Following this great work, the Manifesto is being offered to schools across Scotland.

## WHY COMMIT TO THE MANIFESTO?

Schools making a commitment to the Manifesto are making a visible and unambiguous statement to their pupils that their school values the full inclusion of LGBTI pupils within PE. This also gives a reassurance to pupils that if issues arise within PE, that the school are committed to working with pupils to find a solution.

We have seen a shift towards earlier ages at which young people feel more confident to express their sexual orientation and/or gender identity. Young people are increasingly confident to express diverse identities within school, and a proactive approach to inclusion in PE makes sense.

It's important to recognise that the Manifesto is not a solution, but a commitment to reaching solutions. The commitments within the Manifesto each require steps to be taken by schools to achieve more inclusive PE, as such it could be counterproductive to sign up without an intention to take those steps. Equally, we do not expect schools to have every aspect of the Manifesto covered before signing up – inclusion is a process.

# STEPS TO IMPLEMENT THE MANIFESTO

## LEADERSHIP:

ensure that the right people such as head teachers, head of PE or pastoral care are involved

## VISIBILITY:

display the Manifesto poster prominently within the school and include it or a statement on your website

## STAFF AWARENESS:

engage with PE staff, discuss the commitments, and consider the implications which could include training or guidance

## PUPIL INVOLVEMENT:

working in partnership with young people offers the best chance of success, some schools even have LGBTI groups

## SCHOOL ENGAGEMENT:

talk to the whole school community, speak to all pupils in PE, assemblies or guidance classes and let them know about your commitments

## SIGN-UP:

through our website and let us know that you're using the Manifesto; we'll list your school on our website and keep you up to date with developments, including guidance bulletins

## ACTION PLAN:

ensure that there is a clear plan to implement the commitments and continuous improvement towards equality and inclusion

Although the Manifesto is designed as a set of commitments for schools, it can also be used by pupils as a tool for change. You can ask your school to commit to the Manifesto, discuss this with your peers, guidance or PE staff, or contact us at LEAP Sports to discuss how to reach your school.

I'M A  
PUPIL

LEAP Sports Scotland is committed to supporting you on your journey towards equality and inclusion. Our team will be happy to discuss the Manifesto further with you and help you to consider what your school needs to implement it.

You may wish to join a working group with LEAP Sports and other PE teachers to create guidance and implementation strategies for the Manifesto.



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SCOTLAND

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[www.leapsports.org](http://www.leapsports.org)

Leadership, Equality and Active Participation (LEAP) in Sports Scotland is a registered charity in Scotland (SCO43210)

