

From: [REDACTED]
To: [Nik Turner](#)
Cc: [REDACTED]
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.
Date: 28 March 2024 16:18:00
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image007.png](#)

Hi Nik,

Sorry I missed you earlier. We have everything we need to progress this and produce an invoice for you. That should go out by the end of this week, all being well, and once payment is received then you will be allocated a Charter Manager who will introduce themselves and arrange a first meeting to explain the project in more detail. Have a fantastic long weekend!

[REDACTED]

[REDACTED] ([REDACTED]) - [why I share my pronouns](#)

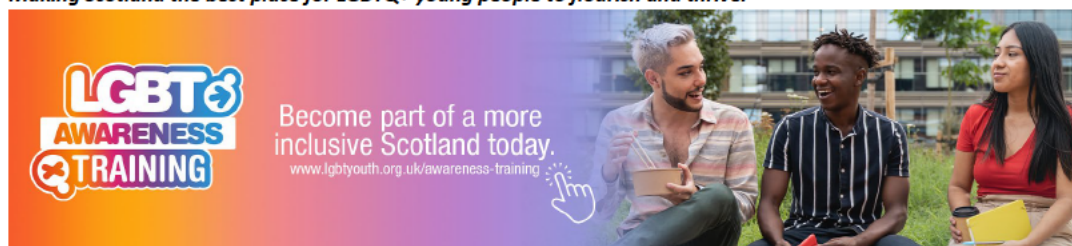
Capacity Building Manager

LGBT Youth Scotland

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From: Nik Turner

Sent: Thursday, March 28, 2024 1:07 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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Hey [REDACTED]

Just phoned to check in to make sure you had all the info that you need, noting and apologising for the short deadline for us associated with the end of the financial year. We're all out of office for the Easter weekend, Friday – Monday but back in from Tuesday.

Best wishes,

Nik

From: Nik Turner

Sent: Tuesday, March 26, 2024 1:18 PM

To: [REDACTED] <[REDACTED]@[lgbtyouth.org.uk](#)>

Cc: [REDACTED] <[REDACTED]@[lochlomond-trossachs.org](#)>; [REDACTED] <[REDACTED]@[lochlomond-trossachs.org](#)>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [REDACTED]

Thanks for all the information. Pleased to be able to attach the signed agreement from lead executive team member for our EDI work.

[REDACTED] on leave this week but I am around ahead of the bank holiday to progress immediate next steps, an important one being the invoice for this work to be received ASAP, but no later than the 9th April, so we can ensure it is paid before the end of the financial year please. I've cc'ed [REDACTED] who's our admin support officer who will be organising this. If you can let us know anything else immediate from your side [REDACTED] that would be appreciated. I'll keep an eye out for messages from you and also have included my signature so you have my phone number too.

With best wishes and looking forward to developing our working relationship.

Nik

Nik Turner (she/her)

Behaviour Change Manager

Managing the Education, Inclusion and Volunteering Team

Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

www.twitter.com/lomondtrossachs

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Sent: Tuesday, March 19, 2024 12:10 PM

To: Nik Turner <[REDACTED]@lochlomond-trossachs.org>

Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi Nik,

Thanks for reaching out to clarify – it's important we get this right to set ourselves up for success! I'll reply with this email as a written record so that you can digest everything, but also happy to have a follow-up call if useful. Zooming out, one of the first things we need to decide is the parameters of the organisation that we are accrediting. As you can see from our training requirements, trying to train 50% of 500 staff within a national organisation is not possible within the 100 training licenses allocated to a new Charter client. During the initial conversation with [REDACTED] we agreed that it would just be her department (forgive me, the name eludes me now) rather than the whole National Park Authority, as that particular department is most involved with the local community.

As for the accreditation levels, it's helpful to think of them as two separate 'ladders' – with Bronze/Silver/Gold following the expected trajectory on one 'ladder' and the Foundations accreditation being an entirely separate ladder for larger, umbrella organisations where we do not have the capacity to train all staff.

The Charter journey involves compiling a portfolio of evidence to demonstrate that a team, department, or organisation are operating against the established standards. The larger the scale of an organisation, the more diluted this portfolio becomes as there is a wider scope of evidence that can be submitted.

In answer to your questions:

- I am assuming that the % relates to the online platform completion rather than attendance at the live session (this bit from your email below: 2-2.5 hour online self-directed course, as the Live Action Planning Workshop is only for up to 25 staff)?
 - **That's correct. The % relates to the online learning platform.**
- Are these requirements sequential IE the whole senior management team must do the foundation training before progressing into bronze etc, or does going into one of the colours mean we can include management within the training %?
 - **Think of them as the two separate ladders. The Foundations ladder is in place for large scale organisations whose workforce is too large for us to be able to train in one go. After the accreditation has been awarded, it is valid for 3 years, so we do not recommend racing up the ladder and doing Bronze/Silver/Gold right away as the process changes and policies will take time to be implemented and embedded.**
- [REDACTED] said that we have been advised to go for silver, but if we don't meet these requirements, would we land on bronze? Noting the clause that if we don't meet the minimum training required as per 1.3 bulletpoint 3 we are required to schedule a second training course at cost. 50% is quite a commitment with our Full Time Equivalent staffing numbers.
 - **Over the course of the 12 months, a Charter Manager will work with you to advise how to meet the standards for the level you decide. If, at the point of submission, the portfolio only meets the Bronze requirements despite aspiring for Silver, then Bronze would be awarded. The level you're aiming for will all be worked out right at the start so we can ensure you meet the training requirement during the window. We were talking about the department doing the accreditation rather than the entire organisation for this reason – we do not currently have the capacity to train hundreds of staff members.**
- Do all staff need to complete the training within a 30 day window (as stated on the awareness training e-flyer previously shared)? Given different working patterns across teams this might be challenging if so.
 - **This is our standard approach as we typically work with departments/organisations with up**

to about 150 staff. There is some room to be flexible and offer two months of access for a particularly large cohort, but again if we are accrediting the entire organisation we would be going for the Foundations level and that would only require senior management to complete the training (as it could then be cascaded down internally).

I appreciate that there's a lot of internal phrasing on our part and it's a lot to get your heard around wit the various levels and approaches. Essentially, we need to decide whether we're accrediting the entire National Park Authority or just the EDI Department. I strongly advise the EDI department going for the accreditation as this will not only solve the training issue but also mean the work undertaken will relate directly to your department. It will be possible to share resources with the wider staff team but they will not be required to submit anything as part of the accreditation.

Happy to call once you've digested this! My number is also in my signature.

Best wishes,

[REDACTED]

[REDACTED] - [why I share my pronouns](#)

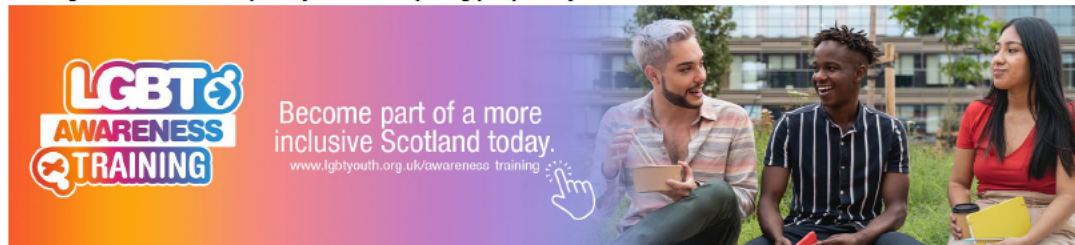
Capacity Building Manager

LGBT Youth Scotland

(3/2) 30 Bell Street, Glasgow, G1 1LG

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From: Nik Turner <[REDACTED]@lochlomond-trossachs.org>

Sent: Monday, March 18, 2024 9:17 AM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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Good morning [REDACTED]

[REDACTED] has shared the below and on review I have a couple questions / points for clarification round the training commitment.

The letter states a minimum percentage of staff are required to complete the training. In the info pack previously submitted it states:

¹ **Minimum required attendees at training sessions. Up to 100 online licences.** Foundations: Senior Management Team. Bronze: 25% of staff team, Silver: 50%, Gold: 75%.

² Source – end evaluations carried out by organisations in 2021/22

- I am assuming that the % relates to the online platform completion rather than attendance at the live session (this bit from your email below: 2-2.5 hour online self-directed course, as the Live Action Planning Workshop is only for up to 25 staff)?
- Are these requirements sequential IE the whole senior management team must do the foundation training before progressing into bronze etc, or does going into one of the colours mean we can include management within the training %?
- [REDACTED] said that we have been advised to go for silver, but if we don't meet these requirements, would we land on bronze? Noting the clause that if we don't meet the minimum training required as per 1.3 bulletpoint 3 we are required to schedule a second training course at cost. 50% is quite a commitment with our Full Time Equivalent staffing numbers.
- Do all staff need to complete the training within a 30 day window (as stated on the awareness training e-flyer previously shared)? Given different working patterns across teams this might be challenging if so.

Happy to chat if that's easier, my number is in my signature below.

Best wishes

Nik

Nik Turner (she/her)

Behaviour Change Manager

Managing the Education, Inclusion and Volunteering Team

Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Sent: Friday, March 15, 2024 11:01 AM

To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [REDACTED]

It feels like we blinked and it's already March! Thanks for getting back to me and with such positive news. Really pleased to hear that the presentation went well and there's so much enthusiasm across the org for taking part in our Charter programme.

Below is our standard sign-up response email; if we can get the paperwork sorted before the end of March, and payment sent over in April, we can assign a Charter Manager to work with you from mid-April and from there they will be in touch to arrange the first meeting and kickstart the project!

Attached is your LGBT Charter Agreement. This agreement outlines what the LGBT Charter is, the commitments from both sides, and what your fee includes. Based on your annual income, the fee for the award you are applying for is £1,750. Please note that VAT will be added to this price, as we are a VAT registered company. **We kindly ask that you read, sign, and return your agreement to us as soon as possible.**

Once this has been returned, we will process and send over an invoice for payment. After receipt of payment, we will introduce you to your LGBT Charter Manager.

Your LGBT Charter Manager will be your point of contact, and they will guide you through your LGBT Charter journey, providing you with support from start to finish.

Once you have been allocated an LGBT Charter Manager, the next steps are as follows.

- **Granting you access to the LGBT Charter Hub:**
 - The LGBT Charter Hub is a resource hub which you will have access to throughout your Charter journey, as well as for the duration of your Charter Award. It's brimming with examples of good practice, helpful guides, and templates
 - You will receive an invitation via email from SharePoint giving you access to the LGBT Charter Hub when we introduce you to your LGBT Charter Manager
- **Setting up your Online Evidence Portfolio:**
 - We will create an online folder where you will upload and submit all your supporting evidence for your LGBT Charter Award
 - You will receive an invitation via email from SharePoint giving you access to this portfolio when we introduce you to your LGBT Charter Manager
- **Scheduling your Online Training:**
 - Your Charter Manager will explain the training process in your introductory meeting together. The training consists of a 2-2.5 hour online self-directed course, followed by a Live Action Planning Workshop (for up to 25 staff)
 - After your introductory meeting with your Charter Manager, we will be in touch to schedule your online training and Live Action Planning Workshop

In the meantime, if you have any questions, please do get in touch.

Best wishes,

[REDACTED]

[REDACTED]

([REDACTED]) - [why I share my pronouns](#)

Capacity Building Manager
LGBT Youth Scotland
(3/2) 30 Bell Street, Glasgow, G1 1LG

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Sent: Thursday, March 14, 2024 10:41 AM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Importance: High

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Hi [REDACTED]

First of all please accept my apologies for the delays in getting back to you. It's been a bit of a whirlwind here, but that's no excuse!

I successfully presented the opportunity for the National Park to participate in working towards achieving charter status at the Park for All meeting last week. We gave the group up to today to feedback their thoughts, with those who did respond all approving the proposal which is fantastic.

We also had to check in with the finance team about signing up this financial year, but starting the work next year (April onwards). They have come back to say that this has been approved. So, all systems go which I am thrilled about.

I have completed the online registration form now and my manager Nik is currently getting a Purchase Order progressed so we will have a PO number for an invoice – as we hurtle towards the final payment runs at the end of March!

Let me know if there is anything else I need to action at the moment. I really am thrilled we have got the approval. Although it has taken a long time to make it to this stage, now we have it agreed, we can move forward and look ahead which is the exciting bit!

Thanks for your patience.

Cheers

[REDACTED]
[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

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[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: Thursday, February 8, 2024 2:46 PM
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Cc: [REDACTED]
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [REDACTED]

Thanks for reaching out – [REDACTED]

Great to hear of your updates and the upcoming meeting on 6th March. I wonder if having a copy of our Charter Agreement would be beneficial in advance of the meeting so that members of the group can see the concrete commitments involved?

The Charter Agreement is essentially the contract which outlines each of our organisation's responsibilities within the Charter programme (cost, timeframe, training etc.). Our typical sign-up process involves issuing the Agreement, having it signed and returned, then issuing the invoice for payment. Once payment is received, we allocate you to a Charter Manager who will introduce themselves and kick things off with an initial meeting. If we can draw up the paperwork for the Agreement now, it will mean we can move quickly after 6th March to get you started.

To draw up the Agreement, all I'd need is some contact info and details from yourself about the organisation. The easiest way to share that is to fill out our sign-up form on [this webpage](#).

I can totally respect waiting until after the meeting on 6th March to start the paperwork, but if you'd like a concrete offer and description of what the Charter is to be able share with staff, then let me know and we can put it in place ready for the meeting.

Best wishes,

[REDACTED]

[REDACTED] - [why I share my pronouns](#)

General Charter Manager

LGBT Youth Scotland

(3/2) 30 Bell Street, Glasgow, G1 1LG

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: Tuesday, February 6, 2024 10:08 AM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Cc: [REDACTED]
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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Hi [REDACTED]

I hope you are well. I just wanted to share our current position with you to keep you informed of our (slow) progress with getting the agreement to sign up to the Charter.

Nik, our manager, has liaised with our HR and Head of Service for our People / Place services who have asked that this opportunity is put on the Agenda for our next internal EDI group (Park for All) meeting, which is currently scheduled for 6th March.

I am hopeful for a speedy turn around after getting the approval to proceed from the group after that meeting, just so you are aware of timescales.

Sorry for my lack of update since I last emailed you, [REDACTED] so just getting the chance to catch up on the backlog of messages.

If there is anything else I can do to assist prior to the 6th March meeting please do let me know.

Thanks



**Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park**

Direct: 01389 [redacted]

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From: [redacted]

Sent: Tuesday, January 16, 2024 3:02 PM

To: [redacted] <[redacted]@lgbtyouth.org.uk>

Cc: [redacted]

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [redacted]

Great to hear from you, and no, not too late to say HNY and hope you got off to a great start!

Thanks for sharing the new link, I'm just finishing up for today but will have a look at it tomorrow. Nik, our manager has returned [redacted] so [redacted] and I had the chance to get her up to speed on our meeting and all the positive discussion on the National Park signing up for the charter framework. I have put this as a key outcome for our Inclusion priorities for the year ahead, and I know Nik is reviewing this currently.

We are also all have a look at our budgets, and in particular, any underspend we have this FY to allocate to the charter, so this needs to happen initially prior to us confirming our next steps. We are all very supportive however, so it's just a matter of timeframe and processes. Hopefully I'll have an update on all of this for you soon though.

Thanks



**Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park**

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From: [redacted] <[redacted]@lgbtyouth.org.uk>

Sent: Tuesday, January 16, 2024 2:15 PM

To: [redacted] <[redacted]@lochlomond-trossachs.org>

Cc: [REDACTED]

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [REDACTED] & [REDACTED]

Is it too late in Jan to wish people a Happy New Year? I hope you both had a restful break over the holidays. I'm checking in after our meeting in December to see how things are progressing with the decision to pursue the LGBT Charter? We launched our shiny new website last week, so I'll share the new link to the sign-up page with you in case you're ready to get started: <https://www.lgbtyouth.org.uk/supporting-inclusive-organisations/>
Do let me know if any questions come up or there's anything more I can do from my side.

Best wishes,

[REDACTED] ([REDACTED] - [why I share my pronouns](#))

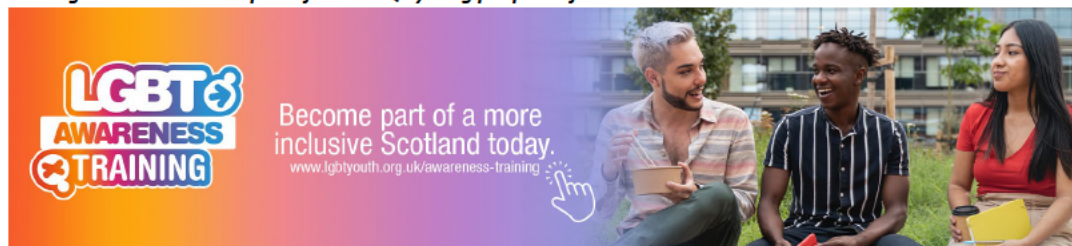
General Charter Manager

LGBT Youth Scotland

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Sent: Monday, December 11, 2023 1:42 PM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Cc: LGBTCharter <[REDACTED]@lgbtyouth.org.uk>; [REDACTED]

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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Hi [REDACTED]

Many thanks for the information and also for your time this morning. [REDACTED] and I will take all this information to our Manager in early Jan and hopefully complete the sign up to get the process started just after that meeting on the 10th.

Both [REDACTED] and I are looking forward to working with LGBT Youth Scotland and hopefully yourself as well in 2024 and beyond.

Have a lovely break over the festive holidays when they come

Cheers

[REDACTED]
[REDACTED]
Education and Inclusion Adviser
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Direct: 01389 [REDACTED]
www.lochlomond-trossachs.org
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[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: Monday, December 11, 2023 12:05 PM
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>; [REDACTED]
Cc: LGBTCharter <[REDACTED]@lgbtyouth.org.uk>
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi folks,

Great to meet you this morning and to hear of your enthusiasm for the work we do! It was a pleasure to meet you both and learn more about your work as well.

Attached is our LGBT Charter Brochure (for the model we discussed) and an additional information pack with further context on what the Charter is and how it works.

Below is the pricing structure for the different levels. Please note these are net prices and VAT will be added on as we are VAT registered. This covers the sign-up fee, up to 100 training licenses and the full accreditation for 3 years (including access to our Hub for resources and best practice exemplars):

Public Sector	ALL
Foundation Charter	£1,750
Bronze Charter	£1,750
Silver Charter	£1,750
Gold Charter	£2,000

Once you're ready to sign up, please fill out the sign-up form on our webpage which can be found [here](#) at the bottom of the page. This will notify our Charter Administrator, [REDACTED] to draw up the Charter Agreement and send it over to you. Once that's signed and returned, we'll issue the invoice and from there assign you to a Charter Manager who will set up the initial meeting to introduce themselves.

I've also attached a resource that outlines our fundraising work. If this is of interest, or you'd like to get in touch with our Volunteering Manager, just let me know and I'll be happy to do the introductions.

If you have any additional questions between now and then, feel free to reach out to me directly. I'm out of office from 15th Dec – 10th Jan, so during that period you can email our Charter inbox at [REDACTED]@lgbtyouth.org.uk and a member of the team will get back to you.

Best wishes,

[REDACTED] - [why I share my pronouns](#)

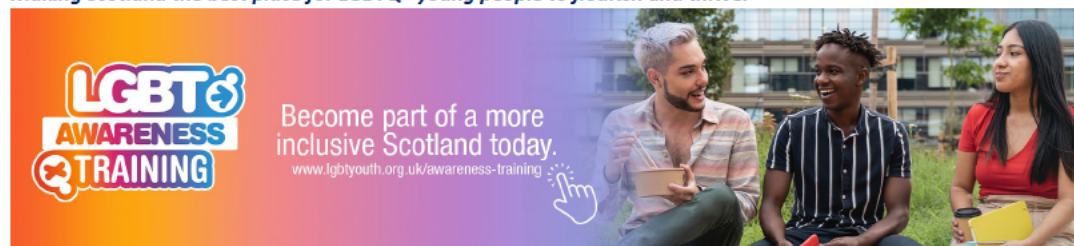
General Charter Manager

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: Tuesday, November 21, 2023 1:18 PM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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[REDACTED] reacted to your message:

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: Tuesday, November 21, 2023 10:48:57 AM
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Morning [REDACTED]

Thanks for keeping me in the loop, no problem at all to move our meeting to 11th December. The calendar is a wonderfully useful tool but also very finicky! I'll delete the entry for the 8th and look forward to meeting you on 11th Dec.

Best wishes,



- [why I share my pronouns](#)

General Charter Manager

LGBT Youth Scotland

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Sent: Monday, November 20, 2023 8:02 AM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

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Morning,

Just a very quick message to apologise for having to reschedule our planned meeting – from the 8th now to the 11th Dec due to a meeting that has been set for me by a school that I can't move.

Unsure if I have managed to successfully cancel the original meeting on the 8th, sorry if that is still showing in your calendar.

Thanks



Education and Inclusion Adviser

Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

www.twitter.com/lomondtrossachs

www.facebook.com/lomondtrossachs

[Outdoor Learning Directory](#) - learning materials, grants and training provided by Scottish Government partners

I'm a hybrid worker, based predominantly from home though in our Headquarters as required, with a preference for Monday, Wednesday and Friday where possible. [REDACTED]

Certified Carbon Literate



From: [REDACTED]

Sent: Thursday, November 16, 2023 2:33 PM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>; [REDACTED]

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Hi [REDACTED]

Thanks for getting back to us so quickly and for sharing the calendar availability. I've booked the earliest date

that suits us all, apologies it is not until early December but we both look forward to meeting with you then and discussing future collaborative working opportunities.

Cheers

Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]

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[Outdoor Learning Directory](#) - learning materials, grants and training provided by Scottish Government partners

I'm a hybrid worker, based predominantly from home though in our Headquarters as required, with a preference for Monday, Wednesday and Friday where possible. [REDACTED]

Certified Carbon Literate



From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Sent: Thursday, November 16, 2023 10:28 AM

To: [REDACTED]

Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Subject: RE: Introductions from Loch Lomond and The Trossachs National Park.

Morning [REDACTED] and [REDACTED]

Thanks so much for reaching out. I'm doing very well this week and I hope you're both enjoying the week so far too.

So pleased to hear that you enjoyed our session at the Gathering, [REDACTED] that's some high praise! It's a pleasure to be connected with [REDACTED] too.

There are a few different ways where I could see our work potentially overlapping and where we could join up: fundraising work, shared events, the LGBT Charter programme... We already have some good links with the Cairngorms National Park Authority as they've been pursuing the Charter accreditation for the last 12 months, so there might also be ways we can expand our connections and form a wider network too.

It would be lovely to meet either one or both of you on a call to chat through everything in more detail. I have a [virtual calendar](#) where you can see my availability over the coming weeks – could I ask you to click the link and choose a time that's mutually convenient to set up a call? If there's anything you'd like me to prepare in advance, or any direct questions you have at this point, feel free to send them over in an email.

Looking forward to connecting,

[REDACTED]

[REDACTED] - [why I share my pronouns](#)

General Charter Manager

LGBT Youth Scotland

(3/2) 30 Bell Street, Glasgow, G1 1LG

07518 [REDACTED] | [REDACTED]@lgbtyouth.org.uk | www.lgbtyouth.org.uk

Making Scotland the best place for LGBTQ+ young people to flourish and thrive.



ONE DONATION
TWICE
THE IMPACT

28 NOV
5 DEC

Christmas
Challenge

BigGive

British Sign Language (BSL) users can contact us directly using [ContactScotland BSL](#).

From: [REDACTED]

Sent: Tuesday, November 14, 2023 1:35 PM

To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>

Subject: Introductions from Loch Lomond and The Trossachs National Park.

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

Good Afternoon [REDACTED]

How are you?

I attended your event at the Gathering last week [REDACTED]

[REDACTED] but the session was excellent nonetheless.

I wanted to connect you and the team with our Education and Inclusion Advisor here at Loch Lomond and The Trossachs National Park, [REDACTED] work and I under the Behavioural Change umbrella here, and [REDACTED] especially does a lot of work with young people both inside and outside the National Park, so I wanted to get her linked up with LGBT Youth Scotland to chat with you and the team about any possible opportunities, groups, or events we could support or get involved with.

Cheers,

[REDACTED]

Volunteer Advisor

Loch Lomond & The Trossachs National Park

Email: [REDACTED]@lochlomond-trossachs.org

www.lochlomond-trossachs.org

www.twitter.com/lomondtrossachs

www.facebook.com/lomondtrossachs

The content of this email and any attachments is confidential and is subject to the terms of the National Park Authority's email disclaimer at <https://www.lochlomond-trossachs.org/disclaimer> and is intended only for the use of the individual or entity to which it is addressed.

A company limited by guarantee (SC244805) and a registered charity (SC024047) Registered office at LGBT Youth Scotland, 5/1 Mitchell House, Mitchell Street, Edinburgh, EH6 7BD

This email and any attachments are sent in confidence for the addressee only. If you have received it in error, please contact LGBT Youth Scotland info@lgbtyouth.org.uk and delete the message. Internet communications are not secure and therefore LGBT Youth Scotland does not accept legal responsibility for the contents of this message. Any views or opinions presented are solely those of the author and do not necessarily represent those of LGBT Youth Scotland, unless otherwise specifically stated. If the content of this email is to become contractually binding, it must be made in writing & signed by a duly authorised representative of LGBT Youth Scotland.

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Loch Lomond & The Trossachs National Park

LGBT Charter Champions



LGBT Charter Champions Group Members

Name	Pro-nouns	Position	Team	Department
Sam Stubbs (Chair)	She/ her	Head of People and Assets	Executive	Executive
[REDACTED]		HR Manager	Human Resources	Corporate Services
Jane Cook	She / her	Executive & Business Support Manager	Executive & Business Support	Executive
Nik Turner (Equalities Lead)	She/ her	Behaviour Change Manager	Education, Inclusion and Volunteer team	Engagement & Innovation
[REDACTED]		Tourism Adviser	Tourism	Visitor Experience
[REDACTED]	[REDACTED]	Place Project Support Officer	Place Projects	Place
[REDACTED]		Communications and Engagement Officer	Communications	Engagement & Innovation
[REDACTED]	[REDACTED]	Project Management Adviser	Corporate Performance	Corporate Services
[REDACTED] (Charter Champion Group support)	[REDACTED]	Support Assistant	Exec & Business Support	Corporate Services
[REDACTED] (Charter Lead)	[REDACTED]	Education & Inclusion Adviser	Education, Inclusion and Volunteer team	Engagement & Innovation

Agenda

LGBT Charter Champions Meeting

Thursday 20th March 2025

11:00 – 12:00

Online – Teams link below



Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Attending: Sam, Nik, [REDACTED] Jane, [REDACTED] (Chair)

Apologies: [REDACTED] & [REDACTED]

1. Check-in & update on our new timeline for charter review
2. Review [LGBT Charter Action Plan](#)
3. Priorities for April to September and assigning actions/owners
4. Update on Board meeting and Paper
5. Any other business

[REDACTED]
All
All
Nik

Date of next meeting: to set two further meetings in diaries (May & Sept suggested)



LGBT Charter Champions group meeting

Thursday 20th March 2025

Online, 11am – 12noon

Attending: [REDACTED] (Chair), Nik, Jane, [REDACTED] [REDACTED] [REDACTED] [REDACTED] (notes)

Apologies: Sam, [REDACTED] [REDACTED]

Review of LGBT Charter Action Plan

Team went through LGBT Charter actions spreadsheet with updates/new actions

[LGBT Charter Programme Project Management.xlsx](#), [Corporate Services - LGBT Charter - All Documents](#)

Update on Board meeting and Paper

Nik presented EqIA/Equalities Outcomes paper to the board, well received and highly commended for all the work put in to produce these findings.

Outcomes were passed by board with no changes.

Next steps: Statutory deadline to publish report by 30th April

Developing alternative formats process to be created for organisation

Update needed for P4A website (for example - still referencing [REDACTED] who no longer works for the organisation): [Park for All](#)

AOB

- [REDACTED] attending Amplifying Voices: Race and Faith in protected landscapes communications –on 27th March in Leeds and happy to feedback on any relevant learnings.
- [REDACTED] attending EDI workshop on 26th March
- NPUK EDI internal working group is next Monday 24th March to hear about the NPUK shared action plan
- Additional meetings TBC - May and September

Links to other events/organisations discussed

www.stirlingpride.com

[Wellbeing Events | Pride Outside](#)

[Stirling Pride to hit the road for 'rural tour' as programme of events unveiled - Daily Record](#)

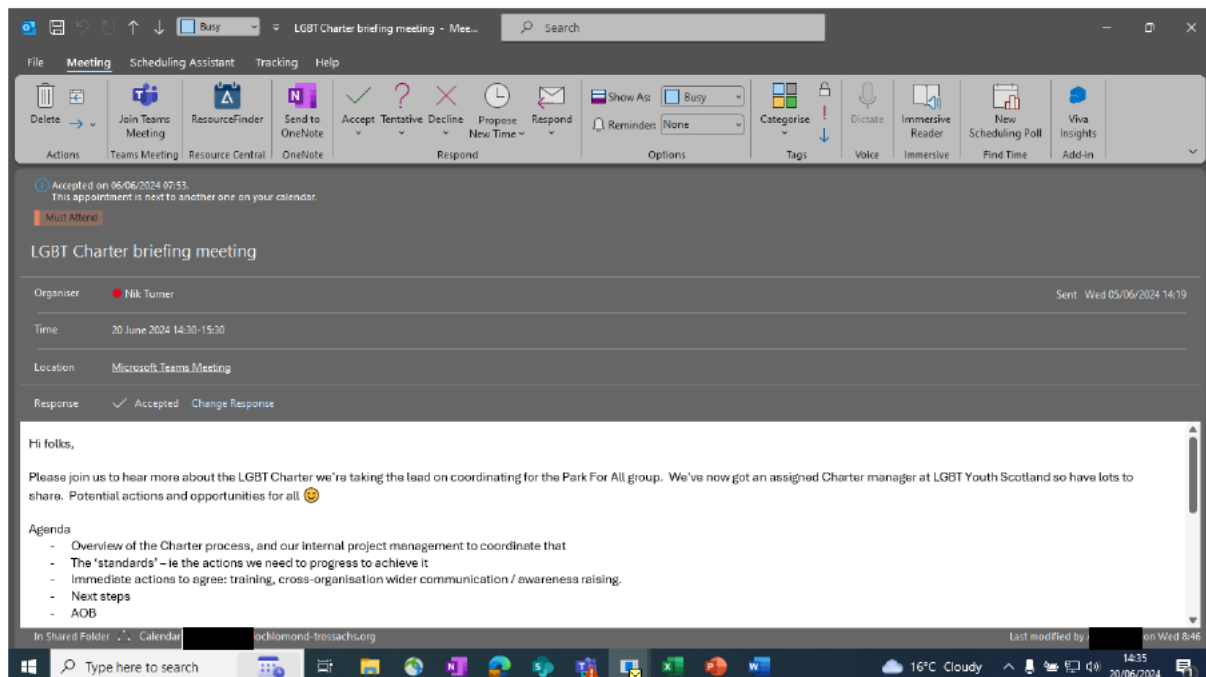
Loch Lomond & The Trossachs National Park Authority

Initial Charter Champion group meeting – Thur 24th June 2024

Teams meeting – link shared, invite below for info

Hi folks,

Please join us to hear more about the LGBT Charter we're taking the lead on coordinating for the Park For All group. We've now got an assigned Charter manager at LGBT Youth Scotland so have lots to share. Potential actions and opportunities for all 😊



Agenda

- Overview of the Charter process, and our internal project management to coordinate that
- The 'standards' – ie the actions we need to progress to achieve it
- Immediate actions to agree: training, cross-organisation wider communication / awareness raising.
- Next steps
- AOB

Attending:

Nik, [REDACTED] Sam, [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Apologies:

Jane, [REDACTED] [REDACTED]

Actions:

- [REDACTED] to schedule further 3 Charter meetings with [REDACTED] – Charter Manager
- [REDACTED] to share Charter Briefing / overview of process for Sam and [REDACTED] to update Operational Managers to get training scheduled for staff across the organisation
- [REDACTED] to support internal staff awareness for raising visibility internally

- ■ to create the evidence folder to save all notes of meetings and further work towards the various standards
- Nik and ■ to update the project management spreadsheet
- Training over two months – Ranger Service post season month (Sept / Oct – tbc), other staff aim for August.
- ■ to share LGBT Charter folder with the Champions group – start brainstorming potential actions post training

From: [Samantha Stubbs](#)
To: [REDACTED] [Anne Massey](#); [REDACTED] [Jane Cook](#); [REDACTED]
Subject: P4A Agenda - Friday 2nd May 2025
Date: 30 April 2025 08:57:24

Dear all,

I hope this message finds you well.

A reminder that our next *Park For All (P4A)* group meeting will take place on **Friday 2nd May**, and will be held online via Microsoft Teams. Please find the agenda for our discussion below.

We'll be taking the opportunity to reflect on our equality goals for the year, revisit how we're structured for success, and explore how we can reinvigorate our wider staff involvement with a strong inclusion focus. We only have an hour – and there's a lot to get through; I've popped you all in a Teams chat today, so if there's anything that jumps out to you as you're going about your next few days, feel free to drop it in the chat, and we might be able to knock a few agenda items off outside of the meeting.

1. **Welcome and Apologies**
2. **Equality Outcomes for the Year Ahead**
 - a. Prioritisation of key focus areas
 - b. Review of team capacity and deliverability
3. **Setting the P4A Group up for success**
 - a. Defining what success looks like this year
 - b. Membership and representation
 - c. Alignment with personal and team objectives
4. **Revitalising the Staff Involvement Group – through a P4A lens**
 - a. Charity of the Year opportunities
 - b. Staff engagement through events and initiatives
5. **P4A Meeting Framework for the Year**
 - a. Frequency and format of meetings
 - b. Proposed standing agenda items:
 - i. EqlAs
 - ii. LGBT Charter updates
 - iii. Monitoring progress on agreed actions
 - c. Duration of meetings
5. **AOB and DONM**

Please come prepared to share your ideas and experiences—your input is essential as we shape the group's impact for the year ahead.

Looking forward to seeing you all onscreen on Friday.

Thanks,
Sam

Park for All meeting

11th December 2024

Attending – Nik Turner, [REDACTED] [REDACTED] [REDACTED] Sam Stubbs (Chair),
[REDACTED] [REDACTED] (notes)

Sam – General Update

LGBT Youth Scotland is facing legal challenges unrelated to the National Park.

The organisation has assured they will defend against allegations, but the situation affects public engagement.

- Actions and Challenges:

Guidance suggests limiting public promotion of LGBT Youth Scotland during legal proceedings. Proposals to display posters in private areas (staff-only) conflict with the organisation's inclusivity goals. There's a risk of not achieving charter status, but the focus remains on inclusivity rather than compliance.

- Ongoing Discussions:

Conversations with [REDACTED] and LGBT Youth Scotland continue to find solutions for fulfilling some charter requirements without excessive focus on LGBT Youth Scotland.

Potential for promoting other relevant organisations while limiting focus on LGBT Youth Scotland during legal proceedings.

- Next Steps:

Reassess and prioritise actions that align with inclusivity goals.

Confirm timelines and criteria flexibility with [REDACTED]

Await the resolution of legal issues before deciding on broader promotion of the charter.

Nik – Discussed actions are still doable/desirable regarding charter timelines and how to cascade learnings from the training.

Need to establish comms side to ensure consistency of internal messaging

[REDACTED] will potentially support drafting messages to share with staff.

Brought up organising "awareness" weeks – LGBT history month was highlighted as a potential in February, focussed at staff and posting on Park Central, Lunch & Learn.

Actions:

- Nik to circulate updated action plan summarising above discussions
- Nik to confirm approach with [REDACTED] at LGBTYS

Park for All meeting

Equalities Outcomes

Discussed new Equalities Outcomes draft and some of the feedback received from NPA staff. Layout/indicators of success were clarified and wording edited.

Past consultations with youth groups and associated National Park organisations have been documented and included as evidence for progress, further engagement is planned for next year.

Discussed possible organisations to invite for external engagement/feedback, for example Inclusion Scotland, Black Scottish adventurers.

Opening text to be drafted: Who we are/what we offer, developing equalities outcomes and if you'd like to input, let us know!

1 hour sessions – split: [redacted] and [redacted] (organisational), [redacted] and [redacted] (Park as a place), Nik and [redacted] (Communications), [redacted] to provide admin support.

Actions:

- Nik to circulate drafted Equalities Outcomes
- All to review
- Nik to circulate draft engagement plan
- All to comment / confirm assigned actions.

AOB

No other items were discussed.

Next meeting

TBC January 2025 for Equalities Outcome engagement facilitators

Park for All 2.5.25 meeting notes

Chair Sam

Attendees Jane, [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] Nik (notes), Anne M, [REDACTED]

Apologies [REDACTED]

Equality Outcomes for the year ahead

- Sam highlighted the report is live
- Nik highlighted the new tracking spreadsheet for the EOs
- Sam reiterated the need for us to be visible and present with allyship now more than ever – noting the Supreme Court ruling
- [REDACTED] [REDACTED] highlighted Pride attendance – can we confirm organisational attendance?
- **ACTION:** Sam will check with Gordon to confirm approach and to confirm to group to all us to agree staffing attendance
- **ACTION:** Nik will circulate link for All to review and feed into actions we own
- [REDACTED] highlighted 17th May as the day of anti-phobias. To be picked up as part of LGBT Charter actions
- Sam: do we need increased membership across the org? – general supportive.
Sam: will do increased comms on this.

Setting the P4A Group up for success

Everyone shared their vision for success (sorry formatting is a nightmare as copied out of the chat):

- Achieving what our ambition is - meaningful inclusion and supporting staff to mainstream our equalities, being advocates and champions and delivering above compliance – going beyond what we have published and making the Park for All
- Understanding and participation from wider organisation , all levels - way of ideas generation
- even greater understanding of EDI across the org & new faces on the group to help deliver our goals

- Setting the P4A Group up for success - P4A activities given space at 1:1s/objective setting. Tangible objectives given same priority as Values/Behaviours
- Delivery of meaningful, integrated and tangible results which actually make a positive difference to people who live and work in the NP - less in more!
- Providing a safer, inclusive environment for all staff by having positive structural impact on policies and our ways of working.
- Embedding equalities into the organisation
 - Having an organisation that celebrates and champions differences, where people feel seen, heard, respected, safe and included.
- From Tourism perspective - demonstrating leadership in EDI and inspiring businesses and partners to have the same standards / think about improvements / engage in campaigns.
- successful delivery of year 1 actions particularly scoping of the equality forum, utilising our budget agreed for this.

ACTION: Sam will review the terms of reference

Discussion around the group's objectives – need for personal objectives for all members to allow meaningful space for members to deliver against the actions, particularly the culture / championing of EDI. Thoughts to start for group to present at 10:02 and reminder in the Ops Managers

Discussion on the STIG revitalization.

- Jane – corporate memory: whilst we haven't formally aligned, we have supported in the past eg Alzhiemers Scotland. Ambition within my team for people to take forward STIG initiatives.
- [REDACTED] need for long term integrated purpose, needs to be about what we want to do as a group but also what we want to achieve as an organization. Need to do things with authenticity – need to make sure that this doesn't have any hint of tokenism.
- Nik: pragmatic / practical alignment of STIG vs P4A – need to be clear and aligned on what the groups deliver against strategies, as well as needing to pragmatically have time allocated.
- Sam: need to have a day a week allocated to P4A – this should be clear when opening membership.

P4A frequency and format

- Nik provided an overview of proposal
- **ACTION:** [REDACTED] to change meetings to 6 weekly and 1.5hrs, the first one would be mid-June.
- **ACTION:** Sam to ask IT for a teams group for P4A to facilitate ongoing discussion between meetings.

AOB

- [REDACTED]
[REDACTED]
- **ACTION:** [REDACTED] to send note to [REDACTED] for P4A to be at the 10:02

Loch Lomond & The Trossachs National Park LGBT Youth Scotland [REDACTED] Group

Proposed Programme Overview for 2025 - some options

We would like to work with you to scope out the options further based on our meeting in September where you shared your thoughts and ideas.

Your initial ideas were:

- Natural art that could be displayed at the National Park Visitor Centre in Balmaha
- Wild food foraging & cooking / bushcraft fire lighting skills
- Linked sessions / time of year for visits to the Celtic Wheel of the year: [Wheel of the Year — Friends of the Forest](#)
- Camping and star gazing

These are some of our ideas.

- Plan 2 or 4 sessions before the end of 2025, and these can be in different seasons to experience the landscapes at different times of the year.
- Activities will provide nature connections throughout each session. We can use the 5 pathways to Nature Connections for example: [pathways-nature-connectedness-postcard-a5.pdf](#)
- The emphasis will be on fun and adventure as well as Health & Wellbeing
- Led by National Park staff
- There are various locations we could base the sessions at, or we could revisit the same location on each occasion to build a deeper connection with it.

Whatever the overall structure or theme will be, we will weave opportunities for learning about the wildlife and habitats in the National Park, how we are working to look after them to restore them for nature as well as addressing the climate emergency.

Your feedback on the following questions would assist us to refine the programme further:

- Number of sessions you would like – this can be a rolling programme, a series of days or 3 or 4 throughout the year at different times / seasons for example
- Locations – different each time or prefer the same place to revisit at different times of year / a different focus each time
- Day of the week – weekend-based sessions and/ or weekday sessions during holidays (like Spring / Summer/ Autumn/ Winter)
- Do You want a specific focus like the photography or natural art to help connect with the place?
- Are there any skills you would like to develop through the programme?

- Do you want to build up to a celebration event – camping was discussed at the meeting? We can assist with all the kit and resources for this, and there would be no costs to participants.

Next steps

Once we have your feedback on these options, the next priorities will be to get some dates in the diaries. We can then start to plan for the sessions based on –

- Time of year
- Location/s
- Overall theme
- If we are 'creating' something at the end of it

It would then be great to come out to one of your meetings to get introduced in person and finalise the programme.

We are really looking forward to working with you all in 2025.

Thanks

Here is the feedback from the [REDACTED] and [REDACTED] young people:

1. Number of sessions you would like – this can be a rolling programme, a series of days or 3 or 4 throughout the year at different times / seasons for example

- long weekend- camping
- Long weekend but single day tri[s up and back.
- long weekend, camping
- Long weekend, I don't mind if we camp or not.
- 2 days
- I would love to do camping, but maybe not too many days.
- Camping at a weekend!
- I would like to camp 2-3 nights, happy to also do day visits if that's how it ends up.
- 2 days max!
- A weekend max

2. Locations – different each time or prefer the same place to revisit at different times of year / a different focus each time

- Spring (late spring if possible) - anywhere away from the public.
- spring/summer
- spring
- spring and away from people, I don't mind the locations.
- Springtime, I'd like to explore other locations but camp in the one place so we had a familiar place to sleep.
- near bathrooms please
- I don't know as I've never been anywhere
- Happy to go anywhere
- on a campsite
- never been

3. Day of the week – weekend-based sessions and/ or weekday sessions during holidays (like Spring / Summer/ Autumn/ Winter)

- Weekend based sessions would be good
- weekends
- weekends
- if it's a school holiday I can do weeks or weekends.
- school holiday
- summer
- spring/summer
- Any season bar winter
- around school please.
- October break?

4. Do You want a specific focus like the photography or natural art to help connect with the place?

- photography
- photography
- teach me wilderness and stars! Witchcraft is also a very cool option!
- photography
- photography
- natural art
- is climbing an option?
- structured activities would be awesome.
- Can I learn to read the stars? also visit an island.
- I'll just do whatever happens
- no skills so give me some
- I don't really feel like I need a focus, just being out there would be good and refreshing.

5. Are there any skills you would like to develop through the programme?

- I'd love to learn how to star gaze
- I'd like wilderness skills
- I think it's be cool to know how to forage.
- I want to learn how to safely start fires and make smores.
- I'd love to see the history of the places and maybe link it to the witchy calendar.
- I think it'd be cool to make a new event happen at the parks. like pride but there?
- Just getting in touch with nature
- yoga would be awesome, dancing, stretching, wild swimming
- biking?
- swim
- climbing!
- witchy things? just listening to nature.

6. Do you want to build up to a celebration event – camping was discussed at the meeting? We can assist with all the kit and resources for this, and there would be no costs to participants.

- I think if we go in spring we could make some cool photo's in gay colours and you could have an exhibition of our pictures for pride.
- I want to display photos
- I'd like to have something to show for our time, like a thing we can display at [REDACTED].
- a photography exhibition would be cool!
- Celebration!
- big fun!
- party
- inviting the national park people to [REDACTED] to display our work from our trip there?
- no i just want to vibe
- something gay

From: [REDACTED]
To: [REDACTED]
Subject: RE: National Park support session
Date: 02 December 2024 09:45:28
Attachments: [image001.png](#)
[image003.png](#)
[image004.png](#)
[Dulock-fap25dy.png](#)

Hi [REDACTED]
Don't worry about it - it's totally normal to be swamped this time of year!

I'll share with our young people this week and see what feedback we get. Will hopefully send you a wee email response the following week with all the info from them for you to work with.

Kind regards
[REDACTED]

[REDACTED]
Youth and Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)
My normal working days are currently [REDACTED]
[lgbtyouth.org.uk](#) | [www.lgbtyouth.org.uk](#)
Making Scotland the best place for LGBTQ+ young people to flourish and thrive.



From: [REDACTED]
Sent: 22 November 2024 12 05 PM
To: [REDACTED]
Subject: RE: National Park support session

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

Hi [REDACTED]
I hope you are well.
Firstly, can I just apologise for not getting back to you sooner. It has been quite full on here but I have finally delivered all my major summer / autumn projects and have more time to start to scope 2025 sessions.
I've tried to pull together the discussions after the meeting in September and form it into a draft programme structure – but with lots of further questions for the group so that we can retain the co-design elements of what this will look like.
I've attached it for you to have a wee look at – if you think it needs more info / detail or links / examples, please do just let me know and I can add these into it. If you could then share it with the group to get their thoughts and reflections – does this summary capture their thoughts and ideas for the sessions? Have I missed anything? If we can get their input before mid-Dec then I can start to finalise this and get dates in the diaries and work on overall session plans and resourcing.
Do let me know if there is anything else I can help with and sincerely apologise for my delay in getting this phase of the programme across to you.

Cheers

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
[www.lochlomond-trossachs.org](#)
[Outdoor Learning Directory](#) - learning materials, grants and training provided by Scottish Government partners
I'm a hybrid worker, based predominantly from home though in our Headquarters [REDACTED]

From: [REDACTED]
Sent: 09 October 2024 09:25
To: [REDACTED]
Subject: Re: National Park support session
That would be great, I hope you enjoy your time off and we'll chat soon.
Kind regards
[REDACTED]

[REDACTED]
Youth and Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)
My normal working days are currently [REDACTED]
30 (3/7) Bell Street, Glasgow, G1 1LG [lgbtyouth.org.uk](#) | [www.lgbtyouth.org.uk](#)
Making Scotland the best place for LGBTQ+ young people to flourish and thrive.



From: [REDACTED] <[\[REDACTED@lochlomond-trossachs.org\]](mailto:[REDACTED@lochlomond-trossachs.org])>
Sent: 09 October 2024 8:38 AM
To: [REDACTED] <[\[REDACTED@lgbtyouth.org.uk\]](mailto:[REDACTED@lgbtyouth.org.uk])>
Cc: [REDACTED] <[\[REDACTED@lgbtyouth.org.uk\]](mailto:[REDACTED@lgbtyouth.org.uk])>
Subject: RE: National Park support session

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Morning,
Thanks for the email and the update from the [REDACTED] groups, great that they had the jambord to review as well. I had a wee look at it yesterday but there isn't any other post-its so that's no worries and we can assume everything that the [REDACTED] group have added was comprehensive enough.
I am out and about today and in meetings all day tomorrow, then off for a long weekend so not back at the desk properly until next Tues. I think it would help to start to consolidate some of their ideas into a bit of a programme of visits, I am happy to do that to send to you to then get their feedback and input to, if that would work? I would like them to shape the sessions to consider some of these questions below –

- Number of sessions they would like – this can be a rolling programme, a series of closer together days or 3 a year at different times / seasons for example
- Locations – different each time or prefer the same place to revisit at different times of year / a different focus each time
- Day of the week – weekend based sessions and/ or week day sessions during holidays (like Easter / summer)
- Do they want an 'output' like the photography or natural art?
- Do they want to build up to a celebration event or anything – camping was discussed

Just some ideas to think through and chat about, once I'm back in next week we can look at availability for another chat with you both to discuss next steps.

Cheers

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
[www.lochlomond-trossachs.org](#)
[Outdoor Learning Directory](#) - learning materials, grants and training provided by Scottish Government partners
I'm a hybrid worker, based predominantly from home though in our Headquarters as required, with a preference for [REDACTED] [REDACTED]

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 07 October 2024 14:21
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Cc: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: Re: National Park support session

Hi [REDACTED]

How are you getting on?

I shared the jam board with the [REDACTED] young people for them to add to it over the weekend, hopefully you'll have had some responses from them to add to those from the [REDACTED] group. If not, we can assume they have read over the [REDACTED] guys input and thought the ideas were good enough to go along with. I'm excited to start working with you properly! let me know if there is anything else you might need from myself, the org or the young people prior to us planning please just ping me a wee email.

[REDACTED]

[REDACTED]
Youth and Community Development Officer
LGBT Youth Scotland

Why I share my pronouns

My normal working days are currently [REDACTED]
30 (3/7) Bell Street, Glasgow, G1 1LG [REDACTED]@lgbtyouth.org.uk | www.lgbtyouth.org.uk
Making Scotland the best place for LGBTQ+ young people to flourish and thrive.



From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 24 September 2024 8:22 AM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: RE: National Park support session

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Hey [REDACTED]

I just wanted to share my slides and the jamboard for the session on Thur afternoon. Any feedback or thoughts on these is more than welcome. Don't want to overwhelm them with info or bore them with too many slides, but hopefully enough to introduce the National Park and give more context for our equalities engagement work. Let me know if you think this approach is OK.

The jamboard will hopefully allow us to have a bit of interaction – basically just some questions and hopefully we will get a bit of a discussion going. As the group are giving their thoughts I can add them as sticky notes to the jamboard pages, to capture their ideas and input so we can then build on this to co-design a programme of sessions with them. I can then send this back to you for any other review or feedback.

I can also then use their input to share as part of our Charter journey for our consultation process evidence – all totally anonymous and only shared on our portfolio pages, not externally. Hope that sounds OK?

If I have any technical issues on the night, would you be OK to load my slides? I've also hopefully enabled editing access to the jamboard as well: [https://jamboard.google.com/d/\[REDACTED\]](https://jamboard.google.com/d/[REDACTED])

I'm out with a group tomorrow all day but have a bit more time ahead of the meeting to edit etc. Really looking forward to it.

Thanks

[REDACTED]
[REDACTED] on Adviser

Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 17 September 2024 07:52
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: RE: National Park support session

Hi,

Sounds like a great plan, thanks [REDACTED]

Cheers

[REDACTED]
[REDACTED] on Adviser

Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 16 September 2024 14:20
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Re: National Park support session

Hi [REDACTED]

I think 30-45 minutes is a good plan!

The rest of the evening I plan on just getting feedback from pride and I'll be planning games with them till the end of the evening.

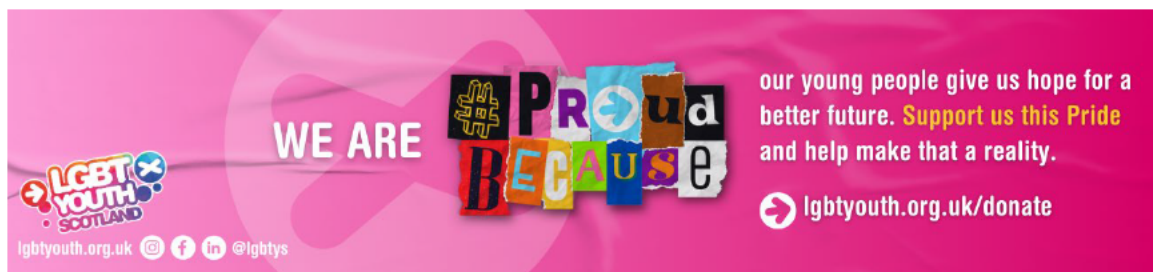
How about I begin the call with yourself at 6:15pm that gives them time to settle in then you have the rest of the first hour of group to chat with them and I'll take over from there?

[REDACTED]

[REDACTED]
Youth and Community Development Officer
LGBT Youth Scotland

Why I share my pronouns

My normal working days are currently [REDACTED]
44 King St Stirling [REDACTED]@lgbtyouth.org.uk | www.lgbtyouth.org.uk
Making Scotland the best place for LGBTQ+ young people to flourish and thrive.



From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 10 September 2024 12:00 PM
To: [REDACTED] <[REDACTED]@lgbyouth.org.uk>
Subject: RE: National Park support session

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Hi [REDACTED]
This is fantastic, so great to know that this is an option as an alternative to allow me to meet the group – albeit on a screen at this stage. Thanks for being accommodating and so understanding, that really does help.
I'll work on a wee short slide intro to the National Park and what a nature connections series of visits could involve, then we can hear from the young people themselves about what would make it interesting for them etc. I'll do a wee jamboard or something else that might make some way of getting their ideas and thoughts captured.
Let me know how long that might take – and what they might be comfortable sitting through – 30 to 45 min or so? Appreciate it can be a bit dry as a format so keen to make it as engaging as possible.
Thanks again

Cheers

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
www.lochlomond-trossachs.org
[Outdoor Learning Directory](http://www.outdoorlearningdirectory.org) - learning materials, grants and training provided by Scottish Government partners
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From: [REDACTED] <[REDACTED]@lgbyouth.org.uk>
Sent: 11 September 2024 16:08
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Re: National Park support session

Hi [REDACTED]
Don't worry about it we fully understand! What we could do is I could call you on teams whilst the group is in, and we could have you up on the big screen?
I'll try mitigate the loudness of the guys whilst your on the call just so it's calm enough for everyone to think.
Generate some ideas this way then get it sorted out for in person once you know more?
Kind regards,
[REDACTED]

[REDACTED]
Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](http://www.lgbtyouth.org.uk)
My normal working days are currently [REDACTED]
44 King St Stirling [REDACTED] <[REDACTED]@lgbyouth.org.uk> | www.lgbtyouth.org.uk
Making Scotland the best place for LGBT+ young people to flourish and thrive.



From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 11 September 2024 11:03 AM
To: [REDACTED] <[REDACTED]@lgbyouth.org.uk>
Subject: RE: National Park support session

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Morning [REDACTED]
I just wanted to get in touch with an update after the recent announcements from the Scottish Government about the budget deficit and the requirement for Public Bodies to hand back part of their 2024/25 budgets. It has impacted our work here with an immediate review of our budgets and specific restrictions imposed by Scottish Government on staff travel amongst others.
As your meeting I was attending on the 26th Sept is in the evening and involves me travelling across to [REDACTED] I've been instructed that this is now no longer possible unfortunately. The only alternative would be for me to join remotely. I am unsure if this is even possible, and I am deeply disappointed that I can no longer join you and meet the young people in person to introduce myself and the National Park and start to look at how we can work collaboratively to scope how visits to the National Park could develop and be co-designed for the group.
Can you let me know if an online session is possible so I can plan and prepare, or if not, what the possible alternatives might be.
This is a temporary pause on some of our areas of work due to the severity of the budget deficit and is for this financial year. We will know more once the Budget is announced after the 4th December. It doesn't
I am truly sorry to have to let you down at this point. It does not reflect our commitment to engage with the LGBT Community and in particular LGBT Youth, and we are thankfully still continuing on our Charter work. We just have to work a bit differently until we are in a better position later in the year.
Please pass my apologies on to all the young people.

Thanks

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
www.lochlomond-trossachs.org
[Outdoor Learning Directory](http://www.outdoorlearningdirectory.org) - learning materials, grants and training provided by Scottish Government partners
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From: [REDACTED]
Sent: 19 August 2024 14:14
To: [REDACTED] <[REDACTED]@lgbyouth.org.uk> [REDACTED] <[REDACTED]@lgbyouth.org.uk>
Subject: National Park support session

Hi [REDACTED]

Really lovely to meet you, thanks for your time this afternoon. Just starting a fresh email trail following our catch up. See attached for some info we have developed to explain a bit more about some of our programmes, ignore the title, it is really just about any of our services but we had to call it something!
It hopefully summarises in a more eloquent than I did about our different programmes that our team (Education, Inclusion and Volunteering) design and deliver. But as I said, we are really flexible and really very much want to get the input and ideas from the young people themselves about what they would enjoy doing on a visit (or series of sessions).
There is a wee bit more info on our webpage: [Young people - Here Now All of us - Loch Lomond & The Trossachs National Park \(lochlomond-trossachs.org\)](#) and also our newly launched bus service in the Trossachs: [The Trossachs Explorer - Here Now All of us - Loch Lomond & The Trossachs National Park \(lochlomond-trossachs.org\)](#)
We also have a short (promise) film explaining our current priorities: <https://youtu.be/Sx0KB-rH228> which is something I can show at the session on the 26th.
Let me know if there is anything else I can share at this stage and thanks for offering me the chance to come and speak to everyone.

Cheers

Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

[www.twitter.com/lochlomondtrossachs](https://twitter.com/lochlomondtrossachs)

www.facebook.com/lochlomondtrossachs

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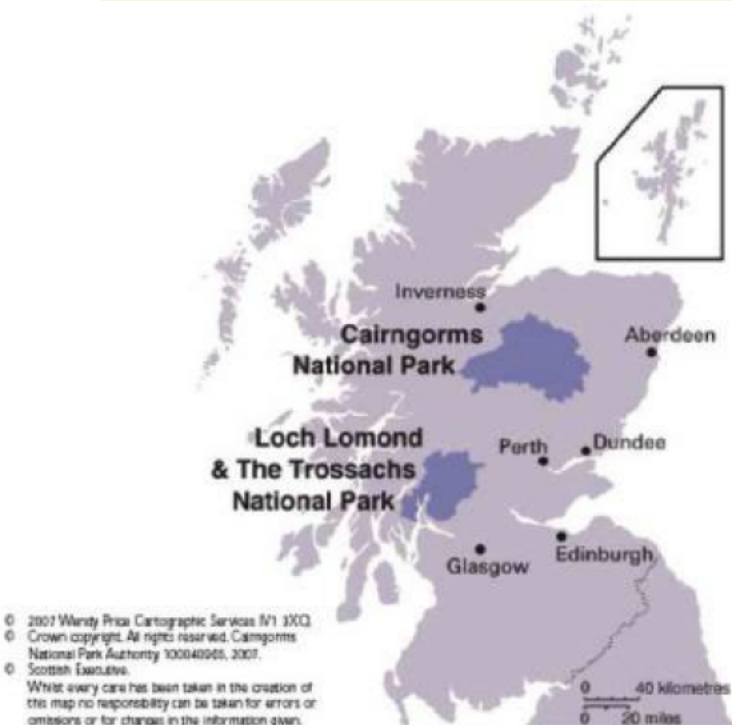
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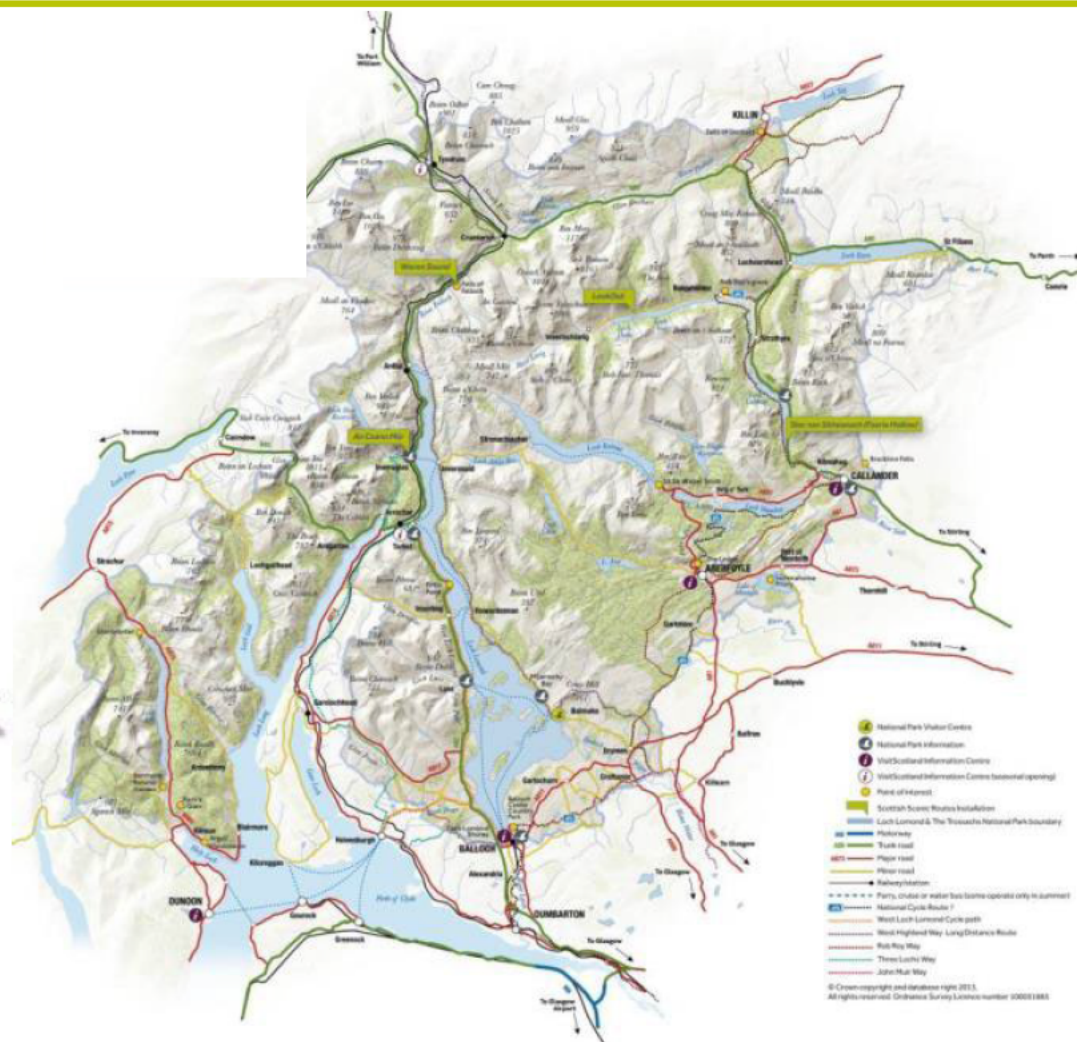
Introducing Loch Lomond & The Trossachs National Park



Loch Lomond and The Trossachs



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Nature

Ensuring the
nature,
landscapes and
water resources
are
sustainably
managed and
protected



Loch Lomond



Conic Hill



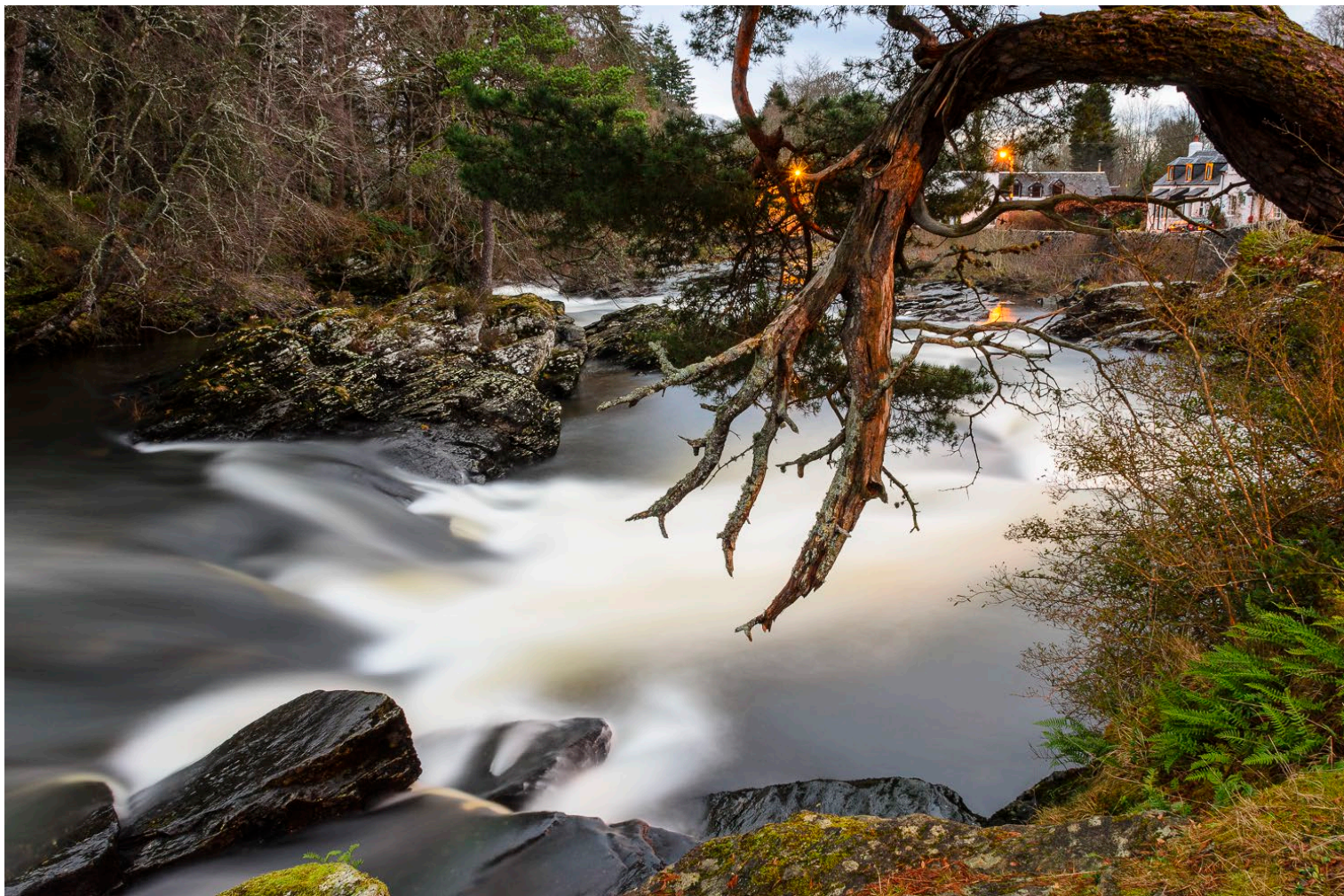
The Trossachs



Argyll



Breadalbane



Inchcailloch – exploring an island for a day

- A day out on the island to explore nature and learn more about this special place
- Beach is a great spot for lunch / picnic
- Short ferry ride from Balmaha



Camping – a night under the stars

- We have campsites that have staff to support you
- We have kit we can lend you and support to get the tents set up
- We can arrange free access for your group, so no costs

