



EXTENDED HUB STUDY

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Community Development & Capacity Building



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Abstract

Following from a scoping study carried out between November 2020 through February 2021, this new study has been conducted with the motive to carry out more face to face conversations.

Generally, the idea of an LGBT+ hub in Perth & Kinross has the support of those that live or are connected to the region. Carrying across some model examples and perspectives from the initial study, there is more recognition for the need to reduce isolation and loneliness in communities, as well as provide a space for people to feel welcome and truly able to be themselves.

Though there were a range of engagements across the county of Perth & Kinross, it is felt that there is a greater LGBT+ presence in Perth City at this time, albeit still relatively small when you look at examples of LGBT+ communities in other cities in Scotland. Having Perth as a starting base to grow a sense of community to then introduce activities into more rural regions is favoured based on the results of the consultation.

Foreword

by Matt Wester

“What has been a turbulent year, with the effects of COVID-19 continuing to impact communities across Scotland, isolation and loneliness continues to impact on the lives of LGBT+ people.

We often refer to ‘LGBT+’ as a particular community, but it’s just as important to think about the individuals that could identify through a particular gender or sexuality.

Each of them has an ambition, a talent, a motive, an interest – something that can help them get by, day-to-day, week-by-week.

The time to make them feel welcomed, included and accepted for being who they are in wider society is now.”

Recommendations

Based on all the aspects carried out during this study, as well considering the scoping study previously conducted, the following points are recommended:

- **Establish a greater sense of an LGBT+ community**

Despite movements to improve the lives for LGBT+ people in Perth & Kinross, there is still the practical issue that not everywhere feels safe or inclusive across the region. Through initiatives such as the Rainbow Heartlands and more collaboration between organisations project, this will help to create a greater sense of community identity for the future.

- **Develop a foundation for an organisation or partnership**

Perth & Kinross is also home to a number of LGBT+ and ally groups & organisations, many of which have helped to improve the lives and inclusion of LGBT+ people across the region.

By producing a 100-day vision plan, this will help ensure the commitments through this consultation will bring an LGBT+ hub to reality in the near future for Perth & Kinross, establishing the structures and framework most suited to the various parties that wish to be involved in the running of a hub.

- **Ensuring the hub is inclusive of EVERYONE**

The strongest suggestion is for a hub to set up within Perth city, but it doesn't have to stop at that particular building alone.

Developing a programme of activities throughout Perth & Kinross can help build more inclusion and diversity across communities that may not have had such an experience or awareness before. Likewise, it's important to engage with those who may face discrimination in communities for other reasons, and ensuring the hub is just as welcoming and inclusive towards them.

- **Recognise the impacts made by existing parties**

There are already groups, organisations and businesses in Perth & Kinross that are making strides to be as inclusive towards the LGBT+ community as they can be.

By harvesting this energy and demonstrating how they are inclusive will really help to improve visibility and encourage others to follow with a similar motive.

Introduction & Methodology

To recap on the scoping study, with the report released earlier in March 2021, this established a desire for a community hub to become a reality in the Perth & Kinross.

Four model concepts were produced based on ideas at the time, which have since been carried forward into the questionnaire detailed later in this report. As well as this, potential existing buildings were considered as spaces, and financial models produced to indicate the potential costs of having an LGBT+ hub.

Conversations that followed the release of this report explored the concept of a community hub for a wide range of minority groups in Perth & Kinross, which is reflected in Model 4 of the report.

The outcomes of this scoping study identified the need to carry out more face-to-face discussions once COVID-19 restrictions allowed for this to happen.

Initially this study was to launch in May 2021, however the restrictions on groups and uncertainty of rising COVID-19 case numbers led to a delayed launch. This was to ensure planned activities were as effective as possible in gleaning community response.

As a result, the consultation launched in August 2021, with the launch taking place during Perthshire Pride weekend.



Perthshire Pride 'Community Conversation' stall for consultation launch

Aims

The aims for this consultation were set at the beginning of August, which included:

- Understanding the key purposes and desires of a community hub
- Identify and develop connections with existing community groups, projects and services

Objectives

The objective of this consultation were:

- Develop design workshops and discussions to help build a visual identity for a community hub
- Recognise the gaps in services and provisions in Perth & Kinross for LGBT+ and others that may face inequalities
- Mapping a future development plan collectively with key partners and organisations

Methodology

- Qualitative data – the focus of this study is to gather data that is weighted with more context and perspectives from individuals in the community
- Previous intelligence – as there has already been an appetite for an LGBT+ community hub in the region, much of the questioning towards those in the community would ask how they would like to see a hub in action, how it would help them as well as the wider community
- Keeping connected – there is an acknowledgement that many businesses and venues in the region are considered inclusive already, so therefore approaching them with the option to host workshops and sessions in existing venues was a key part of this engagement

Key Findings

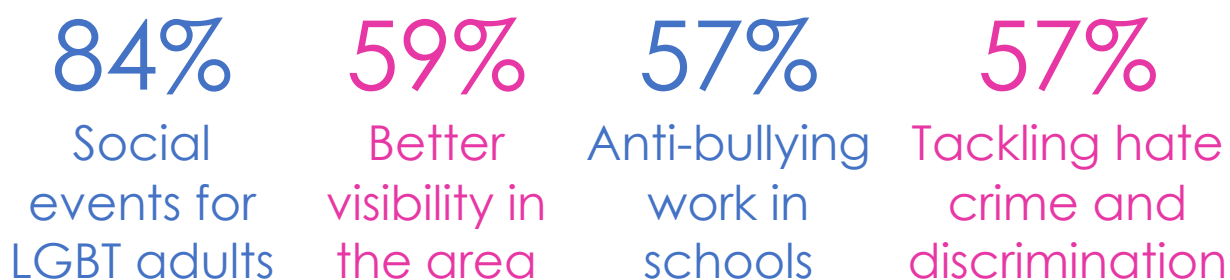
Based on the respondents from the questionnaire, previous surveys and workshop sessions, these are some of the key responses found.

The Reasons and Needs for an LGBT+ Hub

Reduce anxiety Build community
help younger people
inclusive & welcoming
Nothing Local
Safe space Support services
Reduce isolation
Facing hostility &
discrimination

Interpreted on responses from Extended Study Questionnaire (Appendix 1)

The above responses likewise tie in with the Scottish LGBT Survey, conducted by Pink Saltire, that was undertaken in 2019 (Appendix 2). The key priorities from those residing in Perth & Kinross include:



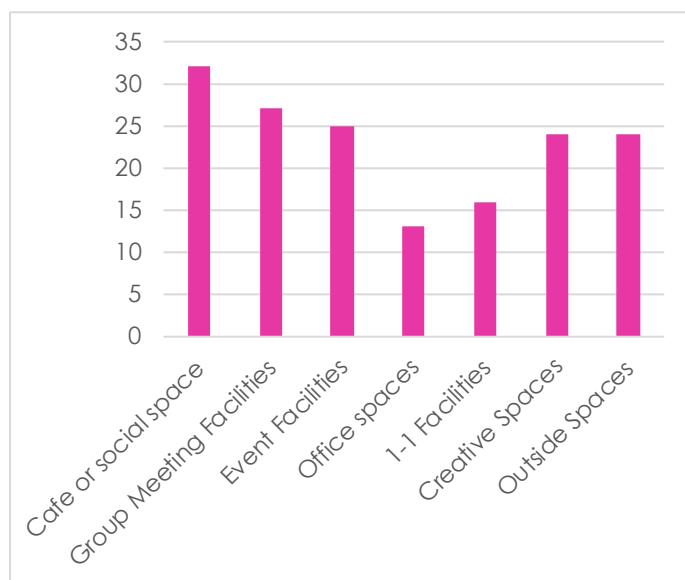
Other substantial priorities included **improved rights and legal protections** (47%), **signposting of services available locally** (47%) and the development of **youth groups** (45%). Likewise, when questioned on if funding for these types of services and provisions was sufficient for LGBT people, **68%** responded 'No', and **14%** responded 'Not sure'.

Figures rounded to nearest whole number

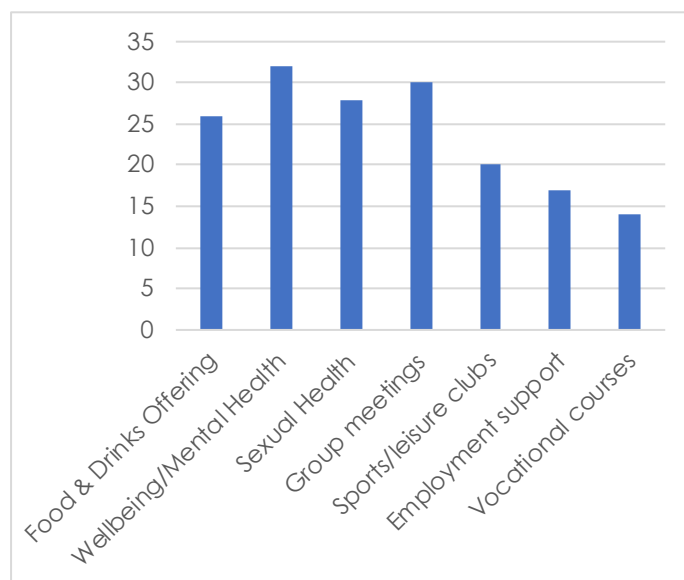
Services & Provisions – Hub Specific

When narrowing down the need for services and facilities within an LGBT+ hub in the region, there was greater push for a social and wellbeing spaces, however there was still an overall broad demand on the options available.

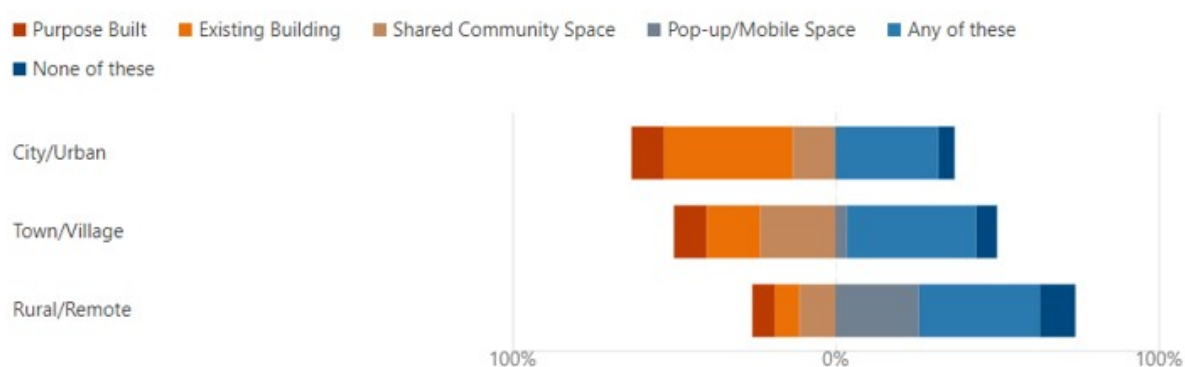
Facilities of interest:



Services of interest:



To help give a clearer picture of how respondents envisaged such services coming together, respondents felt that in a city/urban setting an existing building would be more favourable, whereas in a rural/remote environment it would be better suited to have a pop-up or mobile facility.



Most indicated that it would be a better idea to launch a city-based space initially with the next step to reach out into the wider county through the likes of pop-up spaces.

“It’s better to spin off into smaller towns from a successful hub in Perth than start in a smaller town or village and have it flop.”

Perceptions of the Model Drafts

Taking from the initial scoping study, the four models were produced as draft concepts for a future hub.

They consisted of a range of facilities, features and initiatives, along with a weighing of their feasibility.

These were presented in the questionnaire as well as on the display boards during workshops and long-term displays at PKAVs' The Gateway and Big Dog Books.

MODEL 1

Opportunities	Limitations
City based to link and integrate within community	Restrictive for some in very rural locations to get to community
Still options for rural outreach through flexible use of centres	Perth City having sense of negative or hostile atmosphere to some
Centre has greater ability to be open for more hours	Urban environment may be more cluttered, with limited parking and access
More awareness being raised in region around equality and inclusion	Reliant on growth of LGBT+ community in a short space of time

Physical Centre (Perth City)
Including space for café/social environment, meetings, events and functions, 1-1 rooms and hotdesk facilities

Core Purposes
Provide space for groups and individuals to meet
Open, community-led space
Focus on matters that affect those in the LGBT+ community

Further Outreach
Training on inclusion and equality for local businesses and organisations
Identifying rural-based centres for alternative meet options in P&K

MODEL 2

Opportunities	Limitations
Groups and organisations have a space available that may not be otherwise	Outreach would mainly be based on initiative and objectives
More flexibility about where events and social meets occur	Lots of early engagement and conversations that relies on a proactive response
Can create organic engagement for local centres to lend themselves as spaces	Could create frictions in local communities that would need to be addressed
Pop-up engagements can be dynamic and vary depending on local needs	Reliant on existing spaces which makes certain events and gatherings difficult to adapt

Pop-up Bases (Across Perth & Kinross)
Including for events and engagements, social meets, identifying safe spaces that exist already

Core Purposes
Provide space for groups and individuals to meet
Raising awareness to wider community around LGBT+ matters

Further Outreach
Based on demand, could open further conversations into establishing a permanent space

MODEL 3

Opportunities	Limitations
Social and inclusive space that can also create a relaxed atmosphere	Could be put into a box or raise stigmas around who can and can't enter
Offer a visible purpose in a central location	Heavily reliant on ongoing footfall to be financially sustainable
Has ability to adapt and theme based itself based on key events in the year	Existing venues could offer a similar approach that have a known reputation
Training and awareness that is more sensitive about LGBT+ matters that may otherwise not be practiced elsewhere	Unlikely to meet the needs of those who are looking for specific support

Themed Venue (Hospitality Focus, likely Perth City)
Such as an LGBT café, bar or bistro, with a more social atmosphere

Core Purposes
A social space for LGBT individuals and groups to meet
Opportunity for events, functions and fundraisers to be run

Further Outreach
Training and awareness around LGBT matters in local community
Profiling and defining diversity through a visible venue on the High Street

MODEL 4

Opportunities	Limitations
Working much more in Partnership with new and existing organisations	Demand for spaces and providing for a wide range of needs
Limits the need to travel out the region to find support	Diversity and inclusion training being consistent
Centre has ability to be larger in size and increase in availability	Clashes of interests or views may create negative relationships in community
Much wider community ownership from many groups	Existing centres may be offering such services to key groups already
Joined up discussions and understanding of what different minority groups face	Reach into P&K region may be more limited in terms of connectivity

Shared Centre (likely Perth area/outskirts)
Including space for café/social environment, meetings, events and functions, 1-1 rooms and hotdesk facilities

Core Purposes
To provide a space for minority groups
Offering a wide range of support and options for many characteristics and backgrounds

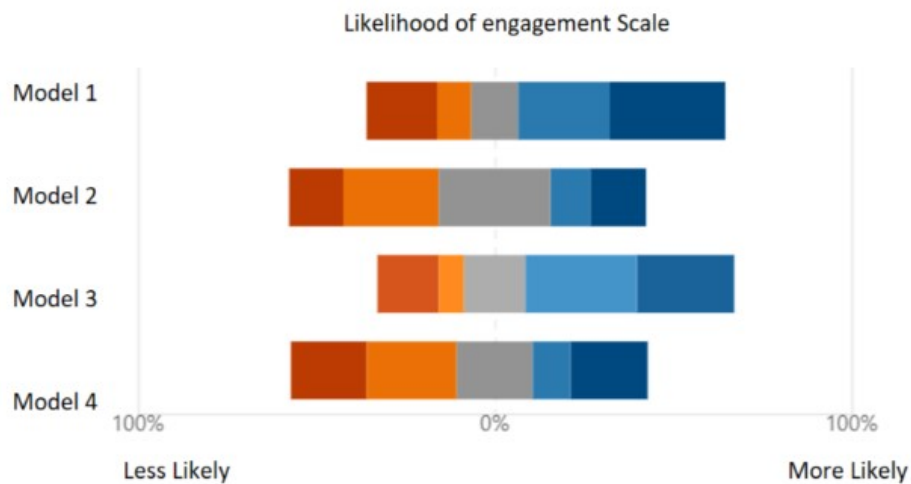
Further Outreach
Linking in with existing centres to recognise potential gaps in service provision
Joined up training, with a focus on intersectionality between groups

Respondents to the online questionnaire were encouraged to give honest feedback on these, as they continued to be considered as draft concepts in preparation for an LGBT+ hub.

This feedback has been disseminated later in the report, along with some tips and ideas on how these models could be developed.

Engagement with models

When queried on how likely respondents would engage with each of the models, a Likert scale was provided and demonstrated that Models 1 and 3 would demonstrate the strongest engagement, whilst Model 4 was the least likely to receive engagement.



Further evidence and suggestions of why this is will be detailed in this report.

Study Resources & Activities

In the initial phase of this extended study, a series of activities and resources were produced.

Perthshire Pride

Firstly, to launch the study, Pink Saltire incorporated this into the stall at Perthshire Pride on 29th August. The 'Community Conversations' space enabled community members to learn about the scoping study, what the next plans are and offer feedback in line with the online questionnaire, which started receiving responses on the same day.

Those that came to the stall could also sign up to email updates to let them know about future workshop sessions due for delivery in October.



Workshop Sessions

Following on from this, a series of 3 workshops were then planned to take place in both Perth City (Big Dog Books and PKAVs' The Gateway) and Kinross (Millbridge Hall).

The proposed outline to these sessions were split into 3 key aspects over 90 minutes:

Identify what current support, services and spaces are available, as well as those that aren't

Determine how COVID-19 has impacted on these services through a traffic light task

Designing a own hub through mapping out and brainstorming what should be included



PRISM Group

One of the key aims of this study were to ensure thoughts and ideas from a younger demographic were heard.

To help with this, a session with the PRISM group at Perth High School was arranged in early November. The group came together in May 2021 and had also attended Perthshire Pride, some of which were experiencing their first Pride event.

The session with the steering group enabled them to be vocal in their experiences both within the school and the local community. The initial discussion was to understand their perspective of LGBT+ life from a young age – some were not 'out' about their identity to family and friends meaning they risked being isolated on a daily basis regardless of whether they were in their home or school environment.

The next step of the session was to split the groups out to produce some structures from Lego to represent their ideal view of a community hub. They were asked to consider the scale of the space, the types of facilities and the more practical aspects of how it's laid out, as well as the experience people would get from initially accessing the space.

Individual Conversations

The online questionnaire demonstrated early on that there was a need for mental health and sexual health support within a future hub. Local organisations that provide these types of services include Mindspace and Terence Higgins Trust, respectively.

Mindspace

Mindspace is a mental wellbeing support charity based in Perth & Kinross. Relatively well-known for their services in the region, they focus on four aspects to support an individual's mental health.

This can be through their counselling, peer support or recovery college. They also have dedicated team members working with young people from the age of 8 upwards (Appendix 3).

One of the key points that Mindspace made clear during discussions is they are neither selective or exclusive of any individuals in the region. This means that those accessing the service wouldn't need to disclose their sexual orientation on any applications, and may only mention this in particular conversational contexts.

Through a short discussion with Mindspace that took place in October 2021, Mindspace indicated that they would be open to facilitate a co-led session with younger people, which would carry a focus on mental health and wellbeing. This opportunity can be explored in the coming months. Based on the response within this session, it would help determine if there may be specific needs for LGBT+ young people in Perth & Kinross where Mindspace may be able to tailor their support.

Terrence Higgins Trust

Terrence Higgins Trust (THT) provides sexual health services across Scotland, covering Tayside as part of their services for Perth & Kinross.

Their services include providing sexual health information and advice, testing for sexually transmitted infections, counselling, HIV testing clinics and support groups. They also raise awareness in schools, colleges and universities. Their centre in Tayside is based in Dundee (Appendix 4).

As part of services nationally, they provide condoms-by-post in Ayrshire & Arran, Fife and Lanarkshire. The same locations, as well as Tayside can also apply for free HIV self tests.

Through the discussions that took place with THT in September, they cited an interest in having a more permanent space in Perth & Kinross to provide support and testing locally. Currently many would have to travel further afield or access NHS services in order to get fully tested.

THT expressed that even having a individual room and a toilet in order to facilitate testing would be useful. As well as this there would be the option to provide materials regarding sexual health in more open spaces of the Hub. They do provide this service independently from the NHS and can provide referrals for treatment and medication to NHS Tayside when an individual requires it. Counselling sessions are also available for those that receive a positive test result and would like someone to speak to, without having to disclose to friends or family.

Online Questionnaire

Launched at Perthshire Pride, the online questionnaire was intended to capture the ideas and thoughts of LGBT+ folk on the development of a hub.

The questionnaire was available throughout the extended study and received 40 responses in total.

The principal questions were:

- Why does Perth & Kinross need a dedicated LGBT+ hub?
- What facilities and services should be provided within an LGBT+ hub?
- Where should an LGBT+ hub be located and what type of venue?
 - Location options of City/Urban, Town/Village, Rural Remote
 - Venue options of Purpose Built, Existing Building, Shared Community Space, Pop-up/Mobile Space, Any of these or None of these

As well as this, the four models produced in the previous scoping study were provided, and gave respondents the opportunity to feedback on each, as well as express how likely they would engage with each.

The results from this survey are shared in the Study Outcomes section of this report.

Displays in local spaces

It was felt that having a physical, ongoing presence in the region would help to give people a sense of the study moving towards a community hub.

Two identical display boards were produced for showcase in PKAVs' The Gateway and Big Dog Books in Perth. These boards shared the story of what had happened so far and where things could go next based on community feedback. The call-to-action premise of these boards were to encourage people to take part in the questionnaire or sign up to a workshop.

Posters and flyers were also printed with this in mind, and posted for display in shops around Perth & Kinross.



Study Outcomes

Questionnaire

To give an overview of the responses made throughout the questionnaire, much of the feedback gave the option to provide a more qualitative, written response.

Need for an LGBT+ hub

"There isn't anything for people that is explicitly queer-friendly, and that can be anxiety inducing for those who don't know if it's safe to be out there or not."

"So that resources are accessible to a wider group, and people don't have to travel for it - because that can exclude those who haven't got the money to do so."

"A local hub is really important for this minority group! It means they have more chance to be included and involved in their own community."

There were some that felt local businesses and groups were already LGBT+ inclusive, with the option of progressing visibility and inclusion across Perth & Kinross. Some of the organisations identified included Big Dog Books, Vegan 269 and Rock 'n' Beauty Salon – these are all based in Perth, however, so therefore may not have a wider impact on the rural parts of Perth & Kinross.

More progress would need to be made in community engagement to ensure more shops and businesses could be considered as inclusive spaces.

Examples of this include Perthshire Pride's 'Rainbow Stickers' campaign, which demonstrated businesses as inclusive in the community.

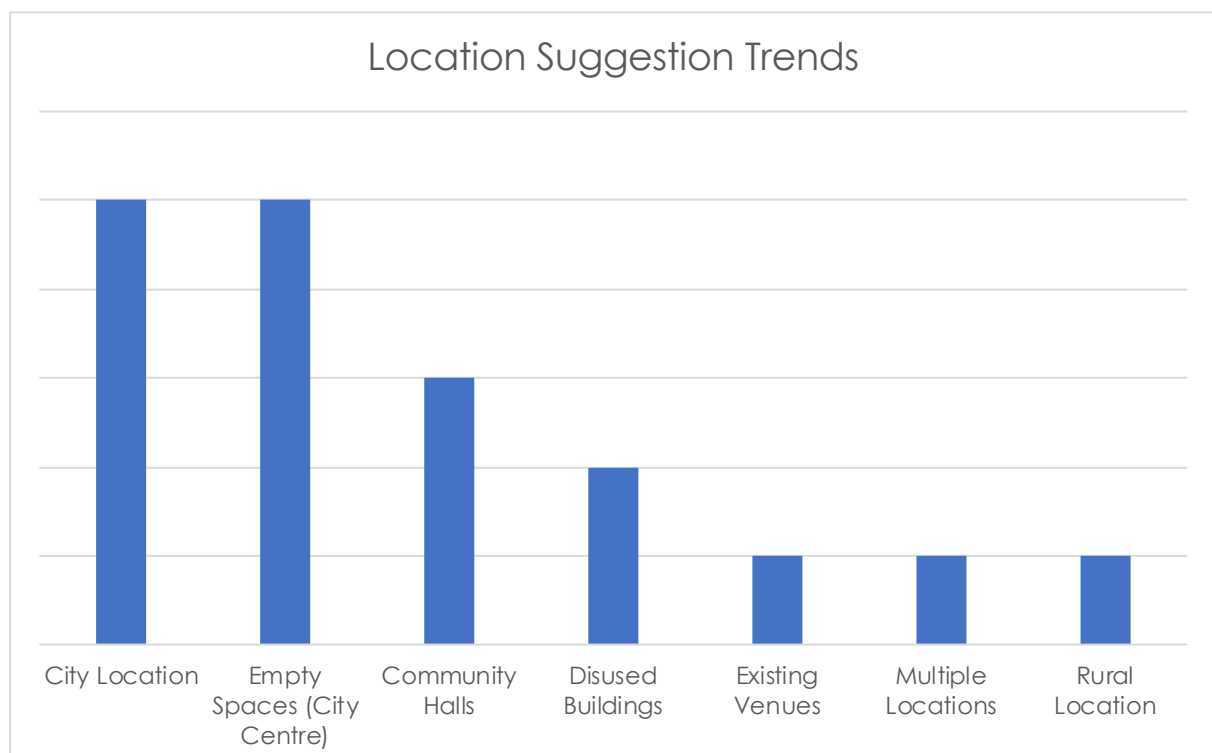
There was also a further suggestion that existing groups, projects and services could tie into creating an inclusive and progressive Perth & Kinross:

"I believe we can focus towards an inclusive society of kindness and acceptance across Scotland, in every café, shop, bar, school, community group, local authority, professional service - everywhere should strive to be and demand a safe and welcoming environment."

With this in mind, respondents were also asked to suggest potential places for a hub to launch, whether it be existing buildings or particular locations.

Some of the feedback to this included:

- Centre of Perth to launch, with the idea to reach out into other regions
“The biggest chance this succeeding is it being in Perth & being prominent”
- Empty Spaces in the city centre, near to public transport links
“Bringing something back into use not only solves the issue of a derelict High Street, bringing it into a busy area helps to improve tolerance and acceptance”
- Multiple ‘pop-up’ locations, such as community halls, outdoor spaces and creative facilities
“For Kinross, at least the Loch Leven community campus could be a good option or excluding that Millbridge Hall is a good space with cooking facilities included.”
- A location that can be relatively secluded to help those that may be looking for somewhere to go without too much public attention
“A kitchen everyone can use, lots of different nooks with very comfy seating, private big rooms for clubs, an art room, not somewhere that is too open window wise to avoid outing people.”

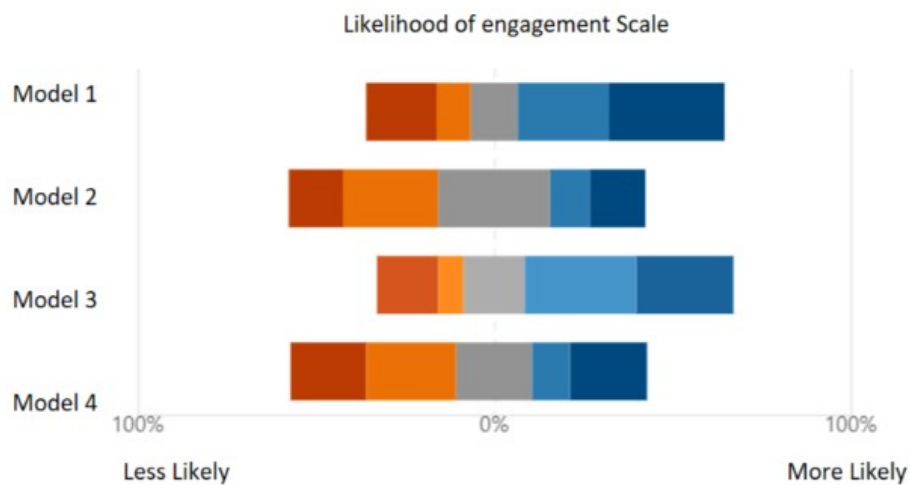


Feedback on model concepts

To help interpret the comments made on each model, it has been split into any positive/supportive feedback, the concerns that people have and any suggestions for developing or improving these models.

Model	Positive Feedback	Concerns	Suggestions
1 – Dedicated LGBT+ Hub	“While there might be limited demand for this at first, the audience would build as more services and activities become available through word-of-mouth and referrals from other organisations in Perth”	“Funding a space of this type will be expensive and additionally the coordination and management of such a space will also be a significant drain.”	“The smaller size of an LGBT+ community could be helped by outreach to college etc.” “Must be accessible to people with different additional support needs”
2 – Pop-up Engagements	“This might be a good model initially until a permanent base can be found. Anything we can start doing now would be of benefit to the community”	“Considering it’s based solely on initiatives/objectives people might not use it”	“This requires a larger scale project initially to establish the purpose of any kind of hub in the first place and ‘pop-ups’ and/or outreach should follow organically.”
3 – Themed/Hospitality	“A social space would be what’s most needed in Perth. An interactive, multi-purpose space where different events can take place.”	“Some LGBT+ people might not want others to know that they are part of the community – this would be like a having an arrow pointing at their head.”	“It would be nice to have an LGBT+ café but I think Model 1 is more needed” “Model 1 with a good focus on themed venue events”
4 – Shared Comm. Space	“This could be especially valuable for building solidarity with other minority groups, and for welcoming LGBTQ+ people who are marginalised in multiple ways.”	“Here I think religion might be a barrier for safety of members in some cases.” “Creating a space for multiple groups is likely to be unwieldy to manage day to day.”	“In the short term there might be clashes/some communities might feel the space is not meant for them.”

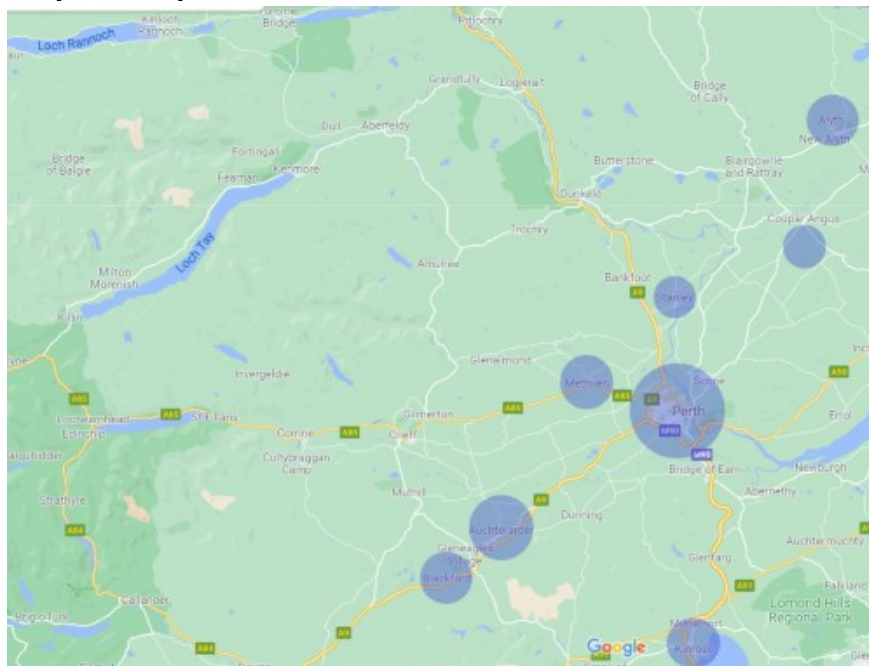
Overall, based on the feedback and the response regarding the likelihood of how people would engage with each model, a hybrid approach between Models 1 & 3 is most favourable



The other feedback also suggests the need to have develop a space initially in Perth City then spread efforts and outreach into more rural communities across the county.

Through the identified local businesses and spaces, this also helps to launch further engagement initiatives across the county, and offer potential outlets to host these within.

Map of Respondents



*Based on those that shared location details

Workshops

It's worth noting that despite prior advertisement, the attendance to these workshop sessions was lower than anticipated and some alterations were made to the initial session plan based on this.

COVID-19 continues to create some hesitancy for people to apply themselves to such engagements. As indicated in the Rainbow Responders research (Appendix 5), social isolation was considerably high and the need to introduce more relaxed social settings will help people get back out again to meet with others.

This was particularly necessary during the Big Dog Books session (4th October) as those in attendance were involved in local groups and organisations supporting and inclusive of the LGBT+ community at the time. On this basis, the session was adapted to ask them what was already being done to support those in the community and brainstorm some ideas on how further engagement could come about. With the lack of attendance from the wider public, it was overall felt more should be done to help build a sense of community through activities, events and opportunities.



Mindmap produced during 4th October workshop – separate colours used by each participant, organiser notes in green

It was felt that introducing some of these activities on a regular basis in Perth & Kinross would help enhance the LGBT+ presence, and encourage others to feel part of the community. Likewise it was understood that there would be some trailing of events with a consistent pattern to test their feasibility.

Marketing of these events should also be considerably greater than what has been done previously in order to attract new people to activities taking place. The overall aim was to ensure greater visibility for the LGBT+ community and make it clear that activities were taking place and welcoming.

This regime has since been factored into a new programme to help enhance the level of activities taking place.

PRISM Group Session

One of the key factors and points of discussion within the group was the recent introduction of LGBT+ education into the curriculum.

Whilst welcomed, the steering group were also wary of how it was being delivered, with the concern that it wouldn't change the attitudes and views of families and friends, some of which were already hostile on LGBT+ matters.

Some of the suggestions surrounding LGBT+ education to help both LGBT+ people and the wider community included:

“Better education in the way people may identify”

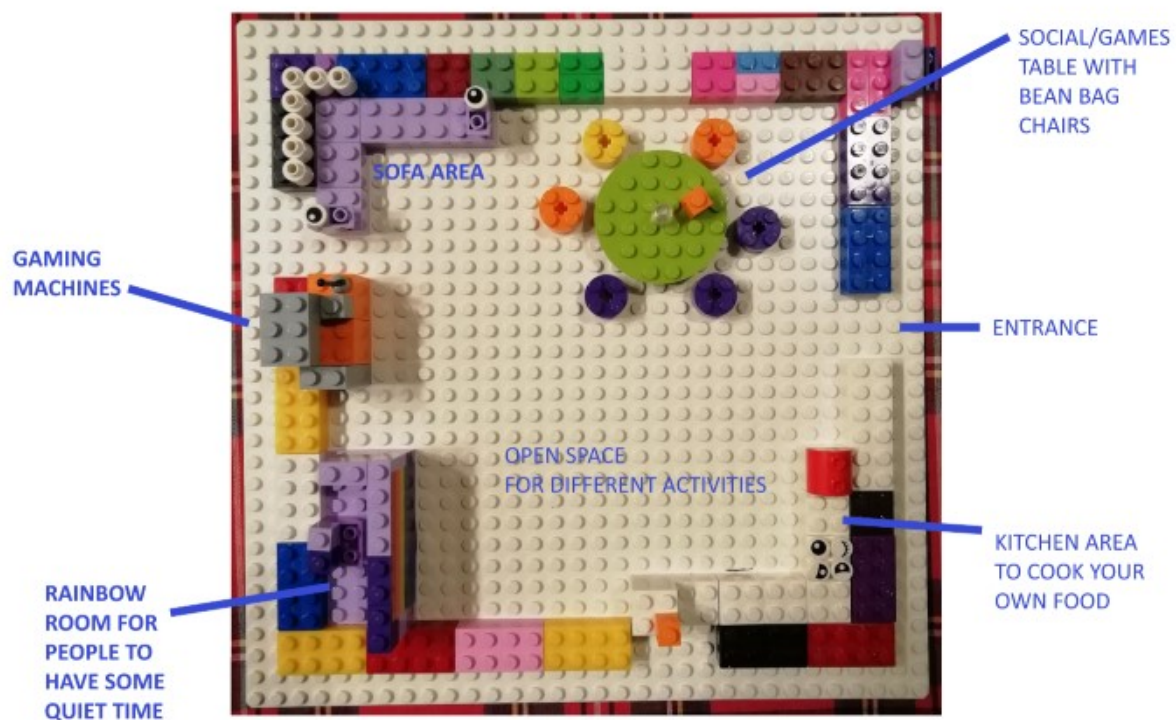
“Information on transitioning and medical clarity”

“Stronger awareness on how the LGBT+ community faces discrimination”

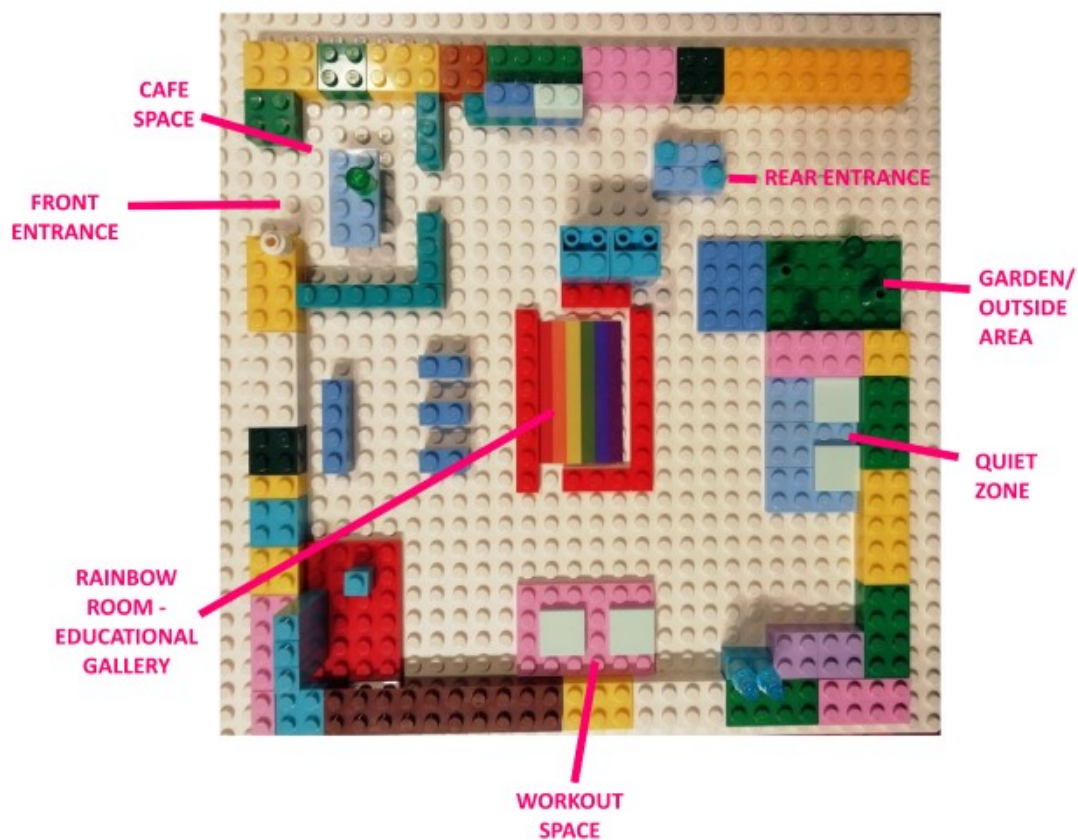
Further to this, the group echoed that they felt vulnerable in certain spaces around Perth, particularly when they were meeting with each other in public areas and may be subject to verbal abuse. There was a strong sense that having a space that is very much somewhere they can be themselves would really help them through quite a difficult period of growing up.

The follow-up exercise during this session was to produce ideal models of an LGBT+ hub in the form of Lego. Three models were produced with various themes, facilities and provisions in mind.

Some annotations have been made to each below to demonstrate the purpose and context to each.

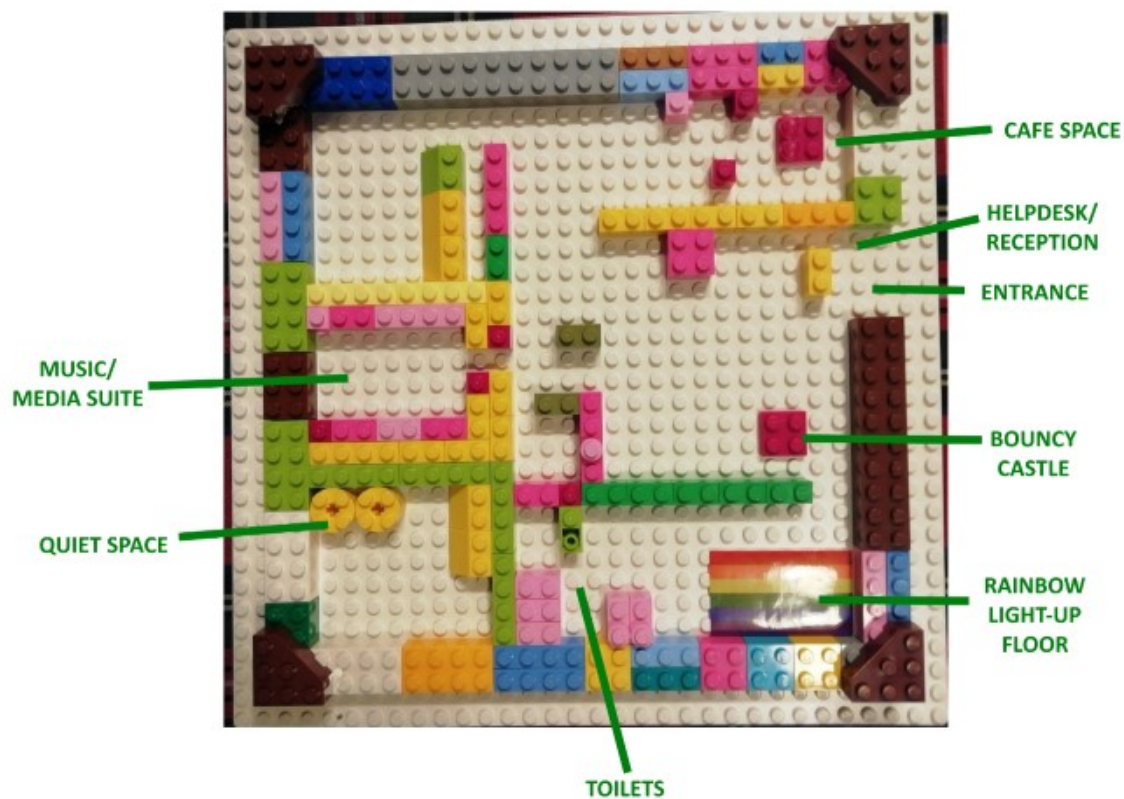


The shared thoughts from the group when designing these models is it should provide a mixture of social activities as well space for reflection and quiet spaces.



In more practical considerations, the following suggestions were made:

- Toilet facilities within the hub should be gender neutral/universal
- Any quiet spaces should be kept away from the social environments, such as cafes, lounge areas and entrances
- Opportunities should be sought into engaging the wider public with the hub, particularly where educating people and reducing stigma around LGBT+ matters were concerned



When aligning the Lego models that they produced with the models produced during the Scoping Study, the interpreted designs are very similar to what is proposed in Models 1 & 3.

Outcome Learnings

- Perth & Kinross lacks social and inclusive spaces as a whole, with only some city centre venues identified as being truly inclusive
- There isn't a solid sense of identity for an LGBT+ community in the county, and there are frequent crossovers between groups and members
- Whilst the introduction of LGBT+ education in schools has brought some improvements, there is still a need for greater awareness and acceptance in the wider community
- There are concerns around whether an LGBT+ hub will attract local people enough and if there would be enough ongoing funding

Reflection on Previous Study

Prior to putting together future motives, it's important to look back on the scoping study (Appendix 6) and how the findings from this correlates with some of the outcomes in this extended study.

The recurring themes of focus that appeared in the initial study have been concerns brought up in this study as well.

Facilities & Infrastructure

Several suggestions about the kind of space have been made, and a considerable number feel that a hub in Perth City would be an ideal starting base. Despite some perceptions of Perth being quite a hostile place for some, to launch something that demonstrates inclusion and acceptance can help to change the face of the city.

Alongside this, working with local businesses, schools and community groups can also help to create a more inclusive environment around the area, with a collective vision to help move things forward.

Accessibility & Locality

A city location doesn't suit everyone. Travel links in and around Perth & Kinross can be difficult, particularly for those who don't have access to their own vehicle and rely on public transport much of the time.

The concept of a city-based hub doesn't mean it stops outside of Perth, and having an activities and engagement programme that runs across the county can really help improve connections between people and have a sense of belonging in their own environment.

Likewise, some may have limited access to particular services in rural locations, so working alongside organisations to bring these to people will help give that sense that support is there for people regardless of where they live.

Accessibility is also a concern in terms of the type of building and it's compliance with providing access for those with mobility impairments. With a large number of existing buildings in the city being a potential space for an LGBT+ hub, it would be the ambition to ensure the space is adapted to ensuring it is wheelchair accessible.

Activities taking place

The COVID-19 pandemic has impacted a lot of activities and events across Scotland, some of which have yet to return or still have the question looming of if they will.

This has particularly affected those in Perth & Kinross, who had only just recently seen the launch of Perthshire Pride and connected groups with this.

Having an outlet and opportunity to interact with others really helps to tackle isolation in communities, so the launch of regular events and activities both within the hub and the wider area can really help to improve one's sense of belonging and develop their interest.

Security

There has been some concerns about the security of an LGBT+ community hub. Striking the balance of being visible and keeping people safe has it's difficulties.

One recently established hub in Aberdeen comes under the wing of Four Pillars, who adopt a non-intrusive approach to their security, with systems similar to those found in retail shops and cafés. For example, cameras set up in communal spaces, which are only reviewed by managing bodies and in the event of any security breaches or disruption within or nearby the venue.

This can instil a peace of mind that the venue is covered, particular out-of-hours, but also that individuals accessing the space with innocent intent aren't being watched or exploited.

Moving Forward: 100 Day Next Steps

At the point of this extended study release, the initial discussions were launched 12 months prior to this.

As a result, it's key to ensure a next steps plan is realistic and provides a good opportunity to pull together the framework for launching a community hub in the next 12 – 24 months.

Such framework could be produced over a 100 Day period – below is an outlined vision based on the feedback and response from the community.

Timeframe/Days	Objective	Outcome	Potential Interests
1 – 20, then ongoing	Establish an LGBT+ activities programme to help build a stronger sense of community, enabling people to feel more included.	A regular programme of ongoing activities. Helping to tackle isolation, develop people's skills and increase LGBT+ inclusion in Perth & Kinross	Local businesses and individual influencers Crafters and creatives Sports and Leisure groups and organisations
10 – 20	Finalise a model proposal for an LGBT+ community hub based on feedback	Redevelop the model and identify potential issues to overcome	Local groups, businesses and individual influencers Interested services Local authorities
20 – 30	Identify ways to overcome issues with the new model	Establish the risk factors and potential ways to overcome this Reach out to established groups, organisations and services who may have faced similar difficulties	Groups, organisations and services with an experience of these types of issues Business expertise with an understanding of third sector operations Local authorities and bodies

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Timeframe/Days	Objective	Outcome	Potential Interests
30 – 50	Identify potential community groups and organisations who would be interested in establishing a community hub	Understand the individual needs and priorities of these organisations, particularly any limitations around involvement in a hub Understand their interpretation and commitments of being involved in a community hub	Groups, services and organisations that have expressed interest
45 – 60	Develop a framework draft based on feedback from groups and organisations, sharing with the interested parties	Determine the ideal structure for a community hub in the future e.g. building management group, community partnership, a new organisation	Interested parties Local authorities National organisations for trusted review purposes
60 – 80	Consult the draft framework with interested organisations	Gather feedback on the framework to make any final amendments	Interested parties
60 – 80	Scope potential building spaces for the development of an LGBT+ hub, including viewings and producing financial models	Produce financial models based on quotations	Local authorities Letting agents/building owners
80 – 90	Finalise the framework and develop the decided structure	Depending on favoured structure for running a community hub, get these set up and in place	Interested parties Local authorities
80 – 90	Decide on financial/building model based on new decision-making structure	Consult with agencies based on model and plan for next stages	Interested parties Letting agents/building owners
85 – 100	Determine initial funding required for setting up a community hub	Apply for grants and funding that will support this structure	Interested parties Local authorities
95 – 100	Produce building layout and allocation of facilities and spaces based on agreed model (blueprints)	Share blueprints with interested parties to ensure it's suitable and calculate ongoing timeframes	Interested parties Letting agents/building owners Contractors

Further Opportunities

There are a number of actions that can be undertaken both during this 100 day vision as well as thereafter.

Rainbow Heartlands

Some of this is already underway, with a new Rainbow Heartlands activities programme launching in the region, which builds into days 1-20 of the 100 day vision.

To illustrate some of the aspects of this, a new website has been set up at heartlands.lgbt, which will include events, groups and inclusive organisations in the region. It will also be a community-influenced site, where information and support can be included on a needs-basis.

Moreover, the Rainbow Heartlands programme will seek to provide and share:

- Regular social events, such as coffee meets and entertainment
- Arts and creative initiatives, such as ongoing arts development, media skills sharing and displays of community produced materials in different locations
- Outdoor and leisure activities across Perth & Kinross, encouraging people to get out and about, experiencing things that help to tackle isolation and builds interaction with others
- Taster sessions that provides LGBT+ people with new skills and potential interests they knew little to nothing about beforehand
- An LGBT+ History Month series of activities, through either a pop-up shop or displays across the county
- Supporting the development of new and existing interest groups in the region, through sharing their activities and providing resources where needed

Through introduction a regular series of consistent events will help increase the level of activities in Perth & Kinross and build a greater sense of inclusion in communities.

There are also a number of groups that are running regular activities, such as Perth Parrots Floorball Club, Transgender Perth and LGBT+ Youth Scotland, so engaging and showcasing what these groups get up to is also key to making sure people feel welcome to groups that already have a profile in their region.

Local businesses and organisations will also be engaged with in seeking out space for activities and events, embracing venues that are inclusive towards

the LGBT+ community, therefore encouraging others to take on a similar initiative.

Existing initiatives and services

There are a number of ways to quickly introduce initiatives into regions that may not have been able to access these before.

For example, sexual health screening linking with Terrence Higgins Trust could be an option. In itself, it requires quite a straight-forward set up with the potential to use existing venues and facilities in order to provide support and information to communities where such resource may be lacking. This is particularly prevalent in rural locations.

Moreover, there is a considerable need to help reduce stigma around LGBT+ people and the community, so having a pop-up mobile facility in order to spread more awareness of the challenges and misconceptions about the community would be really valuable and help people feel more included in their communities.

This would be an initial movement towards further community engagement following the launch of a central LGBT+ hub.

Minority communities

Whilst there is a diverse range of individuals in Perth & Kinross, there is very little intelligence when it comes to intersectionality and how people may identify in multiple ways.

With this in mind, it's really important that organisations collectively work together to gather a greater insight into the backgrounds of minority communities.

It's important to note that someone's personality and individual character can be defined in many ways, but for those that could be considered part of a minority group, they can face discrimination in a number of ways.

There is a greater need to engage with those in communities that may identify as LGBT+ as well as by others within the protected characteristics or face discrimination in communities.

A good starting point to link with these communities includes:

- PKAVs charity
- Perth Chinese Association
- Perth Welfare Society
- Centre for Inclusive Living (Perth & Kinross)
- Deaflinks (Tayside)

Conclusions

There is an empowering opportunity here to help LGBT+ people feel included in their communities. With the world's changing landscape as a result of COVID-19, now is an ideal time to bring such benefits and change to communities.

The overall response to this extended study has been met with positivity and interest from a number of people. Whilst there is still more to be done in rural communities, it's part of the ambitions of the new Rainbow Heartlands programme, as well as a consideration for reaching into communities at a quicker pace than an LGBT+ hub could come to fruition.

It's hoped that the support and consideration this hub has carried so far remains, and that efforts continue to be made to create a space in the near future.

Likewise, there is the query on commitment from individuals, groups and organisations around developing a future hub, and with their intelligence and creative input this can really help give a strong, unified approach to a space.

The commitment already shown by Perth & Kinross Council, who have funded both aspects of this study as well as the future Rainbow Heartlands programme, makes it clear that they are dedicated to improving the lives of LGBT+ folk across the county of which they serve.

It's hoped that we, collectively, are not far away from yet another LGBT+ hub coming about in Scotland.

Thanks & Acknowledgements

We would like say a big thank you to all individuals, groups and organisations that supported this study.

Firstly, we are impressed by the support this study has had throughout it's time by Perth & Kinross Council. Each aspect of the study has been funded by their Equalities Team, and it wouldn't have been possible to carry out the research without these vital funds.



We would also like to acknowledge all the venues that willingly provided space to run the workshop sessions and host our displays.

These included **Big Dog Books**, **PKAVs The Gateway** and **Millbridge Hall**.



Millbridge Hall

All the support and opportunity to run a session with the **PRISM group** at **Perth High School** has been hugely appreciated.



Thank you to the team at **Terrence Higgins Trust** and **Mindspace PK** for all their time and efforts.



There are also some honourable mentions of businesses and groups to make:

For publicising the study through community boards and window displays:

Tesco Express (South Street, Perth)
Sainsburys Local (High Street, Perth)
Starbucks Coffee (High Street, Perth)
Costa Coffee (High Street, Perth)
Vegan 269 (South Methven Street, Perth)
Big Dog Books (Scott Street, Perth)
Rock 'n' Beauty (South Street, Perth)

For supporting and sharing on the efforts with their groups and online communities:

Transgender Perth group
LGBT+ Youth Scotland (GLOW group)
Perth Parrots Floorball Club
Perthshire Pride
Perth LGBT+ Friends
Discover Blairgowrie
PKAVs Charity
Perth & Kinross Council
Terrence Higgins Trust
Perth Podcast
Broke Not Broken

And all others who have interacted with the online content.

And all those that took part in the workshops, Pride stall and online questionnaire

Appendix

1 – Pink Saltire (2021). Perth & Kinross LGBT+ Hub Study: *extended study online questionnaire*.

2 – Pink Saltire (2019). Scottish LGBT Survey 2019.

3 – Mindspace Perth & Kinross (2021). *Information interpreted from public website*: www.mindspacepk.com

4 – Terrence Higgins Trust (2021). *Information interpreted from public website*: www.tht.org.uk

5 – Pink Saltire (2020). Community Matters: The Impact of Lockdown on Scottish LGBT+ Communities [Rainbow Responders COVID-19 Research].

6 – Pink Saltire (2021). Perth & Kinross LGBT+ Hub Study: *Scoping Study, November 2020 – February 2021*. [Available here](#).



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