

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] - [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](https://www.lgbtyouth.org.uk) | www.lgbtyouth.org.uk

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



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

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

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

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

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

Subject: RE: 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.

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]

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

[REDACTED]

Certified Carbon Literate



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

Sent: Monday, December 11, 2023 12:05 PM

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

Cc: LGBTCharter [REDACTED] <[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,



- [why I share my pronouns](#)

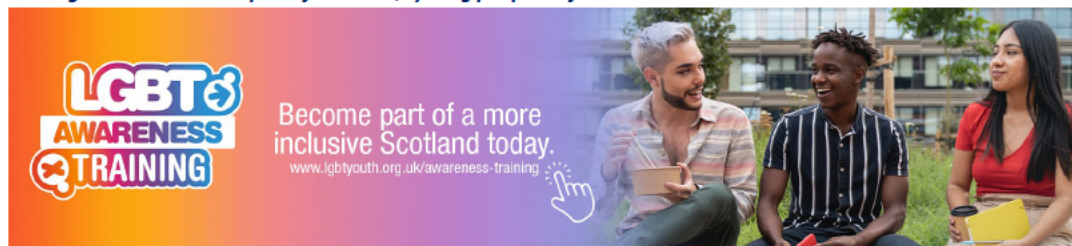
General Charter Manager

LGBT Youth Scotland

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

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

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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

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

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

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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/lomondrossachs

www.facebook.com/lomondrossachs

[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



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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]

www.lochlomond-trossachs.org

www.twitter.com/lomondtrossachs

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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 [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]

- [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

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ONE DONATION
TWICE
THE IMPACT

28 NOV
5 DEC

Christmas
Challenge

BigGive

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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](mailto:[REDACTED]@lochlomond-trossachs.org)

www.lochlomond-trossachs.org

www.twitter.com/lomondrossachs

www.facebook.com/lomondrossachs

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Charter Manager Introduction & Getting Started
Date: 21 May 2024 16:21:49
Attachments: [image003.png](#)
[image004.png](#)

Hi [REDACTED]

Just to confirm that I'm looking forward to meeting tomorrow 09:30-11:30

It tends to be a lot of info to cover in the first meeting so if you're a tea/coffee person I'd recommend making some for the call!

Kind regards,

[REDACTED]

From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 01 May 2024 08:34
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>; LGBTCharter <LGBTCharter@lgbtyouth.org.uk>
Subject: RE: Charter Manager Introduction & Getting Started

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Hi [REDACTED] and lovely to get introduced to you [REDACTED]

Many thanks for the email and update, the video link was very helpful so appreciate you sharing that with me. I'll keep an eye out for the link, if I don't get it before tomorrow, then I'll check back in on Monday as I'm off on Fri.

Looking forward to our initial meeting [REDACTED]

Thanks

[REDACTED]

[REDACTED] ([REDACTED])
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
www.lochlomond-trossachs.org
www.twitter.com/lomondtrossachs
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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: LGBTCharter <LGBTCharter@lgbtyouth.org.uk>
Sent: Tuesday, April 30, 2024 12:40 PM
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Cc: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: Charter Manager Introduction & Getting Started

Dear [REDACTED]

I'm delighted to introduce you to your Charter Manager, [REDACTED] who will be your main contact at LGBT Youth Scotland during your organisations Charter journey. This email also includes important information that will help you get started on your journey.

LGBT Charter Hub and Online Evidence Portfolio:

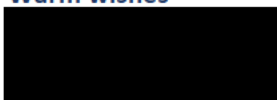
- Your email address has now been granted access to the LGBT Charter Hub, where you can access your online portfolio and a range of resources to assist you on your Charter journey. You will shortly receive links to the LGBT Charter Hub and Online Evidence Portfolio in separate emails
 - **Please note these links will expire in 7 days.** If you require a new link, please get in touch
 - Please check your junk/spam folders if you do not receive these links
- We've made a video to help guide you through the LGBT Charter Hub and your Evidence Portfolio, which you can watch here:
 - https://youtu.be/jA8n8L_8xuE
- If other members of staff at your organisation need access to the LGBT Charter Hub and Online Portfolio, please let your Charter Manager know

Your Charter Manager will be in touch soon to arrange your first meeting. At this meeting, your Charter Manager will provide you with a copy of the LGBT Charter standards. The standards are the outcomes you must meet to achieve your LGBT Charter Award. Once you're ready to book your training, I'll be in touch to help arrange this.

If you have any questions going forward, please contact your Charter Manager for assistance.

All the best for your LGBT Charter journey,

Warm wishes



Interim Senior Capacity Building and Education Manager
LGBT Youth Scotland

[Why I share my pronouns](#)

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

Web: <http://www.lgbtyouth.org.uk>

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From: [LGBTCharter](#)
To: [REDACTED]
Cc: [REDACTED]
Subject: Charter Manager Introduction & Getting Started
Date: 30 April 2024 12:40:50
Attachments: [image001.png](#)

Dear [REDACTED]

I'm delighted to introduce you to your Charter Manager, [REDACTED] who will be your main contact at LGBT Youth Scotland during your organisations Charter journey. This email also includes important information that will help you get started on your journey.

LGBT Charter Hub and Online Evidence Portfolio:

<!--[if !supportLists]-->• <!--[endif]-->Your email address has now been granted access to the LGBT Charter Hub, where you can access your online portfolio and a range of resources to assist you on your Charter journey. You will shortly receive links to the LGBT Charter Hub and Online Evidence Portfolio in separate emails

<!--[if !supportLists]-->• <!--[endif]-->**Please note these links will expire in 7 days.** If you require a new link, please get in touch

<!--[if !supportLists]-->• <!--[endif]-->Please check your junk/spam folders if you do not receive these links

<!--[if !supportLists]-->• <!--[endif]-->We've made a video to help guide you through the LGBT Charter Hub and your Evidence Portfolio, which you can watch here:

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Your Charter Manager will be in touch soon to arrange your first meeting. At this meeting, your Charter Manager will provide you with a copy of the LGBT Charter standards. The standards are the outcomes you must meet to achieve your LGBT Charter Award. Once you're ready to book your training, I'll be in touch to help arrange this.

If you have any questions going forward, please contact your Charter Manager for assistance.

All the best for your LGBT Charter journey,

Warm wishes

[REDACTED]

[REDACTED]

Interim Senior Capacity Building and Education Manager
LGBT Youth Scotland

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From: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]
Date: 20 July 2022 09:24:21
Attachments: [REDACTED]

Hi [REDACTED]
Great to hear from you, hope you are well. Apologies for the delay, just catching up after the holidays [REDACTED] and I am really excited to attend Stirling Pride and catch up with everyone from the camp. Thanks for these great suggestions. We have an Internal Park / or A1 meeting (our staff Equality Group) meeting on Monday next week and will be discussing Stirling Pride – the number of staff attending, resourcing for our Market Place stand in the Albert Hall etc, so I should have a better idea after that on what capacity [REDACTED] and I will have to be with you guys in the Youth Space (sounds like the fun place to be)

We had some staff attend Glasgow Pride and they all had a fantastic time. We have purchased some Park for All branded Banner Backpacks that they wore and had some great feedback, so we will be bringing these with us for the March too. Looks like we also have a good number of staff interested in attending so should be a good turnout which is a great to see.

So, I'll get back to you middle of next week with some updates then a call would be really helpful. Does that sound OK?

Looking forward to catching up soon

Cheers

[REDACTED]

[REDACTED] on Adviser
Loch Lomond Trossachs National Park
Direct: 01389 [REDACTED]
www.lochlomond-trossachs.org
Outdoor Learning Director – 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 [REDACTED]

From: [REDACTED] <[\[REDACTED\]@lgbtyouth.org.uk](mailto:[REDACTED]@lgbtyouth.org.uk)>

Sent: 23 July 2022 16:09

To: [REDACTED] <[\[REDACTED\]@lochlomond-trossachs.org](mailto:[REDACTED]@lochlomond-trossachs.org)> [REDACTED] <[\[REDACTED\]@lochlomond-trossachs.org](mailto:[REDACTED]@lochlomond-trossachs.org)>
Subject: pride youth space

Hello, long time no speak! Sorry for that, things have been hectic here.
Hope you both are well & taking care of each other!

So we are now planning for Stirling prides youth space. I wanted to check in as I have a couple plans in my head in terms of what we could do depending on your teams availability on the day.

Firstly, if you have the capacity, we would love to offer you a wee stall in the youth space & to surround your stall with the Polaroid pictures from our trip over to you at [REDACTED]. The stall would just be a wee table providing you with a space to run a table top activity.

Second option, if you guys are doing the march & having a stall in the Albert Hall. In the youth space we could still hang all the pictures & the artwork made whilst we were with you and we could have some leaflets out in that general area to help our young people find out more in case they miss your stall.

Also super happy to have a wee call to discuss a plan or any ideas you may have. I am just very keen to keep you all involved in what we are doing forwards and I want to highlight how important it is to have organisations like yourselves to partner with us on projects like the takeover of your campaign. Anything we can do to support this, let me know.

Bestest wishes!

[REDACTED]

[REDACTED] Community Development Officer
LGBT Youth Scotland
info@lgbtyouth.org.uk

30 (PQ) Bell Street, Glasgow, G1 1LG [REDACTED] <[\[REDACTED\]@lgbtyouth.org.uk](mailto:[REDACTED]@lgbtyouth.org.uk)> / www.lgbtyouth.org.uk

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<https://lgbtyouth.org.uk/its-giving-pride/>



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Media & Campaigns Manager
Loch Lomond & the Trossachs National Park Authority
Direct dial: 01389 552222
www.lochlomondtrossachs.org
www.linkedin.com/company/lochlomondtrossachs
www.facebook.com/lochlomondtrossachs

From: [REDACTED]
Sent: Sunday, 2008-03-09 09:10
Subject: The PRIDE in the PRIDE VOICE

He(They)

Hello,

I have attached a couple pictures from the weekend that I think encapsulates the impact of the trip. Good luck with the post!

[REDACTED]

I hope to be doing management of care
LGBT Youth Scotland
We will be there - [REDACTED]

pride@lgbt-youth-scotland.org
www.lgbt-youth-scotland.org
www.lgbthuff.org.uk

Making Scotland the best place for LGBT+ people to grow up in Scotland and beyond.



From: [REDACTED] <[REDACTED]@lochlomond-rossachs.org>
Sent: 30 June 2015 9:37 AM
To: Her(They) [REDACTED] <[REDACTED]@ghisouth.org>; [REDACTED] <[REDACTED]@lochlomond-rossachs.org>
Cc: [REDACTED] <[REDACTED]@ghisouth.org>
Subject: Re: Private Mail Article

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Hey [REDACTED]
Hope you're all good.
Can I just check quickly if you managed to source a suitable picture which we can use to publish alongside the article? Hoping to get it out today if possible. If not, no issues.
Thanks!

Media & Campaigns Manager
Loeh Lomond & the rossachs National Park Authority
Direct dial: 01385 [REDACTED]
www.loehlomond.com/na.htm
www.linkedin.com/company/loehlomondrossachs
www.facebook.com/loehlomondrossachs

From: [REDACTED] (He/They) [REDACTED] <[REDACTED]@youth.org.uk>
Sent: 27 June 2022 10:11
To: [REDACTED] <[REDACTED]@ochimond-trossachs.org> [REDACTED] <[REDACTED]@youth.org.uk> [REDACTED] <[REDACTED]@ochimond-trossachs.org>
Cc: [REDACTED] <[REDACTED]@youth.org.uk>
Subject: Re: Project for the future

You don't have to email I have [REDACTED] <[REDACTED]@youth.org.uk> I can why this is from best

This looks fantastic, apologies for taking so long to get back to you, things have been incredibly busy here at the moment. I appreciate your patience in terms of a photo, I will have a look today and see if there is something suitable we can use.

Many thanks,

From: [REDACTED] <achmond-trossachs@msn.com>
Sent: Friday, June 20, 2008 9:30:53 am
To: [REDACTED] <abtyouth@msn.com>; [REDACTED] <achmond-trossachs@msn.com>
Cc: [REDACTED] <abtyouth@msn.com>
Subject: Probe in the Park, Act 2

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I hope you are well, many thanks, or assisting us to train the act and I drafted to highlight the LGBT Youth [redacted] Inclusive Camping weekend in the National Park as part of our Pride in the Park programme. We would really owe to share this before the end of Pri de month if possible, so I've copied [redacted] who leads on our campaigns and need a work who can help get this shared through our Unlited and web pages.

I'll be away from my desk all of next week delivering our Youth Act ion sessions then on annual leave until the 28th July so do let [redacted] know if there is anything else we can do to assist with this.

Many thanks

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. [redacted]

From: [REDACTED] [REDACTED] <[\[REDACTED\]@cityofpoughkeepsie.ny.us](mailto:[REDACTED]@cityofpoughkeepsie.ny.us)>
Sent: 20 June 2023, 6:00
To: [REDACTED] <[\[REDACTED\]@richmond-trossachs.org](mailto:[REDACTED]@richmond-trossachs.org)>
Cc: [REDACTED] <[\[REDACTED\]@cityofpoughkeepsie.ny.us](mailto:[REDACTED]@cityofpoughkeepsie.ny.us)>
Subject: RE: A big thank you to you all
Hi [REDACTED]
I've linked [REDACTED] into this email chain and they'll get everything sorted to you from our end.

Scott is Chairman of Development Of Low
LGBT Youth Scotland
Why I share my p onance
[REDACTED]
[REDACTED] www.lgbtyouth.org.uk | www.loibthryth.org.uk
Making Scotland the best place for LGBT to grow y people to flourish and thrive.



From: [REDACTED] <[\[REDACTED\]@sch.ornod-hrossects.org](mailto:[REDACTED]@sch.ornod-hrossects.org)>
Sent: 19 June 2015 2:59 PM
To: [REDACTED] <[\[REDACTED\]@jointhefuture.org.uk](mailto:[REDACTED]@jointhefuture.org.uk)>
Subject: RE: A big thank you to you all

Hey,
Thanks for getting back to me so quickly. Yes please if you could link in with them for approval, that would be appreciated.
Any chance of a wee photo to include?

Chairs
Executive and Liaison Adviser
Loth Lomond **at Trossachs National Park**
 Direct 01380 [REDACTED]
loth.lomond@nps.scot.nhs.uk
www.scot.nhs.uk/nps
Outdoor Learning Director - 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.

From: [REDACTED] [REDACTED] cbhryouth.org.uk
Sent: 9 June 2025, 9:53
To: [REDACTED] schlomond-trossachs.org
Subject: RE: A big thank you to you all
Hi [REDACTED]
this is amazing!

things are a bit nuts (June is always the same!) but I'm happy wth everything here to be shared.
Are you already linked in with the coms team for LGBTYS? If not I can link this email through to them too for approval.
Looking forward to things slowing down a bit here so I can get my head screwed on again and start planning for 2020!

Local Training Management Officer
LGBT Youth Scotland
01389 844 111

17 Dundas Street, Glasgow G1 1JH
Making Scotland the best place for LGBTQ+ young people to flourish and thrive



Help us show LGBTQ+ young people across Scotland that they are seen, supported, and celebrated this Pride.

<https://lgbtyouth.org.uk/its-giving-pride/>

The banner features a green hand holding a red heart with the LGBT Youth Scotland logo, set against a pink and white checkered background. The text 'IT'S GIVING PRIDE' is written in a playful, bubbly font. A small LGBT Youth Scotland logo is in the top right corner.

From: [redacted] <[redacted]@lgbtyouth.org.uk>
Sent: 26 May 2019 14:45
To: [redacted] <[redacted]@lgbtyouth.org.uk>
Cc: [redacted] <[redacted]@lgbtyouth.org.uk>
Subject: RE: A big thank you to you all

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Hi folks,
Happy Pride Month!
I hope you are all enjoying the events and celebrations, we are ramping things up here in the Park and all getting rather excited about Stirling Pride which is so lovely to see.
I've attached a draft article we would love to share – on our website and LinkedIn, to mark Pride month but also give context to the work we are collaborating with you guys on.

If possible, we would love to know if you are comfortable with this, if you have any queries or feedback that could be added, and if there is any approval for a photo (and if so, if you could share one) – no pressure though.
Appreciate you will be super busy, but if we could get any response (even if it's just, yay – go for it, no time to feedback though) – by middle of next week that would be amazing – so we can get it published before the end of June.
Thanks so much
Cheers

[redacted] on Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 844 111
www.lochlomond-trossachs.gov.uk

Outdoor Learning Director – 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

From: [redacted] <[redacted]@lgbtyouth.org.uk>
Sent: 26 May 2019 14:45
To: [redacted] <[redacted]@lgbtyouth.org.uk>
Cc: [redacted] <[redacted]@lgbtyouth.org.uk>
Subject: RE: A big thank you to you all

Hi,
Thanks so much for this amazing message, it's continuing to make me smile when I read these kind of emails and see the photos and the follow up that is happening. Just fantastic.

Yes please to anything that you get permissions to share, it really is something the Park would love to help celebrate and share through their channels. Happy to share your posts, just ping them over / link to the Park when you do them or let me know and I can put you in touch with our comms guys.
No problems to wait for the reports – this is over and above what we usually get back from groups so very much appreciated.

Thanks again

Cheers

[redacted] on Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 844 111
www.lochlomond-trossachs.gov.uk

Outdoor Learning Director – 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

From: [redacted] <[redacted]@lgbtyouth.org.uk>
Sent: 27 May 2019 10:37
To: [redacted] <[redacted]@lgbtyouth.org.uk>
Cc: [redacted] <[redacted]@lgbtyouth.org.uk>
Subject: RE: A big thank you to you all

Hello you wonderful people!
Thank you for having us, you both were wonderful to work with and I can't wait to see how this partnership grows and continues!
I've just now got a whole bundle of photos from the young people and the staff team – all the photo consents are through too.
In terms of posting photos online of our young people we tend to do this ourselves but if you require any as evidence for your charter do let me know and I'll sort something out for you.

I've attached all the imagery of the activities we got up to whilst we were on site with you both, again a massive thank you for having us! It truly was an impactful trip.

As [redacted] said in his previous email, I'm in the process of gathering the young people's feedback to collate into a report. We'll be happy to share any feedback with yourselves once it's collated together. We also aim to sit down as a staff team and share our thoughts on the weekend too to give you all a whole rounded report & our plans for the future of this partnership.

I'll be in touch ASAP w/ the report, but I may take a few weeks just to grab all the young people to hear from them.

Pr-O-the polaroid photo's and the cyanotypes will feature in the youth zone for pride (they're all currently in Creative Stirling waiting to be hung).

Thanks so much!

Local Training Management Officer
LGBT Youth Scotland
01389 844 111

17 Dundas Street, Glasgow G1 1JH
Making Scotland the best place for LGBTQ+ young people to flourish and thrive



Donate today. Let's make Scotland the best place for LGBTQ+ young people to thrive.

lgbtyouth.org.uk/donate

The banner features a stylized illustration of a person's head and shoulders in shades of purple and blue, set against a pink background. The text 'Donate today. Let's make Scotland the best place for LGBTQ+ young people to thrive.' is written in a clean, sans-serif font. A small LGBT Youth Scotland logo is in the bottom right corner.

From: [redacted] <[redacted]@lgbtyouth.org.uk>
Sent: 27 May 2019 11:19 AM
To: [redacted] <[redacted]@lgbtyouth.org.uk>
Cc: [redacted] <[redacted]@lgbtyouth.org.uk>
Subject: RE: A big thank you to you all

Hi [redacted],
Apologies – it taken me some time to come back to you. I just wanted to say a huge thank you to you and your team. The weekend was amazing and the young people all loved it [redacted] and the team are going to be doing some feedback interviews with young people and once we have these in we could share them with you. If you want also would like us to write a statement in support of your engagement with LGBT Communities standard for your charter just let me know and we can do that.

Thank you for the resources I have shared them with the youth work team. I'll do the evaluation form for you today and would be great to have you in the youth zone for Pride.

Thanks

Cheers

Youth Work Manager Central (Tayside & Perth Valley)
LGBT Youth Scotland
01389 844 111

17 Dundas Street, Glasgow G1 1JH

01389 844 111

01389 844 111

01389 844 111

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Making Scotland the best place to grow up for LGBTQ+ young people



Donate today. Let's make Scotland the best place for LGBTQ+ young people to thrive.

lgbtyouth.org.uk/donate

The banner features a stylized illustration of a person's head and shoulders in shades of purple and blue, set against a pink background. The text 'Donate today. Let's make Scotland the best place for LGBTQ+ young people to thrive.' is written in a clean, sans-serif font. A small LGBT Youth Scotland logo is in the bottom right corner.

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From: [redacted] <[redacted]@lgbtyouth.org.uk>
Sent: 27 May 2019 11:19 AM
To: [redacted] <[redacted]@lgbtyouth.org.uk>
Cc: [redacted] <[redacted]@lgbtyouth.org.uk>

Subject: A big thank you to you all

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Hi folks,

[REDACTED] and I just wanted to send a wee message to thank you both for being amazing leaders and so engaging with our activities over the weekends camp, it really made such a positive difference to us both. Also, please pass on our thanks to all the group who at ended and took part in the session, we hope they all had a great experience. It was one of the most enjoyable weekends we have both had in a long time and so great to meet everyone in person finally!

I've attached some of the info that you can share with anyone who may be interested in the other ways of getting involved in the National Park [REDACTED] you had asked about Volunteering or other service users so please feel free to pass on this info and our contact details. More info on our website: [Young people - Here, Now, All of us - Loch Lomond & The Trossachs National Park](#) and it also includes our Youth Committee (our Youth Voice programme).

We've also attached a digital version of the activities we didn't get round to doing on the poetry – but if you do manage to follow up on the session with these and anything that was inspired from their experience please do share it with us, we love that sort of thing!

We have a short evaluation form that we use to get any feedback on our support [REDACTED] if you have time to complete this that would be awesome.

[REDACTED] and I also had a wee chat about other ways we can support you such as bespoke private conservation volunteering etc. [REDACTED] I know we chatted about things such as a bat night too – basically we are super flexible! We are excited to attend Stirling Pride and can pick up the chat again closer to time as we would love to be in the Youth Zone or a bit too!

I'll have forgotten to send you a something no doubt, but this is a good start for 10! Hope you both managed to get time to relax yesterday. Looking forward to seeing some of the photos when you have the chance to sort out the permissions.

Cheers

[REDACTED] On Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
[www.lochlomond-trossachs.org](#)
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I'm a hybrid worker, based predominantly from home though in our Headquarters as required [REDACTED]

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From: [Nik Turner](#)
To: [REDACTED]
Subject: Re: Important Update
Date: 28 May 2025 09:15:58
Attachments: [image001.png](#)

It has been a pleasure, thank you [REDACTED]

Best wishes

[REDACTED]

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 27 May 2025 17:38
To: [REDACTED] <[REDACTED]@lochmond-trossachs.org>; [REDACTED] <[REDACTED]@lochmond-trossachs.org>
Subject: Important Update

Hi folks,

It was lovely to meet earlier, you were my last client meeting in this role and it sounds like you've made good progress and have a good direction to work towards.

It's been wonderful to partner together on your Charter journey as your Charter Manager. A highlight of my work here at LGBTYS is the conversations, connections and positive change that I get to be a part of every day. I've enjoyed getting to know yourselves and your team as Charter Champions and coming to understand more about what you do and how you do it. I hope I've been able to assist you in your journey towards becoming a more inclusive environment for young LGBTQ+ people.

It is with a heavy heart that I say that I'll be finishing my work with LGBT Youth Scotland on Weds 28th May and will therefore no longer be your point of contact here.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

What does this mean for us?

For yourselves as a client, your journey continues! You'll be in the capable hands of the Capacity Building Team. The dedicated support for your journey from LGBT Youth Scotland will continue as before, just with a different point of contact.

I appreciate you may have questions relating to how things will work in practice for you from here. Please contact [REDACTED] [@lgbtyouth.org.uk](mailto:[REDACTED]@lgbtyouth.org.uk) and you'll be notified of your new point of contact. If you have an unresolved query or email I've not had the opportunity to respond to given this recent development, I apologise, please contact the above email with your query and someone will be in touch to support.

Signing Off

I'd encourage you all to have conviction in what you're working to do during a challenging point in history. We all have agency and influence and can choose to use this to act in a way we can be proud of now and in the future. At a time when some folks are hesitant to visibly stand up for equality, find the bravery.

You've signed up to the LGBT Charter to help grow your positive impact and help make Scotland a kinder place for young people. I have confidence in you to continue this both in your work and your wider lives and wish you all the best for the remainder of your journey.

If you'd like to remain in touch you're very welcome to do so via [REDACTED]

[REDACTED]

Thanks and I'm sure we'll cross paths again some day.

Kind regards,

[REDACTED]

[REDACTED]

Capacity Building Manager
LGBT Youth Scotland

[REDACTED] [lgbtyouth.org.uk](mailto:[REDACTED]@lgbtyouth.org.uk) | www.lgbtyouth.org.uk

[REDACTED]

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

[Why I share my pronouns](#)

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Quick question (again sorry!)
Date: 14 Apr 2025 12:27:29
Attachments: image001.png

Hi [REDACTED]
Just checking you are still good for tomorrow to meet at the campsite? It is quite easy to drive past the entrance. If coming from the [REDACTED] side you can't see the sign at the road edge. I will get there just before 12.30 and wait at the entrance. I will be in a National Park marked vehicle, so hopefully obvious! Then we can both drive the short way down the [REDACTED] to the campsite. Hoping the rain stays off for us!
Thanks,

From: [REDACTED]
Sent: 08 April 2025 11:19
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Quick question (again sorry!)

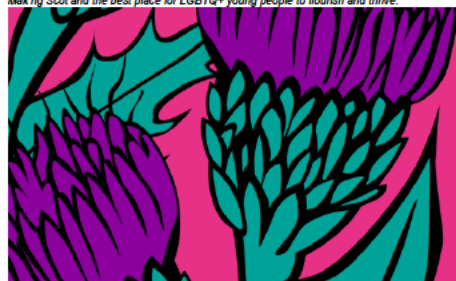
Hi [REDACTED]
12.30 is grand for me! A good time as the site should be quiet with the folks from the night before having left, and the new folks yet to arrive. I will let the Rangers there know we are coming. Hopefully the weather will be like today!
My mobile number is [REDACTED] just in case you have any issues on the day, or finding the site as it is a bit tricky.
Thanks,

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 08 April 2025 11:12
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Re: Quick question (again sorry!)

Brilliant thank you!
I can drive to you for 12:30? or really anytime after 12. Just let me know when and I'll make sure I'm there

Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)

30 (3/2) Bell Street, Glasgow, G1 1LG [lgbtyouth.org.uk](#) | [www.lgbtyouth.org.uk](#)
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lgbtyouth.org.uk/donate



From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 08 April 2025 11:09 AM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: RE: Quick question (again sorry!)

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Morning [REDACTED]
That's fine for a portable shower, with the proviso that eco shower gel is used.
That's great you can manage 5.30pm ish. I can show you around when we meet up and will let the Rangers there know we are coming and they can also give you any information. Then our Volunteer Rangers can meet you with the kit and help set up etc. when you arrive.
Next Tuesday is fine for me. What time would be best for you?
Thanks,

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 07 April 2025 09:25
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Re: Quick question (again sorry!)

Hi [REDACTED]
Don't stress, worst case scenario they'll leave and come back again in the mornings as we aren't too far away from the site anyways.
So I've managed to get the bus booked for 4:30pm instead of to hopefully get us there before 5:30pm. I know it's cutting it fine but because we have two council bodies the schools all finish at varying times, and this is as early as we can push it for the young people to still be able to make it to us. Will this be okay?
I'd love to pop through and meet you on site. I can drive to you on the 15th, Tuesday next week?

Youth & Community Development Officer
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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 04 April 2025 12:00 PM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Cc: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: RE: Quick question (again sorry!)

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Hi [REDACTED]
I am still waiting to hear back from our campsites manager about the shower. I checked about the campsite Rangers, and they finish work at 5.30 pm, but there is also a Ranger patrolling the areas around and including the campsite until 8.30 pm.
[REDACTED] and I were chatting yesterday, and we both thought it may be really useful if you were able to meet one of us at the campsite in the next couple of weeks to see it in person. It is really hard to envisage the layout etc. until you are there. Let me know what you think. I live fairly locally so could meet with you at a time to suit, even later in the day. I am off for Easter from 18th to 29th April, so over the next two weeks would be great, just let me know if this would be of help to you in planning etc.
I will get back to you as soon as I hear back about the shower.

Thanks,

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 01 April 2025 15:47
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Re: Quick question (again sorry!)

Hi [REDACTED]
No worries at all just let me know once you know.
I'll speak with my team about what we can do to arrive earlier and I'll get back to you ASAP about this too.

[REDACTED]
Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)

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From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 01 April 2025 3:39 PM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>, [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: RE: Quick question (again sorry!)

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Hi [REDACTED]
I will need to double check this and will get back to you. I am sure it will be ok, but there may be a concern about soap etc. getting into the loch. Definitely worth asking though as there is bound to be a solution.
Good timing as well, as I was going to get in touch today. Having spoken with [REDACTED] we are concerned that your proposed arrival time on the Friday evening is too late. We are hoping for a couple of our Volunteer Rangers to meet you with all of the tents and kit. They will be travelling from Balloch, and meeting you at 7pm is going to be too late for them to help set the camp up with you and then travel back to Balloch. It may also take a while to set-up, and by 7pm there won't be any staff on site to answer questions. I believe they finish at 5pm, but I will double check this.
Would it be possible for you to arrive earlier? There are lots of food options in [REDACTED] as you pass through so everybody could leave after school/college, including the Coop, Tesco but also lots of takeaway options, including chip shops and pizza. Would picking up something on the way through be an option? You could possibly order in advance. Or ask everybody to bring something with them to share for a cold buffet tea to eat around the fire?
Leaving at 1pm on the Sunday is fine, we can adjust the itinerary no problem.
Let us know your thoughts on the earlier arrival time, and I can update the information for our volunteers once you have decided.
[REDACTED] and I are both really looking forward to it!

Thanks,

From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Sent: 01 April 2025 14:29
To: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>, [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Subject: Quick question (again sorry!)

What would be the opinion on one of our young people bringing along a portable shower?
I am aware this is a bit of an odd request, but they are concerned about not being able to get clean over the course of the weekend as this is a part of their evening routine.
Let me know your thoughts.

[REDACTED]
Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)

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From: [Nik Turner](#)
To: [Finance Helpdesk Loch Lomond](#); [REDACTED]
Cc: [Helpdesk](#); [REDACTED]
Subject: RE: Remittance advice a/c LGBTYS
Date: 13 August 2024 13:09:38
Attachments: [image001.png](#)

Hi [REDACTED]

[REDACTED] our Charter Manager, kindly took part in a group workshop mentioned below to provide us with her viewpoint on how National Parks could continue to increase diversity of people accessing National Parks across the UK. To thank all participants for their time, we agreed we'd provide a small contribution to each of their organisations. This has taken a wee bit of time since the workshop, so apologies I forgot to tell [REDACTED] the contribution was imminent to watch out for it.

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]
www.lochlomond-trossachs.org

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From: Finance Helpdesk Loch Lomond <finance@lochlomond-trossachs.org>
Sent: Tuesday, August 13, 2024 12:58 PM
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Cc: Helpdesk <Helpdesk@lgbtyouth.org.uk>; Nik Turner <[REDACTED]@lochlomond-trossachs.org>
Subject: RE: Remittance advice a/c LGBTYS

Hi [REDACTED]

Thanks for your email.

No problem at all, the payment was due to LGBT Youth for 'Contribution for participants' attendance to EDI workshop'.

Hope this helps to clarify but I've copied in our Behaviour Change Manager, [REDACTED] who arranged the workshop, in case you need any further details.

Thanks

[REDACTED]
[REDACTED]
Finance Operations Leader
Loch Lomond & The Trossachs National Park

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

Sent: Tuesday, August 13, 2024 12:22 PM

To: Finance Helpdesk Loch Lomond <finance@lochlomond-trossachs.org>

Cc: Helpdesk <Helpdesk@lgbtyouth.org.uk>

Subject: Remittance advice a/c LGBTYS

Hello,

We recently received payment for £100 and a remittance advice that I attach.

I don't recognise this transaction and would be grateful if you could look into this and confirm whether it is for us and if so, what it is for?

Many thanks

[REDACTED]

[REDACTED] [REDACTED]

Finance Manager

LGBT Youth Scotland

[Why I share my pronouns](#)

My normal working days are Tuesday, Wednesday and Thursday

5/1 Mitchell House, Mitchell Street, Edinburgh, EH6 7BD

07843 [REDACTED] | [REDACTED] lgbtyouth.org.uk | www.lgbtyouth.org.uk

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A pink banner for LGBT Youth Scotland. On the left is the LGBT Youth Scotland logo with the website lgbtyouth.org.uk and social media icons for Instagram, Facebook, and LinkedIn. In the center, the text 'WE ARE' is followed by a large, colorful, blocky graphic that reads 'PROUD BECAUSE'. On the right, the text says 'our young people give us hope for a better future. Support us this Pride and help make that a reality.' Below this is a circular icon with a right-pointing arrow and the URL 'lgbtyouth.org.uk/donate'.

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: National Park Nature Discovery Days - supported sessions for summer '24
Date: 25 July 2024 14:15:09
Attachments: [lgbtyouth.org.uk](#)
[lgbtyouth.org.uk](#)
[lgbtyouth.org.uk](#)

Hey [REDACTED]

I've cc'd [REDACTED] into this email - he's my manager and when I mentioned this opportunity we both got excited at the potential for next year. Would it be okay to include [REDACTED] in our meeting? Monday the 19th of August from 12noon we are both free - if you send over a teams invite - we can discuss then.

Warm regards

[REDACTED]

[REDACTED]
Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)

[REDACTED] [lgbtyouth.org.uk](#) | [www.lgbtyouth.org.uk](#)



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From: [REDACTED]
Sent: 25 July 2024 1 49 PM
To: [REDACTED]
Subject: RE: National Park Nature Discovery Days - supported sessions for summer '24

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Hi [REDACTED]

Great stuff, I have plenty of scope on Mon 19th to Wed 21st Aug, so let me know if any of those dates suit you and we can pop it in the diary. Look forward to meeting with you then.

Cheers

[REDACTED]

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
[www.lochlomond-trossachs.org](#)
[www.twitter.com/lochlomondtrossachs](#)
[www.facebook.com/lochlomondtrossachs](#)

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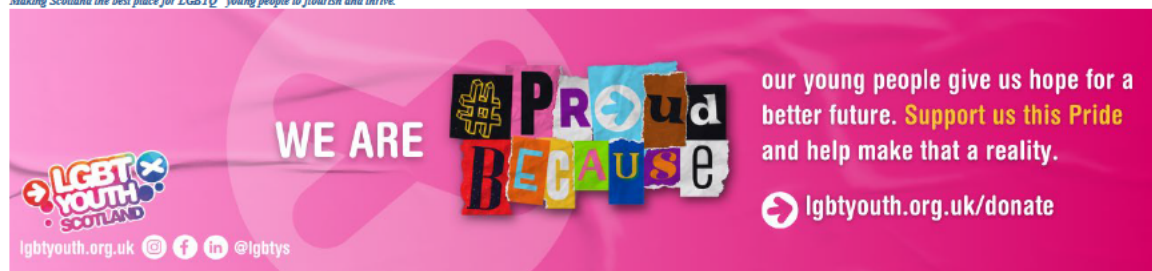
From: [REDACTED]
Sent: Tuesday, July 23, 2024 1:30 PM
To: [REDACTED]
Subject: Re: National Park Nature Discovery Days - supported sessions for summer '24
Hi [REDACTED]

I think this sounds wonderful! I'd be more than happy for us to work together in creating a brilliant opportunity for our young people in 2025. Once you return from your annual leave get in touch with your availability Monday-Thursday 9-5 and I'll slot in time for us to call and create something magic! Speak soon,

[REDACTED]

[REDACTED]
Youth & Community Development Officer
LGBT Youth Scotland
[Why I share my pronouns](#)

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From: [REDACTED] <[\[REDACTED\]@lochlomond-trossachs.org](#)>
Sent: 23 July 2024 11:58 AM
To: [REDACTED] <[\[REDACTED\]@lgbtyouth.org.uk](#)>
Subject: RE: National Park Nature Discovery Days - supported sessions for summer '24

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Hi [REDACTED]

It's great to hear from you, thanks for getting in touch.

We don't have any more sessions running at the moment unfortunately, but we would be really keen to have a meeting with you to see where we can offer our programme support in the future. For example, we have a Junior Ranger programme for 11-18 years and also offer a Young Volunteering programme for those 16 to 26yrs. These sessions are run on a monthly basis throughout the year, usually at weekends.

In the future, we would be really delighted to work to develop some specific sessions based in the National Park for you - maybe in spring or summer 2025? Ideally, getting the young people to let us know what they would like to do - we are really flexible and can tailor sessions to their interests, and can incorporate bushcraft skills such as den building and fire lighting, mindfulness and nature connection activities. We even can arrange free camping experiences overnight on one of our campsites that are staffed and have great facilities. We have all the kit you need for up to 15 young people and offer support to get the tents set up etc too.

It is all free of charge and we have a travel grant to contribute to the costs of getting to the National Park.

I'll be on holiday from Thursday this week through to the 12th August, but do let me know if you'd like to arrange a call or a meeting so we could chat further.

Cheers

[REDACTED]

[REDACTED]
Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park
Direct: 01389 [REDACTED]
[www.lochlomond-trossachs.org](#)
[www.twitter.com/lochlomondtrossachs](#)
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From: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

Sent: Tuesday, July 23, 2024 10:54 AM

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

Subject: Re: National Park Nature Discovery Days - supported sessions for summer '24

Hello

My name is [REDACTED] and I am the [REDACTED] youth and community development officer for LGBT Youth Scotland.

I wanted to reach out to let you know that I have been sent through this great opportunity for our young people.

We don't have capacity to run a trip with the young people just now but there is a possibility for our young people to sign up with the link and attend themselves if that is something you'd be able to facilitate?

We're fully booked until the end of September unfortunately but I don't want them to miss out if this is something we could coordinate?

[REDACTED]

Youth & Community Development Officer
LGBT Youth Scotland
Why I share my pronouns

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

Sent: 16 July 2024 1:28 PM

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

Subject: FW: National Park Nature Discovery Days - supported sessions for summer '24

See below

Youth & Community Development Officer
LGBT Youth Scotland
Why I share my pronouns

Our Edinburgh youth groups are taking place at The Crannie, in the City Centre:
9 Cranston St, Edinburgh EH8 8BE <https://goo.gl/maps/HLRqN6gBDfD75cGAA>

Edinburgh office address:

5/1 Mitchell House, Mitchell Street, Edinburgh, EH6 7BD |

07597 [REDACTED] <[REDACTED]@lgbtyouth.org.uk> | www.lgbtyouth.org.uk

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

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

Sent: Tuesday, June 11, 2024 4:16 PM

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

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

Subject: Fw: National Park Nature Discovery Days - supported sessions for summer '24

Hi [REDACTED]

Thanks so much for this, looks like such an awesome opportunity! Forwarding on to [REDACTED] from one of our Youthwork teams who can get the conversation started and see how we might get some groups involved.

Kind regards,

[REDACTED]

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

Sent: 08 June 2024 13:50

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

Cc: Education <education@lochlomond-trossachs.org>

Subject: National Park Nature Discovery Days - supported sessions for summer '24

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Hi [REDACTED]

At our charter meeting, I had mentioned our summer inclusion programme and that we would be really keen to offer our support to some LGBT Youth Scotland groups. I now have some of the details of the programme and I was wondering if you would be so kind to share it with some of the groups who may wish to participate?

Any questions please just let me know.

Many thanks

[REDACTED]

Hello,

Loch Lomond & The Trossachs National Park are hosting a series of sessions for groups to visit this summer to connect with nature and learn about why it's important to restore wildlife and habitats in the National Park – our **Nature Discovery Days** and we are sending you this direct invitation to join us. See attached poster for further details. The sessions include:

- Free Ranger support – 2 National Park Rangers to liaise with you to create a day of exploring the National Park that suits your needs and deliver the sessions
- Sessions can include – guided walks to connect with nature, bushcraft activities, environmental art and water safety sessions.
- The National Park Travel Grant can contribute towards the costs – up to a max of 75% / £200 threshold. More information on our webpage: [National Park Travel Grant - Here. Now. All of us. - Loch Lomond & The Trossachs National Park \(lochlomond-trossachs.org\)](#)

If you are interested in this opportunity, please don't hesitate to contact me – or simply book via our online calendar: [Ranger Support Request \(office385.com\)](#)

Kind regards

[REDACTED]

Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

www.twitter.com/lochlomondtrossachs

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Invitation to attend National Parks UK EDI Workshop - 1st July (online)
Date: 26 June 2024 12:59:06
Attachments: [image001.png](#)

Hi [REDACTED] apologies for the delayed response I usually get back quickly on things - Pride month has been a logistical adventure! And being in a million places at once has meant I've not been able to respond to things as quickly as I'd have liked.

If it's still possible to attend then I'd be happy to do so, thank you for the invitation. Do you need anything pre-prepared from me ahead of this?

Aware you've emailed with some Charter Q's so I'll get back on those as soon as I can. Just in the door from attending a workshop earlier will aim to respond this afternoon so we can get some things confirmed.

Kind regards,

[REDACTED]

From: [REDACTED] <[REDACTED]@lochlomond-trossachs.org>
Sent: 26 June 2024 11:02
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>
Subject: RE: Invitation to attend National Parks UK EDI Workshop - 1st July (online)

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Hi [REDACTED]
Further to the email from me with this invitation to attend our National Parks UK EDI Workshop on Monday next week, see below for some updated info in case you, or indeed anyone else from LGBT Youth Scotland can attend.

SOIL Collective is inviting you to a scheduled Zoom meeting:

Topic: SOIL Collective x Loch Lomond: 'Co-Creating a Vision for Belonging' | Online Session
Time: Jul 1, 2024 10:30 AM - 12.30 PM

Join Zoom Meeting:

[https://us06web.zoom.us/j/\[REDACTED\]](https://us06web.zoom.us/j/[REDACTED])

Meeting ID: [REDACTED]

The agenda will be as follows:

- Welcome & Check-ins
- Our Connections with Nature - An Exercise in Memory
- Connecting with ourselves and our surrounding
- Connecting through our Values
- Checkouts & Next Steps Capturing next steps

Thanks



nd on Adviser

Loch Lomond & The Trossachs National Park

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I'm a hybrid worker, based predominantly from home though in our Headquarters as required, with a preference for



From:

Sent: Thursday, June 6, 2024 2:19 PM

To: <lgbtyouth.org.uk>

Subject: Invitation to attend National Parks UK EDI Workshop - 1st July (online)

Hi

Sorry for another email from me today!

We are working with the family of National Parks in the UK to learn more about the main barriers to a variety of audiences engaging with the National Park. As part of our work with you, as well as LGBT Youth Scotland being an important body representing diverse voices, we wanted to extend this invitation to you.

See info below -

As part of the [National Parks UK](#) family, we're taking part in a shared project to inform and develop all National Parks' work to increase equity, diversity and inclusion in our protected landscapes across the UK. One of the first pieces of this project is a series of workshops being held in most National Parks across the UK, with the aim of understanding and hearing from communities who are underrepresented or have experienced marginalisation in accessing National Parks. Ultimately, as a National Parks collective we will be creating a shared vision and statement on what inclusion is for our communities and landscapes and then using this as a foundation for further long-term action.

We'd like to ensure that voices from the community groups we work with here in Loch Lomond & The Trossachs have a chance to contribute to informing this piece of work, so would like to invite you to an online workshop on the 1st July, 10:30 – 12:30. This will be facilitated by the Soil Collective, the consultants who are leading engagement across all of the National Parks, but staff from Loch Lomond & The Trossachs will be taking part too. The workshop would explore your group's needs and wants in accessing the

National Park and consider what belonging in this landscape looks like for you. We're hoping to have a range of different groups represented but it will be a small workshop with a max of 12 people taking part. As this is part of that UK-wide project we would be able to provide a contribution to your organisation to thank you for your time in sharing your views with us.

If you or a colleague are interested in taking part, or if you have any questions, please do let us know by the 17th June. We will then be able to circulate further details to those who are taking part.

Thanks



Education and Inclusion Adviser
Loch Lomond & The Trossachs National Park

Direct: 01389 [REDACTED]

www.lochlomond-trossachs.org

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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 [REDACTED] [REDACTED]



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DRAFT 13th June 2025

NPA Article: Pride LGBT Youth [REDACTED] Partnership – June 2025

Park for All & Pride: inclusion rooted in our National Park

June marks Pride Month – a global celebration of LGBTQ+ people and their right to feel safe, seen and welcome everywhere. At Loch Lomond & The Trossachs National Park Authority, we mark the month proudly, but we're also proud that our commitment to inclusion stretches beyond June's celebrations each year. Our long-term commitment is rooted in our National Park Partnership Plan, our Corporate Plan and evidenced in our Equality Outcomes Report - shaping and informing the decisions we make and the experiences our team work to create all year round. Our work across the organisation is stewarded by our 'Park For All' working group and scrutinised at Board level, so every promise we make – we follow up with action.

Co-design in action: an inclusive camping weekend

Our ongoing collaboration with LGBT Youth Scotland's [REDACTED] group shows what this looks like in practice and our commitment to a co-design lead engagement approach, as we make every effort to work with communities on a long-term basis, not for them in the short-term.

Commented [REDACTED]: Are we clear to mention the group?

- Summer 2024 – We met the group through our Summer Inclusion Programme and co-hosted an online workshop where young people mapped their past experiences of visiting the National Park and told us honestly, how we could do better – and we listened openly.
- Winter 2024-25 – Together we turned those ideas into a plan: an inclusive residential that sought to remove those barriers the young people had told us existed.
- 9-11 May 2025 – The plan came to life at our [REDACTED] campsite. We:
 - booked the entire site so participants felt completely safe and at ease;
 - provided tents, mats, stoves and waterproofs so no-one had to buy kit to take part;
 - partnered with our brilliant Volunteer Rangers to help with set-up and first-night campcraft;
 - delivered nature-connection activities (from dawn-chorus mindfulness to late-night star-spotting) co-facilitated by creative practitioner [REDACTED] from [REDACTED];
 - rounded the weekend off with a celebratory cruise on historic Loch Katrine Steamship.

████████████████████ Education & Inclusion Adviser, Loch Lomond & The Trossachs National Park Authority said:

“Seeing the young people relax, laugh and claim the space as their own was one of the most uplifting weekends of my 25-year career. True inclusion isn’t a quick fix or a bolt-on; it’s deeply rooted into how we welcome everyone, listen and act as a National Park Authority.

“Weekends like this bring our Equality Outcomes to life. They show that meaningful inclusion has to go beyond an annual campaign or a box ticking exercise - but a core test and commitment for our work in the long-term. When young people tell us they feel seen in Scotland’s first National Park, that’s proof our strategy is delivering real, tangible impact.”

What’s next

- Glasgow Pride?? 19th July
- Stirling Pride, 20 September 2025: We’ll be there alongside the youth group, co-running an interactive stand and capturing fresh ideas on how to make the Park even more inclusive – and marching with Pride of course!
- Ranger-led Nature Walk, autumn 2025: An adventure co-designed with the group as part of Stirling Pride’s Rural Tour, and our Nature Connections Campaign
- Annual camp, ██████████: Planning is already under way to make the ██████████ experience a yearly tradition.

Inclusion is a journey, not a destination. We are by no means claiming to have achieved our goals, or have all the answers but by working *with* communities rather than claiming to work *for* them, we’re learning every day how to keep our National Park welcoming, joyful and safe for everyone.

CTA??

Commented ██████████: Not sure if this is too much of a reach as it doesn’t directly connect to the ██████████ group?

Commented ██████████: Am I correct in saying this? Or is the potential bat walk in addition to the TBC event at BVC?

Commented ██████████: Any thoughts on what the CTA could be here? Come say hello at Stirling Pride? Get in touch if you’re interested in learning more about our Inclusive Camping Programme?

Risk Assessment Template

This risk assessment template should be used **to assess and mitigate risks when carrying out activities at the Charity**. It should be **briefed to all stakeholders who are managing the activity**.

Risk assessments must be in place for all activities.

Where activities are ongoing, at a **minimum** risk assessments should be reviewed and updated **annually**.

Where there are **significant changes** to the work environment due to new equipment or work activities, this risk assessment should be **immediately reviewed and updated**.

Where risks are identified and action is required to mitigate those risks, **actions should be clearly given to relevant staff** with deadlines for completion. The risk assessment should be updated to show when tasks have been completed.

This risk assessment should be saved as a dated PDF in the relevant Teams SharePoint area **whenever a change is made** so that changes can be tracked.

Risk assessment records should be retained for a period of **5 years** after the activity has ended.

RISK ASSESSMENT

Risk assessment completed by:	[REDACTED]	Date:	16/04/2025
Risk assessment approved by:	[REDACTED]	Date:	[REDACTED]
Risk Assessment is effective:	From: 09/05/2025	To: 11/05/2025	Review date if applicable:

Name of activity	[REDACTED] Residential		
Address of activity	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]		
General description of activities taking place	Young people and staff will camp on a campsite [REDACTED] for two nights. Over three days there will be wild swimming, a boat trip, bat watching, walking to viewpoints, painting, foraging, witchcraft workshops, and star gazing. Alongside food cooked on site via fire pit/ small stoves.		
Staff and volunteers' names and roles	Staff: [REDACTED] [REDACTED] [REDACTED]	Volunteers:	[REDACTED]
Lead staff member for activity	[REDACTED]		
On Call Manager for activity and contact details	[REDACTED] [REDACTED]		

Nearest Hospital	Forth Valley Royal Hospital
Local Police Contacts	<i>Call 101 for non-emergencies and general enquiries, in an emergency call 999. If you have information about a crime you can also contact Crimestoppers anonymously on 0800 555 111.</i> Contact Details for Police Scotland in Stirling are: [REDACTED] [REDACTED] She/Her C Div: Equality, Diversity and Inclusion Co-Ordinator Tel: [REDACTED] Mobile: [REDACTED]
Emergency Social Work Department Number	[REDACTED]
First Aiders	[REDACTED] [REDACTED] [REDACTED]

Risk Rating Calculator

Likelihood that the hazardous event will occur:	
1	Very unlikely
2	Unlikely
3	Fairly likely
4	Likely
5	Very likely

Consequence of the hazardous event should it occur:	
1	Insignificant - no injury
2	Minor - Minor injuries
3	Moderate
4	Major
5	Catastrophic

Rating Level Table	
20 to 25	STOP - STOP activity and take immediate action
15 to 16	URGENT ACTION - take immediate action and stop activity, if necessary, maintain existing control measures
8 to 12	ACTION - Improve within specified timescales
3 to 6	MONITOR - look to improve at the next review or if there is a significant change
1 to 2	NO ACTION - No further action but ensure controls are maintained and reviewed

To assess the level of risk you should provide a score for the likelihood the hazard will occur based on the above and the consequence of the event if it does occur. To get your rating multiply Likelihood by Consequence to give you your rating.

For example, if you think the event is likely to happen and the consequence would be minor you would calculate 4×2 to get an overall risk rating of 8.

L: Likelihood



C: Consequence

R: Rating

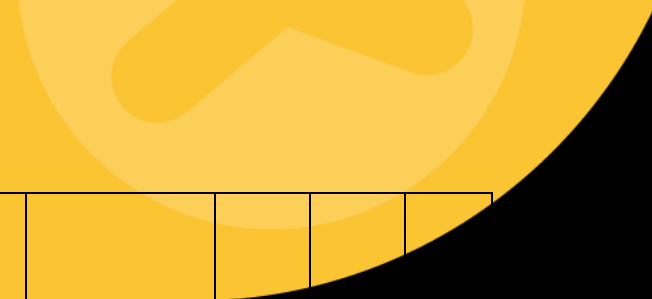
Breakdown of activities and hazard they present	Who might be harmed?	What risk controls are currently in place?	Current Risk Rating			Further Control Measures?	Person and Date to be completed by	Action Complete? Y/N	Risk Rating after control measure in place		
			L	C	R				L	C	R
Young People travelling to and from the residential - Young people get lost. - Road accident. - Young people miss the bus.	Young People, Staff	YP to be picked up with two members of staff from [REDACTED] at 4:30pm on the 9 th of May to travel to campsite. Young people will be contacted multiple ways and if we have permission to contact emergency contacts we will do this also to ensure the young people do not miss the provided transport.	3	3	9	Staff have access to all young people's contact information for the trip. Should the young people be late they will be forwarded on the address of the campsite and informed about making their own way to the site. All young people to be reminded on the lead up to the trip to attend at the correct time.			1	3	3
Taking part in outdoor activities - Slips / Trips and falls - Cuts and grazing - Bruising - breaks, - twisted ankles, knees, wrists.	Young People, Staff	All Staff have undertaken the IHASCO slips, trips and falls Health and Safety Module. Staff trained in first aid First aid kit available Campsite has been Risk Assessed and all egress and exits have been considered for trips, slips and falls. Uneven ground surfaces are clearly marked or identified to young people by staff Risk assessments for individual activities have been forwarded over to team from trust staff as they are lead for these activities.	2	3	6	Young people upon arrival on site are to be buddied up. Once young people are3 buddied they are to be shown the different areas of the campsite that are a potential danger to them. They are also to be shown where the staff are and how to wake them if required.			1	2	2
Meals and Food Allergic reactions to food or drink provided at camp (e.g., peanuts, dairy).	Young People, Staff	All medical needs and allergies are recorded as part of yara Young people have signed up for the residential and will disclose this during that process Staff at residential who are prepping food will be made aware of allergies	3	3	9	[REDACTED] [REDACTED] [REDACTED] [REDACTED]			2	3	6

		Staff trained in First aid									
		First aid kit available									
		Staff taken part in iHASCO food hygiene training in preparation to cook on the campsite for the weekend. Staff only to be near the fire, no young people. One staff member at all times is to be beside the fire monitoring it and the young people whilst it is lit.									
Group Dynamics / mental health - Stress, - anxiety, - homesickness, - bullying.	Young People, Staff	Provide pre-trip information to participants addressing concerns and expectations. Staff have positive relationships with young people attending Foster a positive, supportive group environment through our safer space agreement Staff to be attentive to signs of stress or homesickness and intervene early.	2	1	2				2	1	2
Tents	Young People, Staff Injury due to pitching tents. Injury due to messing around whilst pitching tents. Upset due to sharing with others.	Young people will be pitching their tents on the Friday evening with support from the trust's volunteers. The tents will be pitched on their built pitches only which are raised platforms. Young people and staff will be sharing tents over the course of the weekend unless they bring their own along.	1	2	2	Two young people have bought tents in preparation for attending and won't be sharing their space. The rest of the group will be in 3 man tents, young people to decide upon arrival who is sharing with who. Staff to be as flexible as possible with this ensuring safety and comfort. ████████████████████ ██████████			1	1	1
Weather - Exposure to the elements, - hypothermia, - dehydration, - sunburn - weather warnings	Young People, Staff	Staff will monitor weather warnings – if one is in place assess if we can continue to camp at the residential. Young people advised to bring water bottles as part of kit list, water on site is drinking water	3	1	3	The trust staff are very aware of weather warnings on the site as they keep track of flooding & fire warnings daily. Staff to ensure young people are wearing sunscreen and that they are drinking enough water over the weekend.			3	1	3

		but they will require bottles for the taps.									
		Young people advised to bring sun cream as part of kit lists. Young people advised to bring a range of clothing for weather including warm clothes and sunglasses, sun hats as part of kit list Staff trained in first aid Staff will remind young people to drink plenty and apply suncream if relevant									
Drugs and Alcohol • Possession of controlled substances • Young people under the influence of drugs and/or alcohol • Young people supplying drugs or alcohol to others	Young People, Staff	There is a group agreement that prohibits young people and staff to be under the influence of drugs and alcohol. If someone is under the influence then they will be asked to leave the residential politely, referring to the group agreements, then invited for a return to group meeting before re-joining the space. Staff will ensure young person is made safe at the time. Workshops about drugs and alcohol take place across the youth work programme ensuring young people have greater knowledge about safety and health.	2	2	4	Referral routes available for young people seeking additional support.	Youth Workers	y	2	2	4
Campsite • Water • Fire pit • Branches & trees • Getting lost • Remoteness • Ticks • Traffic	Young people & Staff	• Water – the campsite is next to [REDACTED] which can be very deep in places and also shelves off quite quickly from the beach so becomes deep very quickly. Also, the issues associated with cold water shock. There is more information at the	2	4	8	The trust staff will brief on this on the Saturday- explain the beach area and where the step downfall is. Map located at the toilet block should young people be interested in the water upon arrival.			2	3	6

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		campsite rangers would be notifying everybody when you arrive. • Weather – This will apply across the weekend. We can advise what clothing to bring, and obviously it will depend on the forecast etc. nearer the time. • Traffic – Whilst there are no cars on the campsite, the forest road you arrive on can get busy. This is next to the toilets and the Ranger Base/sink etc. • Getting lost – there is a 5-minute walk to the toilets, but quite easy to find the way back down to the site, but something you may wish to note. • Remoteness – There is no Wi-Fi at the campsite, and mobile and 4G coverage is very limited, with signal only available at a couple of spots. The site is unstaffed at night, but the barrier to the site is locked, and you will be given the key for any emergencies. We can provide you with emergency contacts for the nearest GP, hospitals etc.									
Emergency • Fire • Flood • Interruption to Supply of	Staff Young people	Staff are present at residential. Young people information on file that staff can access via work phones.	3	4	12	Staff to ensure they are familiar with the organisation's continuity plan	All staff	Y	2	2	4



Utilities (Electric, Water or Gas) • Suspected or Known Gas Leak • Adverse weather conditions • Crime/other criminality • Injuries • Child and vulnerable adult protection		Staff to follow procedures on LGBT Youth Scotland's Continuity plan as appropriate for this residential.									
		All staff are to familiarise themselves with the continuity plan' which can be found on breath HR Fire / Flood/ Interruption of supplies / suspected gas leak Interruption of supplies: LGBTYS Continuity Plan page 8 Suspected gas leak: LGBTYS Continuity plan page 10 Evacuation of campsite Staff know that in case of a fire or emergency, to escort young people out through to the muster point where a register would be taken. (this will be the top campsite car park, further up from the bathrooms upon entry to the campgrounds). Young people to made aware of fire plan for the campsite at start of residential. Adverse weather conditions Disruption due to severe weather: LGBTYS continuity plan page 32. Injuries Staff have access to mobile phones, local hospital and out of hours social work numbers at hand if needed. First aid kits are available to staff members. One staff member has their car on site and could transport young people in case of an emergency. Crime									

		If a crime is committed that staff are aware of by external person staff to assess the situation and contact 101 or 999 and inform line management. If a crime is committed by a young person staff to follow safeguarding policy. Child Projection and Vulnerable adults Staff have completed the Child Projection module, received training from head of youth work. We also have the on call systems. LGBTYS Youth Workers have completed H&S units online									
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