

S38(1)(b)

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**From:** S38(1)(b)  
**Sent:** 16 January 2024 14:06  
**To:** S38(1)(b)  
**Subject:** Sharing invitation: S38(1)(b) - Calendar

**Microsoft Exchange Calendar:**

S38(1)(b) - Calendar  
S38(1)(b) (S38(1)(b)@scotland.police.uk) has invited you to view their Calendar.

To make planning easier... x

S38(1)(b) (She/They [Why this is here](#))  
S38(1)(b) - Scottish LGBTI Police Association  
Bishopbriggs Police Station  
113 Kirkintilloch Road  
Glasgow  
G64 2AA  
Tel: S30(c)  
Email: S38(1)(b), S30(c)@lgbtipolice.scot or  
S38(1)(b)@scotland.police.uk  
[www.lgbtipolice.scot](http://www.lgbtipolice.scot)



**OFFICIAL**

Event/Activity	Status	Proposed Calendar Date	Assigned to
<p><b>Quote or video message from ACC Mairs, for inclusion on PS intranet</b></p>	<p>Has anyone contacted Mr Mairs office? If filming is required, we will need to co-ordinate a date and time asap, and then comms will request a job with AV.</p>	<p>Thursday 1 February</p>	<p>Can we confirm a contact for this?</p> <p>ACC Mairs has agreed to supply a form of words and S38(1)(b) is engaging with ACC's office to progress.</p> <p>Cooms to engage with and book AV early to arrange video for Pride Month. Potentially CS Russell to appear in video if happy to do so.</p>
<p><b>Video/Audio conversation between a newer recruit, mid-career officer, and retiring officer, looking at how attitudes have changed in policing over the years.</b></p>	<p>Content is currently under discussion.</p> <p>Potential to have a video recorded for use on the PS intranet, with an alternative 'video' created, using the audio track only and still images, for external upload to the PS YouTube channel, Shorter video edits could be created for use on social media platforms (SLGBTI Association and PS accounts where appropriate.)</p> <p>Suggested contributors are: S38(1)(b) S38(1)(b)</p>		<p>S38(1)(b) S38(1)(b) Contributors.</p> <p>AV are unable to assist with podcast but S38(1)(b) and S38(1)(b) are scoping potential opportunity for audio podcast. Comms to be kept updated to ensure podcast is compatible with intranet.</p>

**OFFICIAL**

	Retired/long-service officer tbc  Again, we will need to co-ordinate date and time asap, and then comms will request job with AV.		
<b>Public Apology</b>	Is this being drafted for approval? How/when will it be shared? Internal/external?		Can we confirm a contact for this?  Draft letter currently with CC's office.
<b>Information booklet or PDF</b>	Do we need this? Who is this being produced for? A list of events will be available on the PS intranet.	Thursday 1 February	If required <sup>S38(1)(b)</sup> will raise a job with Graphics. Confirmation of need and all event content required ASAP.  Based on the Merseyside Booklet which will focus on a short journey of inclusion and have a glossary of terms. Comms and <sup>S38(1)(b)</sup> to try and locate previous booklet.
<del><b>Teams Event: Alan Turing</b></del>	<del>Has this been raised with the Cyber Team? Who will deliver the session? Current status? Can we confirm a date in the calendar?</del>		<del>Can we confirm a contact for this?  Confirmed event delayed until Pride. POC <sup>S38(1)(b)</sup></del>
<b>Recruitment Event: in person</b>	Has a location been agreed? Can we confirm a date in the calendar?		<sup>S38(1)(b)</sup>  Event scheduled for 17/02/24.

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	How will it be promoted?		ACC Mairs has been invited to open and Supt Rollo is available to open if ACC is unavailable.  Event has been advertised and is a LGBTI Focussed Recruitment Fair. Attendees include Custody, Digital and C3.
<b>Empower Hour: LGBTI Allies</b>	What will the content be? Can we confirm a date in the calendar? Who will deliver the session?		LTD/S38(1)(b) [REDACTED]  POC is S38(1)(b) [REDACTED]. Dates scheduled for 5/2/24 and 16/2/24.  Feedback to be provided to S38(1)(b) [REDACTED] and S38(1)(b) [REDACTED] regarding what sessions would be best by 22/1/24.
<b>Teams Event; Decriminalisation of Homosexuality</b>	Content is being researched for consideration. Update available soon. Who will deliver the session?  Can we confirm a date in the calendar?		S38(1)(b) [REDACTED] S38(1)(b) [REDACTED]  S38(1)(b) [REDACTED] is leading on this and the event is scheduled for 1400 hours on 15/2/24.
<b>Teams Event: Responding to the AIDS Crisis</b>	Can we confirm the key content? Who will deliver the session? Can we confirm a date in the calendar?		S38(1)(b) [REDACTED]  Planning meeting this week and event is projected

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**OFFICIAL**

			to be w/c 19/2 or w/c 26/2.
<b>Event with THT, Trans Healthcare and signposting</b>	Location? Audience? Can we confirm a date in the calendar?		PPCW/ Association  Planning meeting scheduled for 16/1/24 with teams event planned for 22/2/24.
<b>Youth Engagement event:</b> Inclusive Education and reporting Hate Crime	Can we confirm content and a location? Can we confirm a date in the calendar?		S38(1)(b) / S38(1)(b)  PSYV in Lanarkshire has been suspended. S38(1)(b) is now looking at an alternative approach with campus officers.
<b>A-Z and/or Key dates in LGBT History for inclusion on PS intranet</b>	Please supply A-Z content. Key dates list has been drafted		S38(1)(b) will collate and prepare for inclusion on the PS intranet  Ongoing
<b>Race Equality Week</b>	Can we confirm content? Can we get a date in the calendar		Supt Baber/ S38(1)(b)  Supt Baber and S38(1)(b) engaging with SEMPER to agree a direction.
<b>V Division Activity</b>	Is there an update to share? Are there locations in mind? Can we get a date(s) in the calendar?		S38(1)(b)  No update

**OFFICIAL**

<p><b>Purple Friday fundraising events</b></p>	<p>Is there more information available e.g. theme, events, how this will happen? How will we encourage officers and staff to donate/fundraise. Concept needs further explanation, as not hugely familiar to many.</p>	<p>Friday 23 February</p>	<p>LGBT Youth Scotland? Can we identify a contact?</p> <p><b>S38(1)(b) has created a justgiving page which has been circulated to members from EDI Secretariat mailbox.</b></p>
<p><b>Final 'leap year' event on 29 February</b></p>	<p>Interested parties to be send out a 'save the date' invite, also asking for preferred event suggestions, and followed up with invites to an agreed (wider) audience.</p>	<p>Thursday 29 February</p>	<p><b>S38(1)(b) / S38(1)(b)</b></p> <p><b>Copper Lounge at SPC booked for 29/02/2024. Event is proposed for 1100-1300 hours.</b></p>

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 17 January 2024 13:25  
**To:** S38(1)(b)  
**Subject:** FW: Equality Network [OFFICIAL]  
**Attachments:** TIE Purple.png

**OFFICIAL**

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**From:** S38(1)(b) <S38(1)(b)@tie.scot>  
**Sent:** Monday, January 15, 2024 1:51 PM  
**To:** S38(1)(b) <S38(1)(b), S30(c)@lgbtipolice.scot>; S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Re: Equality Network

**CAUTION:** This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

See attached logo.

S38(1)(b) (He/Him)  
S38(1)(b)  
tie.scot  
t: 0141 212 2520



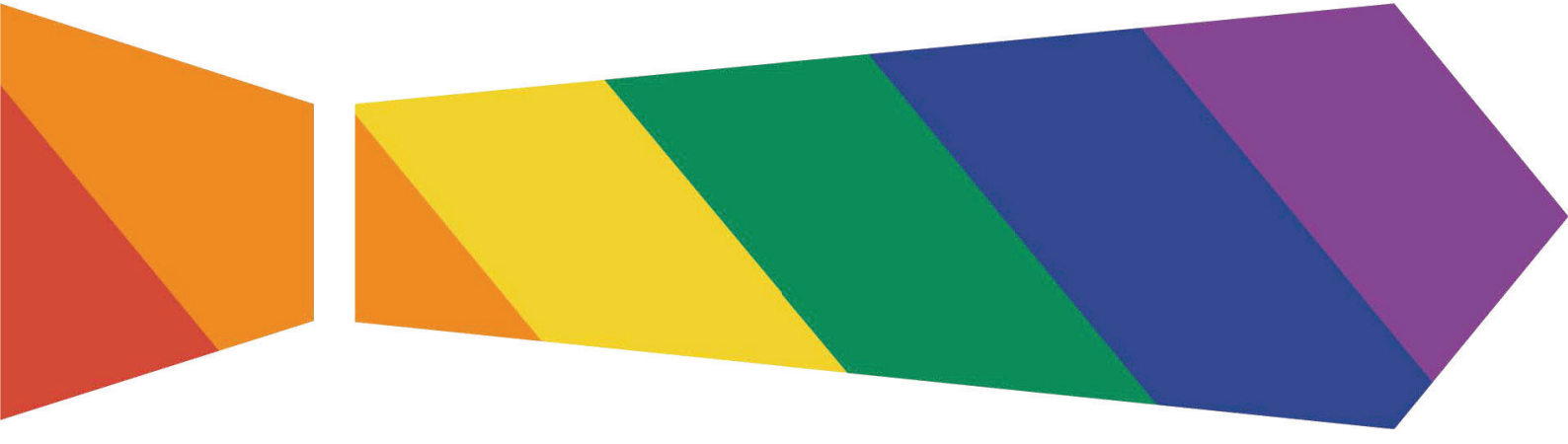
On Mon, 15 Jan 2024 at 13:47, S38(1)(b) <S38(1)(b)@tie.scot> wrote:

See attached.

S38(1)(b) (He/Him)  
S38(1)(b)  
tie.scot  
t: 0141 212 2520







# Time for Inclusive Education

Time for Inclusive Education

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 16 January 2024 14:30  
**To:** S38(1)(b)  
**Subject:** RE: Auditorium Hire for Police Scotland Event [OFFICIAL]

**OFFICIAL**

Shall we just go ahead and book and I'll pop in at the weekend if she let's me know when she'll be working?

I'm conscious of time and it'd be great for us to get this advertised and the pupils confirmed asap.

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**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Tuesday, January 16, 2024 2:21 PM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** FW: Auditorium Hire for Police Scotland Event [OFFICIAL]

**OFFICIAL**

S38(1)(b) ?

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**From:** S38(1)(b) [mailto:S38(1)(b)]  
**Sent:** 16 January 2024 14:11  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Auditorium Hire for Police Scotland Event [OFFICIAL]

**CAUTION:** This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi S38(1)(b)  
Unfortunately, the Auditorium is fully booked up until Thurs 25<sup>th</sup> Jan, so unable to view.  
I could meet S38(1)(b) at 10am on the 25<sup>th</sup> if that suits or I'm on duty this weekend if that helps any?

S38(1)(b)  
S38(1)(b)  
**South Lanarkshire Leisure and Culture**  
**Chatelherault Country Park**  
**Carlise Road**  
**Ferniegair**  
**ML3 7UE**  
**T: 01698 426213 reception**  
**T: S30(c)**  
**Email: S38(1)(b)@southlanarkshireleisure.co.uk**  
**[www.slleisureandculture.co.uk](http://www.slleisureandculture.co.uk)**

For more information on weddings, please visit: [Chatelherault Country Park - Weddings of distinction South Lanarkshire Leisure and Culture \(slcweddings.co.uk\)](http://Chatelherault Country Park - Weddings of distinction South Lanarkshire Leisure and Culture (slcweddings.co.uk))

For more information on conferences and events, please visit: [Conference facilities at Chatelherault - South Lanarkshire Leisure and Culture](http://Conference facilities at Chatelherault - South Lanarkshire Leisure and Culture)

For more information on our afternoon tea packages, please visit: [Afternoon tea celebrations - South Lanarkshire Leisure and Culture \(slleisureandculture.co.uk\)](http://www.slleisureandculture.co.uk)

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South Lanarkshire Leisure and Culture SCIO is a recognised Scottish Charity, No. SC032549



---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Tuesday, January 16, 2024 1:54 PM  
**To:** S38(1)(b) <S38(1)(b)@southlanarkshireleisure.co.uk>  
**Cc:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Auditorium Hire for Police Scotland Event [OFFICIAL]

**OFFICIAL**

That's fantastic S38(1)(b),

Very much appreciated. The event isn't going to be too corporate, so I was hoping that my colleague S38(1)(b) would be able to come in and have a look at the space that The Auditorium provides. Would that be okay? S38(1)(b) would be able to attend as early as tomorrow afternoon.

Thanks again

S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk  
ISSI No: S30(c)

---

From: S38(1)(b) [mailto:S38(1)(b)@southlanarkshireleisure.co.uk]  
Sent: 16 January 2024 13:27  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: RE: Auditorium Hire for Police Scotland Event [OFFICIAL]

**CAUTION:** This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Afternoon S38(1)(b)

Many thanks for your enquiry

We would be delighted to have you host your event with us.

I would suggest that you use our Auditorium (Image attached) for your presentation, and we would offer you our Banqueting Room for Lunch/Breaks (Image attached)  
These rooms will suit best if your number reach the 50 marks.  
I would only charge you our reduced hire fee of £120 for the Auditorium (Banqueting room free of charge for catering)  
You will find the catering information if are able to click onto the link below my email address or if you have a budget per person, we can work to that (soup, sandwich etc)

I'll pencilled the date off for you, until you can get back to me with confirmation.

S38(1)(b)  
S38(1)(b)  
South Lanarkshire Leisure and Culture  
Chatelherault Country Park  
Carlise Road  
Ferniegair  
ML3 7UE  
T: 01698 426213 reception  
T: S30(c)  
Email: S38(1)(b)@southlanarkshireleisure.co.uk  
[www.slleisureandculture.co.uk](http://www.slleisureandculture.co.uk)

For more information on weddings, please visit: [Chatelherault Country Park - Weddings of distinction South Lanarkshire Leisure and Culture \(slcweddings.co.uk\)](http://Chatelherault Country Park - Weddings of distinction South Lanarkshire Leisure and Culture (slcweddings.co.uk))

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For more information on our afternoon tea packages, please visit: [Afternoon tea celebrations - South Lanarkshire Leisure and Culture \(slleisureandculture.co.uk\)](http://Afternoon tea celebrations - South Lanarkshire Leisure and Culture (slleisureandculture.co.uk))

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**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Tuesday, January 16, 2024 10:32 AM  
**To:** S38(1)(b) <S38(1)(b)@southlanarkshireleisure.co.uk>  
**Cc:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Auditorium Hire for Police Scotland Event [OFFICIAL]

**OFFICIAL**

Morning S38(1)(b),

I have been passed your contact details as the best person to contact regarding the hire of The Auditorium.

Lanarkshire are looking to host an engagement event with young adults on the 27<sup>th</sup> February as part of LGBTI History Month. I have given a synopsis below, there would be a very maximum of 50 young adult (however we believe that the number of 30 may be a better estimate). I am hoping that we would be able to use your event space – please let me know if The Auditorium would be best.

Can you let me know if the space is available and costings please.

Date: 27<sup>th</sup> February 2024

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
50

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
1500	Event Close

“The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our 'human library' where we, serving LGBTQ+ police officers and allies, will be 'open books'. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBTQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A."

Thanks

S38(1)(b)

S38(1)(b)

Equality Diversity & Inclusion  
Policing Together / Wellbeing

S38(1)(b)

Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b) @scotland.police.uk

ISSI No: S30(c)

Website: <http://www.scotland.police.uk/>

Twitter: @Lanarkshire\_Pol

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

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S38(1)(b)

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**From:** S38(1)(b)  
**Sent:** 25 January 2024 11:30  
**To:** S38(1)(b)  
**Subject:** RE: Pop-Up Request [OFFICIAL]

**OFFICIAL**

Graphics are a bit reluctant to get involved with association/collaborative materials, partly down to workload.

If you're really struggling I will have a look at it for you on the quiet!!

I would need all of the individual elements, as high a quality as possible(right clicks tend to be very low quality).

Let me know.

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Thursday, January 25, 2024 11:24 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Pop-Up Request [OFFICIAL]

**OFFICIAL**

Truth be told, I ran the image past our graphics team and they couldn't assist.

I will speak with TIE or look at doing it myself 😊

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 11:23  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Pop-Up Request [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

You could indeed, it can be done using publisher but ideally something like Photoshop would be the best.

Do any of the organisations have any graphics/design people that could assist, it would make life easier for you....

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Thursday, January 25, 2024 11:17 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Pop-Up Request [OFFICIAL]

**OFFICIAL**

Thanks for getting back to me so quickly S38(1)(b),

Is that something I can do and send on?

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 11:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Pop-Up Request [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Thanks for getting in touch, anything is possible but the poster artwork will need to be tweaked to ensure we don't do any injustice to the components.  
The pop ups are 2150mm x 850mm so we would need to stretch the existing artwork in 2 ways to accommodate the size.

We would also need the artwork as a PDF for High Quality Print.

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Thursday, January 25, 2024 11:01 AM  
**To:** S30(c) <S30(c)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Pop-Up Request [OFFICIAL]

**OFFICIAL**

Morning,

I hope you are all well.  
I am looking for a little assistance – Lanarkshire are hosting a youth engagement event as part of LGBTI History Month. We are working alongside the Scottish LGBTI Police Association, TIE and Lanarkshire schools to break down barriers between Police and the LGBTI Community.

I have attached a poster that is branding for the event and really hoping that you can put this into a Pop-Up for me. After Lanarkshire, it is hoped that this event will road show across all Policing Divisions and become bigger and better each time.

Please let me know if I need to complete forms or if my ask is just not doable.

Much appreciated

S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ





Email: **S38(1)(b)** [\[REDACTED\]@scotland.police.uk](mailto: [REDACTED]@scotland.police.uk)

ISSI No: **S30(c)**

Website: <http://www.scotland.police.uk/>

Twitter: @Lanarkshire\_Pol

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 25 January 2024 12:18  
**To:** S38(1)(b)  
**Subject:** RE: Pop-Up [OFFICIAL]

**OFFICIAL**

Let me take a look S38(1)(b), I'll put something over to you on Tuesday next week.

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Thursday, January 25, 2024 11:56 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Pop-Up [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

I have no idea of this is what you wanted but if not, please just say and I will do it again.

Thanks again for this

S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing

S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 05 February 2024 15:16  
**To:** S38(1)(b)  
**Subject:** RE: Pop-Up [OFFICIAL]  
**Attachments:** Not Just the Colour Blue.pdf

**OFFICIAL**

Hi S38(1)(b),

How is this?

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Thursday, January 25, 2024 11:56 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Pop-Up [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

I have no idea of this is what you wanted but if not, please just say and I will do it again.

Thanks again for this

S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
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ML1 1RZ



Email: S38(1)(b)@scotland.police.uk  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 05 February 2024 15:53  
**To:** S38(1)(b)  
**Subject:** More than the col blue copy.pdf [OFFICIAL]  
**Attachments:** More than the col blue copy.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**OFFICIAL**

S38(1)(b),

Please try the attached, apologies for the file name error.



# MORE THAN THE COLOUR BLUE



S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 06 February 2024 09:14  
**To:** S38(1)(b)  
**Subject:** RE: More than the col blue copy.pdf [OFFICIAL]  
**Attachments:** Print services requisitionDC Friendly.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**OFFICIAL**

Hi S38(1)(b),

If you can fill in the attached please

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Monday, February 5, 2024 5:41 PM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Cc:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

That is absolutely fabulous S38(1)(b)!!!

So very much appreciated, any chance we can order 2 pop-ups with this?

---

**From:** S38(1)(b)  
**Sent:** 05 February 2024 15:53  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

S38(1)(b),

Please try the attached, apologies for the file name error.

# Print Services Requisition

File Reference

S38(1)(b) Jan 106

\* All required fields must be complete and form e-mailed to appropriate Print Services Unit

Name and PSI Number

Telephone Number

E-mail

Authorised by (Budget Holder)

Date

Location

Cost Centre

Type of Work Required   
**Please select**

Description of work (include quantity and date required)

Form No/Document Number and Version Required

Cost Quoted

- Choose Print Services Unit for production.
- SPCPrintServices@scotland.pnn.police.uk
  - PrintServicesGlasgow@scotland.pnn.police.uk
  - PrintUnitEdinburgh@scotland.pnn.police.uk

- Print Services Use only**
- Form Version checked with Policy
  - Quote issued
  - Quote matched with order

**Final Cost**

Completed by

- Quality and Delivery**
- Order Checked
  - Sent By DX
  - To be Collected
  - Other - Please state

Date Completed and Staff signature

Finance (select recharge method)

Date Requisition fully completed by

S38(1)(b)

**From:** S30(c)  
**Sent:** 08 February 2024 14:17  
**To:** S38(1)(b)  
**Subject:** RE: More than the col blue copy.pdf [OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi,  
The banners are done, are you able to collect or do you want us to send via internal mail?  
Cheers

S38(1)(b)

S38(1)(b)  
**Printer**

Print Services  
Scottish Police College  
Tulliallan  
Kincardine  
FK10 4BE

Tel: S30(c)  
Email: S38(1)(b)@scotland.police.uk  
Team Email: S30(c)@scotland.pnn.police.uk

---

**From:** S38(1)(b)  
**Sent:** 07 February 2024 08:39  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

Form attached 😊

---

**From:** S38(1)(b)  
**Sent:** 06 February 2024 09:14  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

If you can fill in the attached please

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Monday, February 5, 2024 5:41 PM



To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Cc: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: RE: More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

That is absolutely fabulous S38(1)(b)!!!

So very much appreciated, any chance we can order 2 pop-ups with this?

---

From: S38(1)(b)  
Sent: 05 February 2024 15:53  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: More than the col blue copy.pdf [OFFICIAL]

**OFFICIAL**

S38(1)(b),

Please try the attached, apologies for the file name error.

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 12 January 2024 12:17  
**To:** S38(1)(b)  
**Cc:** S38(1)(b)  
**Subject:** LGBTI Event [OFFICIAL]

OFFICIAL

Hi S38(1)(b),

How are you? It was lovely to meet you at the SWDF catch up the other day.

I am being really cheeky and going to ask a wee favour

Lanarkshire (me) are working alongside the LGBTI Staff Association (S38(1)(b)) to host an event on 27th Feb, this event will bring together young people in the LGBTI community and LGBTI officers/allies to break down barriers in the form of a human library . Is this event something that could include the visual graphic drawings that you discussed? If so, do you have availability to come along?

Thanks

S38(1)(b)

S38(1)(b)

Equality Diversity & Inclusion

Policing Together / Wellbeing

S38(1)(b)

Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ

Email: S38(1)(b)@scotland.police.uk ISSI No: S30(c)

Website: <http://www.scotland.police.uk/>

Twitter: @Lanarkshire\_Pol

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 16 January 2024 14:16  
**To:** S30(c); S30(c)  
**Cc:** S38(1)(b)  
**Subject:** Lanarkshire LGBT History Month Event [OFFICIAL]

**OFFICIAL**

Dear ACCs Johnson & Mairs,

I am writing to provide awareness of a youth event being planned for LGBT History Month by the Association and the wider Police Scotland Inclusion Calendar Working Group.

ACC Mairs – In your capacity as Executive Sponsor for the LGBTI Association & lead for LGBTQ+ youth engagement and;

ACC Johnson – In your capacity as ACC for Local Policing West.

S38(1)(b) is doing a wonderful job pulling all this together. We are collaborating with our third sector community partner, Time for Inclusive Education (TIE) and will also be involving our Lanarkshire campus officers and national CYP team.

Date: 27<sup>th</sup> February 2024

Rough timings:  
1030 – 2pm

Venue:  
TBC – Lanarkshire

Numbers:  
30 – 50 young people

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
1500	Event Close

“The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our ‘human library’ where we, serving LGBTQ+ police officers and allies, will be ‘open books’. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.”

I appreciate this likely won't provide sufficient notice for your attendance however we wanted to ensure you were cited and we're happy to chat through, if required.

Many thanks,

S38(1)(b) (She/They [Why this is here](#))  
S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S38(1)(b), S30(c)</sup> [@lgbtipolice.scot](#) or

S38(1)(b) [@scotland.police.uk](#)

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 12:20  
**To:** S30(c)  
**Subject:** RE: Lanarkshire LGBT History Month Event [OFFICIAL]

OFFICIAL

Yes, it s booked for Chatelherault Country Park, Carlise Road, Ferniegair, ML3 7UE

From: S30(c) <S30(c)@scotland.police.uk>  
Sent: Thursday, January 25, 2024 12:18 PM  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: FW: Lanarkshire LGBT History Month Event [OFFICIAL]

OFFICIAL

Sorry, should ve asked if the venue has been confirmed yet?

S38(1)(b)

S38(1)(b)

Executive Support ☑ Policing Together

Police Scotland Headquarters

Tulliallan Castle

Kincardine

FK10 4BE

S30(c)

From: S30(c)  
Sent: 25 January 2024 12:16  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: RE: Lanarkshire LGBT History Month Event [OFFICIAL]

OFFICIAL

Thanks S38(1)(b),

If you leave it with me I'll confirm if ACC Duncan would like to attend as he had been keen for there to be representation. Unfortunately he's on leave until 05/02/24 but I'll get back to you as soon as I know.

S38(1)(b)

S38(1)(b)

S38(1)(b)

Executive Support Policing Together

Police Scotland Headquarters

Tulliallan Castle

Kincardine

FK10 4BE

S30(c)

From: S38(1)(b)  
Sent: 25 January 2024 12:13  
To: S30(c) <S30(c)@scotland.police.uk>  
Subject: RE: Lanarkshire LGBT History Month Event [OFFICIAL]

OFFICIAL

Hi S38(1)(b), no one else has been invited at present. I think we'll have a Super from Q div although I'm not sure who that is at this stage.

I'd be very happy for someone from Policing Together to attend. Is there anyone you would suggest / available?

S38(1)(b)

From: S30(c) <S30(c)@scotland.police.uk>  
Sent: Thursday, January 25, 2024 12:11 PM  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: FW: Lanarkshire LGBT History Month Event [OFFICIAL]

OFFICIAL

Hi [redacted],

ACC Mairs office forwarded the email below to us and have confirmed that ACC Mairs and ACC Johnson will be unable to attend.

Could you please let me know if any other Executive officers or reps from PT/PCW have been invited?

Thanks

[redacted]

[redacted]

[redacted]

Executive Support ☑ Policing Together

Police Scotland Headquarters

Tulliallan Castle

Kincardine

FK10 4BE

[redacted]

From: [redacted]

Sent: 16 January 2024 14:16

To: [redacted] <[redacted]@scotland.police.uk>; [redacted]

<[redacted]@scotland.police.uk>

Cc: [redacted] <[redacted]@scotland.police.uk>

Subject: Lanarkshire LGBT History Month Event [OFFICIAL]



OFFICIAL

Dear ACCs Johnson & Mairs,

I am writing to provide awareness of a youth event being planned for LGBT History Month by the Association and the wider Police Scotland Inclusion Calendar Working Group.

ACC Mairs ☐ In your capacity as Executive Sponsor for the LGBTI Association & lead for LGBTQ+ youth engagement and;

ACC Johnson ☐ In your capacity as ACC for Local Policing West.

**S38(1)(b)** is doing a wonderful job pulling all this together. We are collaborating with our third sector community partner, Time for Inclusive Education (TIE) and will also be involving our Lanarkshire campus officers and national CYP team.

Date: 27th February 2024

Rough timings:

1030 2pm

Venue:

TBC Lanarkshire

Numbers:

30 50 young people

1030

Welcome from TIE, Scottish LGBTI Police Association & Police Scotland

1045

Police Human Library

1200

Lunch

1245

Workshop: How can your police better serve LGBTQ+ young people

1345

Break

1400

Hate Crime Input

1430

Q+A

1500

Event Close

The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our 'human library' where we, serving LGBTQ+ police officers and allies, will be 'open books'. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBTQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.

I appreciate this likely won't provide sufficient notice for your attendance however we wanted to ensure you were cited and we're happy to chat through, if required.

Many thanks,

**S38(1)(b)** (She/They Why this is here)

**S38(1)(b)** - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: **S30(c)**

Email: **S38(1)(b), S30(c)**@lgbtipolice.scot or

**S38(1)(b), S30(c)**@scotland.police.uk

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 17 January 2024 11:30  
**To:** S38(1)(b)  
**Subject:** RE: Lanarkshire LGBTI History Month Event [OFFICIAL]

**OFFICIAL**

So at the moment Supt Roberton has had his name put forward. I will ask for it to be confirmed ASAP – the commander is aware that the ACC's have also been sited on this event 😊

---

**From:** S38(1)(b)  
**Sent:** 17 January 2024 11:21  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: Lanarkshire LGBTI History Month Event [OFFICIAL]

**OFFICIAL**

That's brilliant that a Super from Lanarkshire will be there.

ACC Mairs can't make it which I expected due to the notice so at least there will be someone senior from Police Scotland 😊 Do we know who it'll be?

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Wednesday, January 17, 2024 10:50 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** FW: Lanarkshire LGBTI History Month Event [OFFICIAL]

**OFFICIAL**

S38(1)(b)

I also spoke to the commander yesterday and unfortunately he is down South at the end of Feb. He is very supportive and asked that a Supt attends to open the event.

S38(1)(b)

---

**From:** S30(c)  
**Sent:** 16 January 2024 15:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>; S30(c) <S30(c)@scotland.police.uk>  
**Subject:** RE: Lanarkshire LGBTI History Month Event [OFFICIAL]

Thanks S38(1)(b).

S38(1)(b) – I would like Supt. Roberton to attend this on my behalf. Can you please check his availability and seek an alternative Supt if that won't work out.

Stevie

From: S38(1)(b)  
Sent: 16 January 2024 14:55  
To: S30(c) <S30(c)@scotland.police.uk>  
Subject: Lanarkshire LGBTI History Month Event [OFFICIAL]

**OFFICIAL**

Sir,

As discussed earlier, please see details outlined below for the LGBTI engagement event. It would be great if someone from the SMT could come and open the event for us. ACC Johnson and ACC Mairs have also been sited on this event.

Thanks  
S38(1)(b)

Date: 27<sup>th</sup> February 2024

Rough timings:  
1030 – 2pm

Venue:  
TBC – Lanarkshire

Numbers:  
30 – 50 young people

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
1500	Event Close

“The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

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A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing

S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 14:55  
**To:** S38(1)(b)  
**Subject:** RE: Lanarkshire LGBTI History Month Event [OFFICIAL]  
**Attachments:** Event suggestion.pptx

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi S38(1)(b),

Thanks for sending the info, the designs are great.  
I added a slide with a couple of layout suggestions just-in-case it helps.

I will share the info with my colleague S38(1)(b) to give him a wider understanding of the event.

I've added a wee disclaimer to the suggestion, this is to keep everyone right as offering design advice is not part of my role, but I'm happy to tap into 30 years of design experience to help in anyway I can.

Regards

S38(1)(b)

S38(1)(b)

S38(1)(b)

Corporate Communications  
Police Scotland  
Clyde Gateway, 2 French Street, Dalmarnock, Glasgow G40 4EH.

Direct Dial: S30(c) Team: S30(c)

E: S38(1)(b)@scotland.police.uk

You can request work through the following link: [Corporate Communications Request System](#).

**Please note we have a new dedicated line for officer requests to the News Desk.**

Call directly on the new number: S30(c). Our email address remains the same:

S30(c)@scotland.police.uk.

News Desk emails/calls are not monitored outwith the opening hours of 7am until 9pm Monday to Friday, and 8am until 7pm on Saturday and Sunday.

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>

**Sent:** Thursday, January 25, 2024 10:10 AM

**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>

**Subject:** Lanarkshire LGBTI History Month Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Thanks for your input on this, below is a brief outline for the LGBTI engagement event. I have also attached the poster that I have put out to schools to advertise the event. I was hoping that a pop-up could be created to help with the branding of the event going forward – I have attached a very amateur design, however graphic did say that the design was poor.

Thanks  
S38(1)(b)

Date: 27<sup>th</sup> February 2024

Timings:  
1030am – 3pm

Venue:  
Chatelherault Country Park – The Auditorium

Numbers:  
30 – 50 young people

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
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A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street



Motherwell  
ML1 1RZ



Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)

ISSI No: [S30\(c\)](#)

Website: <http://www.scotland.police.uk/>

Twitter: [@Lanarkshire\\_Pol](#)

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)



Just thoughts on layout and ordering the info.

In both the poster and banner I would move the logos in from the edge to make them more visible.

If you have a white version of the LGBTI Logo, I would use that, keeping The colours above the thistle.

This will make it stand out.

Changing the layout of the banner will make the most of the available space.

Note: this is not artwork, just my advice

### You are invited to our Storytelling and Hate Crime Workshop.

Arranged by Scottish LGBT+ Police Association in partnership with Time for Inclusive Education.

**On 27th February 2024 from 10:30am - 3:00pm**  
**At the Auditorium, Chatelherault Country Park**

Lunch will be provided  
**Contact??? to let us know you're coming along**



**OFFICIAL**

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 14 February 2024 14:56  
**To:** S38(1)(b)  
**Subject:** Scenarios - Just some ideas? As a starting point... [OFFICIAL]

## OFFICIAL

### Street

Codi and Alexis both identify as lesbians. One Saturday afternoon they are walking hand-in-hand to the cinema. A group of young people approach them in the street and one shouts, "fucking dykes!" Codi and Alexis, despite feeling angry and upset, ignore them and continue walking. As they pass the group, one throws a half-full can of Monster at them and it hits Codi's leg. She's not injured but the juice splashes all over her and Alexis.

Has a crime been committed here? What crime(s)?  
Crime or hate crime?  
Why do you think Codi and Alexis were targeted?  
Who is to blame in this scenario?  
What action do you think the police should take?  
What impact do you think this will have had on Codi and Alexis?  
Potentially we could also ask what impact the incident will have on the perpetrators, too?

### Neighbour Dispute

Dave is a trans man and lives with his partner Olivia. The couple don't get along with their next-door neighbour Raymond who constantly phones the police and council on them, complaining that their cats wander into his garden all the time and destroy his plants. Raymond occasionally posts notes of complaint through Dave and Olivia's door and has confronted them in person a few times in the past, too. Some of the in-person confrontations have been quite heated and Raymond has lost his temper.

Has a crime been committed here? What crime(s)?  
Why is Raymond phoning the police and council on Dave and Olivia?  
Who is to blame in this scenario?  
What action do you think the police should take?

### Online Abuse

Alex is pansexual and is a member of the Scottish Youth Parliament. They have Instagram and a few other social networks which are set to public to ensure people can contact them. Their profile picture has a picture of their face and a 'trans ally' sticker. Whenever Alex posts anything about LGBTQ+ inclusion, they receive lots of horrible comments. The most recent ones have included:

"Fucking queer."  
"I don't even know if this clown is a boy or a girl. What even is it?"  
"Another member of the alphabet mafia. Nothing but paedophiles trying to convert kids."

Alex is a really strong and resilient person and tries not to let the comments bother them. They never respond and try to delete the really offensive ones.

Has a crime been committed here? What crime(s)?  
Crime or hate crime?  
Why do you think Alex is being targeted?

Who is to blame in this scenario?

What action do you think the police should take?

What impact do you think this will have had on Alex?

Potentially we could also ask what impact the incident will have on the perpetrators, too?

I'll leave influencers to you... I'm useless with keeping up with the youth!!

S38(1)(b)

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S30(c) & S38(1)(b)</sup> [@lgbtipolice.scot](mailto:) or

S38(1)(b) [@scotland.police.uk](mailto:)

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 22 February 2024 15:06  
**To:** S38(1)(b)  
**Subject:** RE: Scenarios - Just some ideas? As a starting point... [OFFICIAL]

## OFFICIAL

Hi S38(1)(b),

Thoughts on changes / last scenario...

I will get the agenda sorted and sent on tomorrow after my interview 😊

S38(1)(b)

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Wednesday, February 14, 2024 2:56 PM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** Scenarios - Just some ideas? As a starting point... [OFFICIAL]

## OFFICIAL

### Street

Codi and Alexis both identify as lesbians. One Saturday afternoon Codi and Alexis are walking hand-in-hand to the cinema. A group of young people approach them in the street and one shouts, "fucking dykes!" Codi and Alexis, despite feeling angry and upset, ignore them and continue walking. As they pass the group, one throws a half-full can of Monster at them and it hits Codi's leg. She's not injured but the juice splashes all over her and Alexis.

Has a crime been committed here? What crime(s)?

Crime or hate crime?

Why do you think Codi and Alexis were targeted?

Who is to blame in this scenario?

What action do you think the police should take?

What impact do you think this will have had on Codi and Alexis?

Potentially we could also ask what impact the incident will have on the perpetrators, too?

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Dave is a trans man and lives with his partner Olivia. The couple don't get along with their next-door neighbour Raymond who constantly phones the police and council on them, complaining that their cats wander into his garden all the time and destroy his plants. Raymond occasionally posts notes of complaint through Dave and Olivia's door and has confronted them in person a few times in the past, too. Some of the in-person confrontations have been quite heated and Raymond has lost his temper.

Has a crime been committed here? What crime(s)?

Why is Raymond phoning the police and council on Dave and Olivia?

Who is to blame in this scenario?

What action do you think the police should take?

### Online Abuse

Alex is pansexual and is a member of the Scottish Youth Parliament. They have Instagram and a few other social networks which are set to public to ensure people can contact them. Their profile picture has a picture of their face and a 'trans ally' sticker. Whenever Alex posts anything about LGBTQ+ inclusion, they receive lots of horrible comments. The most recent ones have included:

"Fucking queer."

"I don't even know if this clown is a boy or a girl. What even is it?"

"Another member of the alphabet mafia. Nothing but paedophiles trying to convert kids."

Alex is a really strong and resilient person and tries not to let the comments bother them. They never respond and try to delete the really offensive ones.

Has a crime been committed here? What crime(s)?

Crime or hate crime?

Why do you think Alex is being targeted?

Who is to blame in this scenario?

What action do you think the police should take?

What impact do you think this will have had on Alex?

Potentially we could also ask what impact the incident will have on the perpetrators, too?

### Influencers

Jo is an online influencer, who is very active on TikTok and Instagram with a large following. Jo travels around University Campuses filming inputs in seminars with students, during these inputs Jo will engage with students and debate her beliefs around the LGBTI community. During these inputs Jo often gets very passionate about her beliefs and will say things like "there are only two genders, encouraging all these mental health conditions are dangerous", "too many attention seeking wannabes".

Jo posted her most recent video with the caption "They all belong in the gas chambers #HateThePlayersAndStupidGames

Has a crime been committed here? What crime(s)?

Crime or hate crime?

What impact can this have on students who attend these Universities?

What action do you think the police should take?

S38(1)(b)

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S38(1)(b), S30(c)</sup> [@lgbtipolice.scot](mailto:) or

S38(1)(b) [@scotland.police.uk](mailto:)

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S30(c)  
**Sent:** 26 January 2024 09:53  
**To:** S38(1)(b); S38(1)(b)  
**Subject:** RE: LGBT History Month Comms [OFFICIAL]

**OFFICIAL**

That is fantastic, thanks S38(1)(b).

I'll make sure S38(1)(b) knows it is only for internal comms.

S38(1)(b) | S38(1)(b)

Equality, Diversity and Inclusion Secretariat and Coordination Unit | [Policing Together](#)  
Police Scotland / [Poileas Alba](#)  
Email / Post-d: S38(1)(b)@scotland.police.uk  
Telephone / Tele, fon:



**From:** S38(1)(b)  
**Sent:** 26 January 2024 09:24  
**To:** S30(c) <S30(c)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month Comms [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

I don't see there being an issue with internal comms around this event. As long as we're really clear we don't want any external messaging whatsoever.

And again my apologies for missing the meeting yesterday but I was going to request, if at all possible, that our History Month comms are as colourful as possible. It's so impactful for our members to see Progress Flags and things on the intranet and I also think colourful imagery draws people in.

Comms

"The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our 'human library' where we, serving LGBTQ+ police officers and allies, will be 'open books'. We hope to share our journeys -

from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.”

### What’s a Storytelling Workshop?

This concept is similar to a ‘human library’ which is aimed at challenging stereotypes and prejudices through individuals learning about people from different backgrounds, their lives, and experiences. This workshop is different as it’ll be LGBTQ+ young people hearing from other LGBTQ+ people and allies and learning about their lives, challenges, and successes - both personally and professionally.

If you need anything else mate just let me know.

Happy Friday.

S38(1)(b)

---

**From:** S30(c) <S30(c)@scotland.police.uk>  
**Sent:** Friday, January 26, 2024 9:11 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month Comms [OFFICIAL]

### OFFICIAL

Morning S38(1)(b) / S38(1)(b),

Hope you are both well and not too busy on a Friday!

S38(1)(b) is drafting up the internal comms which is going to feature an overview of every event that is being run.

Would you please be able to provide a few lines on the ‘more than the colour blue’ for today please?

I appreciate you may want this to be quite vague, as I know you have already been careful with permission slips etc. Alternatively if you think it would be better not to feature it on the comms and keep it for the 29<sup>th</sup> and subsequent rollout, just let me know.

Many thanks as always.

S38(1)(b)

S38(1)(b) | S38(1)(b)  
Equality, Diversity and Inclusion Secretariat and Coordination Unit | [Policing Together](#)  
Police Scotland / [Poileas Alba](#)  
Email / Post-d: S38(1)(b)@scotland.police.uk  
Telephone / Tele, fon:





**POLICING  
TOGETHER**

S38(1)(b)

**From:** S38(1)(b) <S30(c) & S38(1)(b)@lgbtipolice.scot>  
**Sent:** 09 February 2024 13:45  
**To:** S38(1)(b)  
**Subject:** Pic  
**Attachments:** S38(1)(b).pdf

**CAUTION:** This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

S38(1)(b) (she/they)  
S38(1)(b) – Scottish LGBTI Police Association  
Bishopbriggs Police Office  
113 Kirkintilloch Road  
Glasgow  
G64 2AA  
Tel: S30(c)  
S30(c) & S38(1)(b)@lgbtipolice.scot or  
S38(1)(b)@scotland.police.uk  
[www.lgbtipolice.scot](http://www.lgbtipolice.scot)



# itie

Time for Inclusive Education

S388(1)(b)

S388(1)(b)



S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 26 January 2024 08:54  
**To:** S38(1)(b); S38(1)(b); S38(1)(b); S38(1)(b); S38(1)(b)  
**Cc:** S38(1)(b)  
**Subject:** Storyteller's Brief [OFFICIAL]  
**Attachments:** Storytellers Brief.docx

**OFFICIAL**

Hi Team!

Please find attached a brief for our youth event on the 27<sup>th</sup> Feb. If there are any questions, please just let me know.

You'll see I've requested a picture of you and your fav quote. A headshot would be ideal, and it doesn't need to be in uniform, just whatever you want. If you are willing and able, please get this to me as soon as you can so I can get posters made up. They'll be used for this event only and I plan to display them near the wee station where you'll be sitting so the young people know where to go. If you're totally adverse to providing a photo, which I understand isn't everyone's cup of tea, it's no bother as we can just use your name 😊

Thanks,

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S30(c) & S38(1)(b)</sup> @lgbtipolice.scot or

S38(1)(b) @scotland.police.uk

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

## Storytellers Brief

Our storytellers are:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Thank you all for volunteering to be part of this amazing event!

### Brief

Please prepare a 10 minute 'story' for the young people. There will be a total of 25 young people, split into 5 small groups. They will be S3 and above (most likely 14+).

As a guide, here are some points you might want to consider:

- What was life like for you growing up / at school / as an adult?
- What challenges have you had to overcome? How have you navigated challenges?
- Why is allyship important to you? How do you display allyship? What have you found to be the impact of allyship?
- What attracted you to the police?
- What has been your greatest achievement? What has been the biggest lessons you've learned?

Please also bring some personal items with you to help make your story come alive! For example, your Tulliallan picture, other photographs you might have collected throughout your career, your police hat, etc.

After your 10 mins, please then allow up to 3 minutes for questions.

Each storyteller is therefore allocated 13 mins each which will allow all 5 groups to rotate around all the speakers.

I hope to get pop-ups made for each of you with a photograph and an inspirational quote 😊 So please get a pic to me as soon as you are able and your fav quote.

### Wellbeing

Having participated in a similar event last year, I thought I'd share some reflections in relation to wellbeing. You'll obviously have to deliver your talk 5 times in quite quick succession. I found it quite intense and was exhausted at the end of the event.

I'm going to have a wee look at the running order and try and factor in a small break so you don't have to do 5 x back to back talks.

## OFFICIAL

We'll also make sure you have access to plenty of water / tea / coffee / juice / snacks.

S38(1)(b) and I will do our very best to look after you really well. My ask is we all look out for one another during the event and regularly check in to make sure no one is struggling.

It's entirely up to you how much you choose to share about your own personal experiences. Please don't feel under any pressure to divulge anything you don't want to.

If you do find yourself struggling at any point, give S38(1)(b) or I a shout and we'll step in while you "take an urgent phone call" i.e. head to a quiet room (which we'll show you in advance) to chill.

S38(1)(b) and I already have pre-prepared stuff we can chat to the young people about if this happens. It's no issue.

## Filming

S38(1)(b) is arranging for a talented graphics minute taker to capture our event. She'll not be there in person but has asked if we'd be able to film our storytellers so she is able to retrospectively review the footage and create the minutes. Therefore, I plan to film each of you once (being careful not to capture any of the young people) if that's ok. Please let me know if you have any concerns about this whatsoever. The footage will be deleted as soon as it's been reviewed and won't be used anywhere else or for any other purpose.

The final product can be completely anonymous if anyone wants. We are imagining a visual lived experience timeline so we can be as specific or as vague as we need to be.

Thanks again and you know where I am if you need anything!

OFFICIAL

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 10 January 2024 13:28  
**To:** S38(1)(b)  
**Subject:** FW: LGBT History Month - Youth Event [OFFICIAL: POLICE AND PARTNERS]

OFFICIAL: POLICE AND PARTNERS

fyi

From: S38(1)(b)  
Sent: 10 January 2024 12:26  
To: S38(1)(b) <S38(1)(b)@southlanarkshire.gov.uk>; S38(1)(b)@southlanarkshire.gov.uk  
Cc: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: FW: LGBT History Month - Youth Event [OFFICIAL: POLICE AND PARTNERS]

OFFICIAL: POLICE AND PARTNERS

Good Afternoon S38(1)(b) and S38(1)(b),

The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

I m looking to see if you have a room available for us to host the event on 27th February 2024 if possible?

There will be approx. 50 attendees and we plan to run the event from 1030 - 1500. We would not require refreshments or any IT equipment.

Full details below in trail.

Kind regards

S38(1)(b)

Sergeant - Police Scotland

S38(1)(b)

SLC Mobile S30(c)

Tel S30(c) External

Tel S30(c) Internal

E-mail S38(1)(b)@scotland.pnn.police.uk

Website: [www.scotland.police.uk](http://www.scotland.police.uk)

Twitter: @policescotland

Facebook: [www.facebook.com/policescotland](http://www.facebook.com/policescotland)

From: S38(1)(b)  
Sent: 10 January 2024 11:42  
To: S38(1)(b) <S38(1)(b)@scotland.police.uk>  
Subject: FW: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Sgt,

Thank you, please see info below.

S38(1)(b) :-)



From: S38(1)(b)  
Sent: 09 January 2024 16:07  
To: S38(1)(b) <S38(1)(b)>@scotland.police.uk>  
Subject: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Rough timings:

1030 2pm

Venue:

TBC

Numbers:

50

1030

Welcome from TIE, Scottish LGBTI Police Association & Police Scotland

1045

Police Human Library

1200

Lunch

1245

Workshop: How can your police better serve LGBTQ+ young people

1345

Break

1400

Hate Crime Input

1430

Q+A

1500

Event Close

The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our human library where we, serving LGBTQ+ police officers and allies, will be open books. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.

S38(1)(b) (She/They Why this is here)

S38(1)(b) Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: S30(c), S38(1)(b)@lgbtipolice.scot or

S38(1)(b)@scotland.police.uk

www.lgbtipolice.scot





Can I ask that you forward on the event details to the head teachers and ask if they would support the event. We are hoping to have around 50 young adults attend the event and if successful the event will be repeated throughout Scotland.

Please note, this event will work the same as a school trip, therefore permission slips would be required. It has been given as feedback, that the permission slips should not indicate that this is an LGBTI event, so that no-ones sexuality is outed.

Thanks

S38(1)(b)

S38(1)(b)

Equality Diversity & Inclusion  
Policing Together / Wellbeing

S38(1)(b)

Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk

ISSI No: S30(c)

Website: <http://www.scotland.police.uk/>

Twitter: @Lanarkshire\_Pol

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

From: S38(1)(b)

Sent: 09 January 2024 16:07

To: S38(1)(b) <S38(1)(b)@scotland.police.uk>

Subject: LGBT History Month - Youth Event [OFFICIAL]

## OFFICIAL

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1430	Q+A
1500	Event Close

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S38(1)(b) (She/They [Why this is here](#))  
S38(1)(b) - Scottish LGBTI Police Association  
Bishopbriggs Police Station  
113 Kirkintilloch Road  
Glasgow  
G64 2AA  
Tel: S30(c)  
Email: <sup>S38(1)(b), S30(c)</sup> @lgbtpolice.scot or  
S38(1)(b) @scotland.police.uk  
[www.lgbtpolice.scot](http://www.lgbtpolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 29 January 2024 11:01  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi

I'll chase them up and get back to you asap.

S38(1)(b) | Police Constable | S38(1)(b)  
S38(1)(b) | S30(c)

Wishaw Police Office, 100 Stewarton Street, Wishaw

(: External: 101 / S30(c)

Mobile: S30(c)

\*: S38(1)(b) @scotland.pnn.police.uk



---

**From:** S38(1)(b)  
**Sent:** 29 January 2024 10:09  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Are you able to provide numbers etc?

Thanks

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 12:13  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b)

I was going to phone you as I thought you though I was trying to wind you up. Thank you I will get onto it think they were thinking probably only 1 taxi worth so 3 or 4 pupils but can confirm after speaking with them.

S38(1)(b) | Police Constable | S38(1)(b)

S38(1)(b) | S30(c)

Wishaw Police Office, 100 Stewarton Street, Wishaw

(: External: 101 / S30(c)

Mobile: S30(c)

\*: S38(1)(b) @scotland.pnn.police.uk



---

From: S38(1)(b)

Sent: 11 January 2024 12:11

To: S38(1)(b) <S38(1)(b)@scotland.police.uk>

Subject: RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Sorry S38(1)(b),

I thought it was there – 27<sup>th</sup> Feb ☺

---

From: S38(1)(b)

Sent: 11 January 2024 11:08

To: S38(1)(b) <S38(1)(b)@scotland.police.uk>

Subject: RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b)

Must be going mad I can see the itinerary but can see a date anywhere?

S38(1)(b) | Police Constable | S38(1)(b)

S38(1)(b) | S30(c)

Wishaw Police Office, 100 Stewarton Street, Wishaw

(: External: 101 / S30(c)

Mobile: S30(c)

\*: S38(1)(b) @scotland.pnn.police.uk





---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 10:47  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Brilliant S38(1)(b),

You have the dates and times – we are in the process of sorting a venue!  
Can you start having the discussion with the relevant people and give me an idea of the numbers who would attend please.

Thanks  
S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 10:25  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b)

Yes my school it a gold charter LGBTI school they would send pupils to this event but would need more information as in dates and location. As they would have to arrange transport to the event.

S38(1)(b) | Police Constable | S38(1)(b)  
S38(1)(b) | S30(c)  
Wishaw Police Office, 100 Stewarton Street, Wishaw  
(: External: 101 / S30(c)  
Mobile: S30(c)  
\*: S38(1)(b)@scotland.pnn.police.uk





**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
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**OFFICIAL**

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
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Email: S30(c) & S38(1)(b)@lgbtipolice.scot or

S38(1)(b) [REDACTED]@scotland.police.uk  
[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 29 January 2024 13:37  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**OFFICIAL**

Hi S38(1)(b)

There will be 4 pupils and myself so 5 in total for the day.

S38(1)(b) | Police Constable S38(1)(b)  
S38(1)(b) | S30(c)  
Wishaw Police Office, 100 Stewarton Street, Wishaw  
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Thanks

S38(1)(b)

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**From:** S38(1)(b)  
**Sent:** 11 January 2024 10:47  
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**OFFICIAL**

Brilliant S38(1)(b),

You have the dates and times – we are in the process of sorting a venue!  
Can you start having the discussion with the relevant people and give me an idea of the numbers who would attend please.

Thanks  
S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 10:25  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b)

Yes my school it a gold charter LGBTI school they would send pupils to this event but would need more information as in dates and location. As they would have to arrange transport to the event.

S38(1)(b) | Police Constable | S38(1)(b)  
S38(1)(b) | S30(c)  
Wishaw Police Office, 100 Stewarton Street, Wishaw  
(: External: 101 / S30(c)  
Mobile: S30(c)  
\*: S38(1)(b)@scotland.pnn.police.uk







**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
50

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
1500	Event Close

“The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

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During the event, we will positively engage with the young people and invite them to participate in our ‘human library’ where we, serving LGBTQ+ police officers and allies, will be ‘open books’. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b) (She/They [Why this is here](#))  
S38(1)(b) - Scottish LGBTI Police Association  
Bishopbriggs Police Station  
113 Kirkintilloch Road  
Glasgow  
G64 2AA  
Tel: S30(c)  
Email: S30(c) & S38(1)(b)@lgbtipolice.scot or

S38(1)(b) [REDACTED]@scotland.police.uk  
[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 16 January 2024 09:20  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Morning S38(1)(b),

I have sent this over to the relevant personel within the school I work out of.

Do we know a venue as yet?

Thanks

---

**From:** S38(1)(b)  
**Sent:** 15 January 2024 12:38  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
<S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
<S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
<S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
<S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>;  
**Cc:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** FW: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi All,

I know a few have picked up on this but I just wanted to confirm that the date for the event is 27<sup>th</sup> Feb.

Thanks

S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ





Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

## OFFICIAL

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
50

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
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A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S38(1)(b), S30(c)</sup> [@lgbtpolice.scot](#) or

S38(1)(b) [@scotland.police.uk](#)

[www.lgbtpolice.scot](http://www.lgbtpolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 13:55  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**OFFICIAL**

Hi,

Age range is 13-25 or 13-28 lol if include two teachers lol.

Thanks

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 12:09  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Ok S38(1)(b),

Thanks so much for getting back to me so quickly.  
Hopefully everyone is looking forward to the event.

Do you have age ranges of the students and if a teacher is attending etc?

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 12:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

I wouldn't be able to attend unfortunately.

It would be S38(1)(b).

Thanks

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 09:53  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Fantastic,

I'm sure that will be fine. I have hoping that other give me numbers over the next couple of days.

Are you also attending? And apologies but can you just let me know what schools the 10 students will be coming from.

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 09:40  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hey,

Yeah they are thinking about 10 or so.

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 09:34  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Yes and no to be honest. If you have a large number of students who are part of the LGBTI community and want to attend, we will certainly look to accommodate. However we were aiming for between 30-50 pupils in total.

I know that some schools are restricted with transport etc, so that also comes into it. Do you have an idea of numbers?

Thanks

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 25 January 2024 09:32  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

It was to ask if there is a maximum number of people who can attend this event from one school/club?

Many thanks









Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)

ISSI No: [S30\(c\)](#)

Website: <http://www.scotland.police.uk/>

Twitter: [@Lanarkshire\\_Pol](#)

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 12 January 2024 12:17  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

Perfect, will keep you posted.

Many thanks

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 12 January 2024 11:53  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Yeah, if you can give me an idea of how many that would be great!

---

**From:** S38(1)(b)  
**Sent:** 12 January 2024 10:11  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

Hi S38(1)(b)

Do you need number of attendees?

Many thanks

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 12:11  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Sorry S38(1)(b),

I have just had it highlighted that the date isn't listed.... It's the 27<sup>th</sup> Feb 😊

---

**From:** S38(1)(b)  
**Sent:** 11 January 2024 11:04  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]



Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
50

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S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: 07384820547

Email: <sup>S38(1)(b), S30(c)</sup> [@lgbtipolice.scot](mailto: @lgbtipolice.scot) or

S38(1)(b) [@scotland.police.uk](mailto: @scotland.police.uk)

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 16 January 2024 10:11  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

Fab, thanks.

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 16 January 2024 10:11  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

## OFFICIAL

Hi S38(1)(b),

There will be – we are working on it just now.

Thanks  
S38(1)(b)

S38(1)(b)  
Equality Diversity & Inclusion  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b)  
**Sent:** 16 January 2024 10:10  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]





Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Rough timings:  
1030 – 2pm

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S38(1)(b) (She/They [Why this is here](#))  
S38(1)(b) - Scottish LGBTI Police Association  
Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: 07384820547

Email: <sup>S38(1)(b), S30(c)</sup> [redacted]@lgbtipolice.scot or

**S38(1)(b)** [redacted]@scotland.police.uk

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 29 January 2024 10:10  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi S38(1)(b)

So far I have 7 from S38(1)(b).

Many thanks

S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 29 January 2024 10:08  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Morning S38(1)(b),

Are you able to confirm numbers etc?

Thanks  
S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 18 January 2024 08:04  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

I have 7 so far for S38(1)(b). The poster looks fab, when it is really to go, I can print in colour and pop up in the two schools I cover.

I will also attend.

Many thanks

S38(1)(b)

Sent with BlackBerry Work ([www.blackberry.com](http://www.blackberry.com))

---





S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 20 February 2024 13:01  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

OFFICIAL

Hi S38(1)(b),

Sorry you'll be sick of seeing my emails but just to confirm S38(1)(b) will attend the event. The teacher attending is S38(1)(b) and she will bring along 3 pupils.

Sorry can I confirm that lunch will be provided?

Thanks,

S38(1)(b)

Sent with BlackBerry Work (www.blackberry.com)

---

**From:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Sent:** 16 Feb 2024 15:04  
**To:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

So 50 was for the number of attendees over all.

One school have 8/10 pupils going, others have 4/5. So it is very dependent on pupils from the LGBTI community who want to attend and then, as you say, school transport. How large an LGBTI community do you have in the school?

Thanks

S38(1)(b)

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Friday, February 16, 2024 3:01 PM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Hi S38(1)(b),

I spoke with the teacher who would organise and attend this event. She would like to attend but was wondering about numbers. I recall you mentioned that you would be looking to have about 50 young adults attending this event. Do you have a rough number per school? The reason she is wondering is just so she can price transport.

Thanks,

S38(1)(b)

Sent with BlackBerry Work ([www.blackberry.com](http://www.blackberry.com))

---

**From:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Sent:** 16 Feb 2024 09:14  
**To:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi,

No that's absolutely fine 😊

I realised late that schools were off at the start of the week.

Speak soon

S38(1)(b)

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Friday, February 16, 2024 9:12 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Hi S38(1)(b),

Sorry I totally forgot when I emailed last week that the schools weren't back until yesterday.

I'll let you know today what the school plan on doing if it's not too late?

Sorry again,

S38(1)(b)

Sent with BlackBerry Work ([www.blackberry.com](http://www.blackberry.com))

---

**From:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Sent:** 9 Feb 2024 13:33  
**To:** "S38(1)(b)" <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**



Yes,

That would be great **S38(1)(b)**.

Thank you 😊

---

**From:** **S38(1)(b)** <**S38(1)(b)**@scotland.police.uk>  
**Sent:** Friday, February 9, 2024 12:52 PM  
**To:** **S38(1)(b)** <**S38(1)(b)**@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**,

Yeah I did thanks. I showed it to the school but haven't heard back. I'm not in the school today but I will check and get back to you on Monday if that's OK?

**S38(1)(b)**

Sent with BlackBerry Work ([www.blackberry.com](http://www.blackberry.com))

---

**From:** "**S38(1)(b)**" <**S38(1)(b)**@scotland.police.uk>  
**Sent:** 9 Feb 2024 10:26  
**To:** "**S38(1)(b)**" <**S38(1)(b)**@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi **S38(1)(b)**,

Just wanted to check in and make sure you got the poster and things for this event?  
Are you aware of any attendees from your school?

Thanks  
**S38(1)(b)**

---

**From:** **S38(1)(b)** <**S38(1)(b)**@scotland.police.uk>  
**Sent:** Friday, January 12, 2024 1:58 PM  
**To:** **S38(1)(b)** <**S38(1)(b)**@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**,

**S38(1)(b)** have an ethics group, with one of their main topics being LGBTQ+. I have asked the staff and they are interested but it would just depend on where the event will be held as the cost of transporting the young persons would have to be taken into consideration. Once this is confirmed I can speak with the school's again and let you know, if that is OK?

Thanks,



---

**From:** S38(1)(b) [redacted]  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) [redacted] <S38(1)(b) [redacted]@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
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During the event, we will positively engage with the young people and invite them to participate in our ‘human library’ where we, serving LGBTQ+ police officers and allies, will be ‘open books’. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.

A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b) [redacted] (She/They [Why this is here](#))  
S38(1)(b) [redacted] - Scottish LGBTI Police Association  
Bishopbriggs Police Station  
113 Kirkintilloch Road  
Glasgow  
G64 2AA

Tel: S30(c) [REDACTED]  
Email: S30(c) & S38(1)(b) [REDACTED]@lgbtipolice.scot or  
S38(1)(b) [REDACTED]@scotland.police.uk  
[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 23 February 2024 10:15  
**To:** S38(1)(b)  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b), S38(1)(b) has just confirmed that although she's been pushing hard, no-one's come forward for this in the school.

The numbers have been dropping in the LGBTI clubs in the school, and she's finding it difficult to get any engagement from them at all, tbh.

The info is out there, and at the very least the kids know that we are there, and there is extensive support available, so at least we've sown a seed.

Apologies for this, but we did try!

Give me a shout if there's anything else I can do to help,

Cheers,

S38(1)(b)

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**From:** S38(1)(b)  
**Sent:** 22 February 2024 14:20  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Just wanting to confirm if the school are sending anyone to this event next week?

Thanks  
S38(1)(b)

S38(1)(b)  
Policing Together / Wellbeing  
S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b) @scotland.police.uk  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Wednesday, February 14, 2024 10:16 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b), apologies for the late reply, I was talking to the teacher who is het for this in S38(1)(b) just last week – however she didn't get back to me confirming any numbers!

I'll chase it up again when I'm back in the schools tomorrow and Friday – it's the mid-term break this week, and the schools are shut just now.

S38(1)(b).

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**From:** S38(1)(b)  
**Sent:** 09 February 2024 10:25  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

Just wanted to check in with you and see if your school is interested in attending this event?  
Did you get the poster etc?

Thanks  
S38(1)(b)

---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Monday, January 15, 2024 12:03 PM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>; S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** RE: LGBT History Month - Youth Event [OFFICIAL]

**OFFICIAL**





Email: [S38\(1\)\(b\)@scotland.police.uk](mailto:S38(1)(b)@scotland.police.uk)  
ISSI No: S30(c)  
Website: <http://www.scotland.police.uk/>  
Twitter: @Lanarkshire\_Pol  
Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

---

**From:** S38(1)(b)  
**Sent:** 09 January 2024 16:07  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** LGBT History Month - Youth Event [OFFICIAL]

## OFFICIAL

Rough timings:  
1030 – 2pm

Venue:  
TBC

Numbers:  
50

1030	Welcome from TIE, Scottish LGBTI Police Association & Police Scotland
1045	Police Human Library
1200	Lunch
1245	Workshop: How can your police better serve LGBTQ+ young people
1345	Break
1400	Hate Crime Input
1430	Q+A
1500	Event Close

“The Scottish LGBTI Police Association, in partnership with Time for Inclusive Education, is hosting an event for LGBT History Month to collaborate with young LGBTQ+ people.

We are passionate about improving the relationship between young LGBTQ+ people and the police and hope to increase crime reporting.

During the event, we will positively engage with the young people and invite them to participate in our ‘human library’ where we, serving LGBTQ+ police officers and allies, will be ‘open books’. We hope to share our journeys - from coming out, to joining the police, to starting families - in the hope that rapport can be built. Our goal is to increase the trust and confidence LGBGQ+ young people have in the police and to encourage crime reporting.

We will then facilitate workshops where young people will be encouraged to share their ideas on how their police service can better serve them. We will record all contributions, anonymise them and ensure they are collated and fed back to the decision makers within Police Scotland.



A short input on hate crime will then be delivered, followed by a Q&A.”

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

G64 2AA

Tel: S30(c)

Email: <sup>S30(c) & S38(1)(b)</sup> [@lgbtipolice.scot](mailto: @lgbtipolice.scot) or

S38(1)(b) [@scotland.police.uk](mailto: @scotland.police.uk)

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 23 February 2024 15:17  
**To:** S38(1)(b); S38(1)(b); S38(1)(b); S38(1)(b); S38(1)(b)  
**Cc:** S38(1)(b)  
**Subject:** Tuesday's youth event [OFFICIAL]  
**Attachments:** Agenda.docx; Chat Entrance.png

## OFFICIAL

Hi Storytellers 😊

I hope everyone is looking forward to the event on Tuesday.

I've attached the draft agenda which might change again slightly before the event.

The pupils will arrive from 10am so if possible, please arrive about 9.30/9.45. I'll be there from 8ish so no issues if anyone wants to be early to avoid traffic.

### Parking

We're going to use the small events car park so when you enter Chatelherault Country Park from Carlisle Road drive straight as far as you possibly can, past the main car park on the left, up the steep hill, past the big hoose on the left and you'll reach a wee roundabout. That's where to park.

### **What Three Words:**

strong.glad.dark

### **Address:**

If you type the following into Google Maps you'll find it –

'ChargePlace Scotland Charging Station  
Carlisle Road  
Ferniegair  
Hamilton  
ML3 7UE'

### Entrance to the building

We're going to use the side entrance to the building. Please see attached pic. From the carpark you'll see a set of stairs and footpath leading to the building.

Once inside we're using the first room on the left to register the young people. Someone will be there to greet you



### Agenda

You'll see this is a bit different to the original plan. The new plan is the group of roughly 25 kids will be split in 2 so you'll only have to give your talk twice to each group of roughly 12/13 young people.

You'll see you have 15 mins so please use this time to deliver your story and factor in time for a couple mins Q&A.

### Please Remember

I have printed out and laminated posters for each of you, to display at your station.

Please also remember any personal items you may wish to bring i.e. bits of uniform, pictures, etc.

## Refreshments

Lunch, snacks, tea, coffee, juice etc. will be provided. We're looking after you well!

Any questions, please don't hesitate to get in touch with me. You all have my personal number and I'm very happy to answer calls or texts over the weekend 😊

S38(1)(b)

S38(1)(b) (She/They [Why this is here](#))

S38(1)(b) - Scottish LGBTI Police Association

Bishopbriggs Police Station

113 Kirkintilloch Road

Glasgow

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Tel: S38(1)(b)

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S38(1)(b) @scotland.police.uk

[www.lgbtipolice.scot](http://www.lgbtipolice.scot)

**OFFICIAL**

1000	Pupils arrive & register
1030	<b>Lecture theatre</b>  Welcome from Scottish LGBTI Police Association, Police Scotland & TIE
1045	<b>Breakout Rooms - Police Human Library</b>
1045 – 1100	Room 1: §38(1)(b)  Room 2: §38(1)(b)
1100 – 1115	<b>Swap</b>
1115 - 1130	Room 1: §38(1)(b)  Room 2: §38(1)(b)
1130 - 1145	<b>Swap</b>
1145 - 1200	<b>Break</b>
1200 – 1215	Room 1: §38(1)(b)  Room 2: §38(1)(b)
1215 – 1230	<b>Swap</b>
1230	<b>Lunch</b>
1300	<b>Scenario based input</b>
1400	<b>Break</b>
1415	<b>Hate Crime Input</b>
1430	<b>Q&amp;A</b>
1500	<b>Event Close</b>



S38(1)(b)

---

**From:** S38(1)(b)  
**Sent:** 28 February 2024 10:39  
**Cc:** S38(1)(b)  
**Subject:** More than the colour Blue [OFFICIAL]

OFFICIAL

Morning All,

I hope everyone is well. Firstly, I just want to say a massive thank you for coming along to our event yesterday.

I really hope that the young people were able to take away some meaningful insights and learning from the day.

I am however very conscious that some of the stories /scenarios can be triggering and the young people or yourselves may feel a little low / out of sync today. If this is the case, please be kind to yourself and each other and seek support if required.

We have had a great uptake from the feedback QR code and I believe this code will be live for a couple of days. All I ask is that you, when you have time, reflect on the event and feedback any positives from the day, as well as areas that we need to improve on. We are very excited in creating an [events package](#) so that this day can be delivered throughout all divisions in Scotland.

Thanks again.

S38(1)(b)

S38(1)(b)

Policing Together / Wellbeing

S38(1)(b)

Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ

Email: **S38(1)(b)** @scotland.police.uk ISSI No: **S30(c)**

Website: <http://www.scotland.police.uk/>

Twitter: @Lanarkshire\_Pol

Facebook: [www.facebook.com/lanarkshirepolicedivision](http://www.facebook.com/lanarkshirepolicedivision)

S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 28 February 2024 11:29  
**To:** S38(1)(b)  
**Subject:** More than the colour Blue [OFFICIAL]

## OFFICIAL

Morning S38(1)(b),

How are you? I wanted to include you in this storytellers email, because you played so many roles yesterday.

Firstly, I just want to say a MASSIVE thank you for everything! Above and beyond organising and supporting, you also shared your story yesterday.

And let's face it, you storytellers made this event!!! And I will forever be grateful for the very personal journey you chose to share.

Having such a diverse group of storytellers meant that each and every young person – scrap that – every person who attended yesterday was able to identify and relate to someone.

I am however very conscious that the experience of sharing and the scenarios later in the day can be triggering and you may feel a little low / out of sync today. If this is the case, please be kind to yourself and seek support if required. I am always here to help, support and listen, so please don't hesitate to reach out.

Lastly, all I ask is that you, when you have time, reflect on the event and feedback any positives from the day, as well as areas that we need to improve on. We are very excited in creating an 'events package' so that this day can be replicated and delivered throughout all divisions in Scotland. We are also very excited at the prospects of making it even bigger / longer.

The feedback we have received from the young people, has been both humbling and inspiring, so here are some examples of the impact you helped to have:

Q: What did you learn from the storytellers sessions?

"They were all so amazing made me more happy to just be me and be ok to talk to police about things if I need to"

"I learned that I shouldn't hide my sexuality from everyone and that I should report to the police if I do see a hate crime"

"I learnt that other people have gone through the same things as me"

"That even though lgbt doesn't have the most positive history with the police, there are some fighting for change"

Q: What was your key learning moment from today's event?

"That the police are more than a uniform"

"That it's worth reporting a hate crime even if you think it won't be taken seriously"

Q: Please provide any other feedback

"Be a bit longer but I loved it thanks"

"Had lots of fun, would definitely go again if I had the chance!"

"Can't wait for more of these events in the future"

"It was fun, very fun I made new friends too!"

Thank you 😊

S38(1)(b)

S38(1)(b)



Policing Together / Wellbeing

S38(1)(b)

Police Scotland

Lanarkshire Division

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Motherwell

ML1 1RZ



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S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 28 February 2024 11:36  
**To:** S38(1)(b)  
**Subject:** RE: More than the colour Blue [OFFICIAL]

**OFFICIAL**

Hi S38(1)(b),

I'm great, It was such a great event yesterday. I'm excited to be involved in future events.

It's great to see the feedback from the kids themselves and see that it was a positive experience for them too.

Regards

S38(1)(b)

S38(1)(b) [He/him \(Why this is here\)](#)  
S38(1)(b) [Scottish LGBTQ Police Association](#)

**Criminal Justice West |**  
**Criminal Justice Services Division**  
S38(1)(b) |  
**London Road Police Office |**  
**851 London Road, Glasgow | G40 3RX |**  
**Greater Glasgow Division |**  
S30(c) | Tie Line : S30(c) |  
ISSI : S30(c) |  
Team email: S30(c) @scotland.police.uk  
Email: S38(1)(b) @scotland.police.uk  
Website: [www.scotland.police.uk](http://www.scotland.police.uk)



---

**From:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Sent:** Wednesday, February 28, 2024 11:16 AM  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** More than the colour Blue [OFFICIAL]

**OFFICIAL**

Morning S38(1)(b),

How are you?

Firstly, I just want to say a MASSIVE thank you for coming along, supporting, and sharing your story yesterday. Let's face it, you storytellers made this event!!! And I will forever be grateful for the very personal journey you chose to share.

Having such a diverse group of storytellers meant that each and every young person – scrap that – every person who attended yesterday was able to identify and relate to someone.

I am however very conscious that the experience of sharing and the scenarios later in the day can be triggering and you may feel a little low / out of sync today. If this is the case, please be kind to yourself and seek support if required. I am always here to help, support and listen, so please don't hesitate to reach out.

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"They were all so amazing made me more happy to just be me and be ok to talk to police about things if I need to"

"I learned that I shouldn't hide my sexuality from everyone and that I should report to the police if I do see a hate crime"

"S38(1)(b) story was amazing. So touching and insightful. All of the story tellers were really brave"

"I learnt that other people have gone through the same things as me"

"That even though lgbt doesn't have the most positive history with the police, there are some fighting for change"

Q: What was your key learning moment from today's event?

"That the police are more than a uniform"

"That it's worth reporting a hate crime even if you think it won't be taken seriously"

Q: Please provide any other feedback

"Be a bit longer but I loved it thanks"

"Had lots of fun, would definitely go again if I had the chance!"

"Can't wait for more of these events in the future"

"It was fun, very fun I made new friends too!"

Thank you 😊

S38(1)(b)

S38(1)(b)  
Policing Together / Wellbeing

S38(1)(b)  
Police Scotland  
Lanarkshire Division  
217 Windmillhill Street  
Motherwell  
ML1 1RZ



Email: S38(1)(b)@scotland.police.uk

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S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 28 February 2024 12:20  
**To:** S38(1)(b)  
**Subject:** RE: More than the colour Blue [OFFICIAL]

Hey S38(1)(b),

Yesterday went brilliant, speaking to TIE, the teachers and students they seemed to really benefit from it. I see this as being something we can roll out across the country! I see so much potential in it. With your role just now would you be able to continue working on it? OBV I would be helping a lot more.

S38(1)(b)

How are you?

You and S38(1)(b) did amazing. So proud.

S38(1)(b)

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**From:** S38(1)(b)  
**Sent:** 28 February 2024 11:22  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** More than the colour Blue [OFFICIAL]

## OFFICIAL

Morning S38(1)(b),

How are you?

Firstly, I just want to say a MASSIVE thank you for coming along, supporting, and sharing your story yesterday. Let's face it, you storytellers made this event!!! And I will forever be grateful for the very personal journey you chose to share.

Having such a diverse group of storytellers meant that each and every young person – scrap that – every person who attended yesterday was able to identify and relate to someone.

I am however very conscious that the experience of sharing and the scenarios later in the day can be triggering and you may feel a little low / out of sync today. If this is the case, please be kind to yourself and seek support if required. I am always here to help, support and listen, so please don't hesitate to reach out.

Lastly, all I ask is that you, when you have time, reflect on the event and feedback any positives from the day, as well as areas that we need to improve on. We are very excited in creating an 'events package' so that this day can be replicated and delivered throughout all divisions in Scotland. We are also very excited at the prospects of making it even bigger / longer.

The feedback we have received from the young people, has been both humbling and inspiring, so here are some examples of the impact you helped to have:

Q: What did you learn from the storytellers sessions?

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"That even though lgbt doesn't have the most positive history with the police, there are some fighting for change"

Q: What was your key learning moment from today's event?

"That the police are more than a uniform"

"That it's worth reporting a hate crime even if you think it won't be taken seriously"

Q: Please provide any other feedback

"Be a bit longer but I loved it thanks"

"Had lots of fun, would definitely go again if I had the chance!"

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Thank you 😊

S38(1)(b)

S38(1)(b)

Policing Together / Wellbeing

S38(1)(b)

Police Scotland

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S38(1)(b)

**From:** S38(1)(b)  
**Sent:** 28 February 2024 12:45  
**To:** S38(1)(b)  
**Subject:** RE: More than the colour Blue [OFFICIAL]

Hi S38(1)(b),

I am well thanks, how are you?

Really appreciate you reaching out and sharing the positive feedback, I think it was an excellent event and honestly can't fault any of it or offer any suggestions for improvement, it far exceeds anything I could muster! It's was good as any Police Scotland led event I have attended and testament to the hard work you clearly did in advance of the day. I would be supportive of rolling this out nationally and I'm sure you will receive the support to do so.

Thanks for inviting me along and if there is ever anything I can do to assist don't hesitate to ask.

S38(1)(b)

S38(1)(b) | S38(1)(b)  
Glasgow North East LPST | Greater Glasgow Division  
Police Scotland / Poileas Alba  
Email / Post-d: S38(1)(b) @scotland.police.uk  
Telephone / Tele, fon: S30(c)  
BSL users can contact me via [Contact Scotland](#), the online BSL service.



*I am a Lifelines Scotland Peer Supporter and Post Trauma First Aider – For more information click the image above.*

*I am a SEMPER Scotland Executive Committee Member – For more information please click the image above, e-mail [comms@semperscotland.org](mailto:comms@semperscotland.org), visit [www.semperscotland.org](http://www.semperscotland.org) or follow @SEMPERScotland on Twitter/X.*

---

**From:** S38(1)(b)  
**Sent:** 28 February 2024 11:23  
**To:** S38(1)(b) <S38(1)(b)@scotland.police.uk>  
**Subject:** More than the colour Blue [OFFICIAL]

**OFFICIAL**

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Thank you 😊

S38(1)(b)

S38(1)(b)

Policing Together / Wellbeing

S38(1)(b)

Police Scotland

Lanarkshire Division

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