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Scottish Queer International Film Festival Trans, Non-Binary and/or Gender Diverse People Inclusion Policy

ABOUT SQIFF

SQIFF (Scottish Queer International Film Festival) was formed with the aim of adding to the exciting and growing amount of queer film stuff happening around Scotland. Since 2015, we have held an annual Festival in Glasgow alongside providing year round events across various locations. SQIFF aims to build community through queer films. Our goal is to get people watching, talking about, and making more queer films. We want to screen movies that people might not otherwise get a chance to see and create inspiring and informative events across Scotland. Moreover, we want to support marginalised groups within the LGBTQIA+ community by providing a networking system for queer filmmakers, as well as filmmaking workshops for audiences wanting to start on the medium. We want to challenge inequalities and barriers to accessing the arts.

This Trans, Non-Binary and/or Gender Diverse People Inclusion Policy outlines SQIFF's commitment to ensuring the care and wellbeing of its audiences, staff, participants, and volunteers.

This Trans, Non-Binary and/or Gender Diverse People Inclusion Policy includes information on:

- [Policy Statement](#)
- [Purpose](#)
- [Principles](#)
- Our [organisational commitment](#) to Trans, Non-Binary and/or Gender Diverse People Inclusion practice

POLICY STATEMENT

Scottish Queer International Film Festival (SQIFF) is an organisation committed to promote and demonstrate Trans, Non-Binary and/or Gender Diverse People Inclusion in all its activities, including its public events and persona, and in all its other dealings.

PURPOSE



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The purpose of this policy is to ensure Trans, Non-Binary and/or Gender Diverse People Inclusion is central in the planning, delivery and evaluation across SQIFF's activities, with the intention to ensure SQIFF operates with a zero-tolerance approach to transphobia, in regards to SQIFF staff, freelancers, artists, audiences, participants and to all with whom SQIFF has dealings. It lays out our specific commitments to Trans, Non-Binary and/or Gender Diverse People Inclusion and makes SQIFF responsible to the public as well its employees, voluntary staff, and audience members for acting on those commitments.

PRINCIPLES

SQIFF is compliant with the Equality Act 2010, recognising, in reinforcement of the above, the protected characteristics of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

Our team aims to centre care and accountability in all of our interactions. The films we platform and the events we offer celebrate community, solidarity and difference, promote equality and challenge injustice. We are committed to providing an environment that is welcoming, accessible and inclusive for all attendees, staff, guests and volunteers, in person and online.

Our Trans, Non-Binary and/or Gender Diverse People Inclusion strategies incorporate but are not limited to the following commitments:

Employees and volunteers

- Using our influence and position to challenge and address transphobic behaviour and language.
- Creating an environment that demonstrates and promotes Trans, Non-Binary and/or Gender Diverse People inclusion. No form of intimidation, bullying or harassment will be tolerated.
- Actively creating safe opportunities for staff and Trustees to acknowledge and discuss Trans, Non-Binary and/or Gender Diverse People inclusion, equality, and diversity.
- Taking allegations and reports of transphobia seriously and following necessary procedures to address situations, including supporting victims to heal and recover.
- Building a working culture which encourages learning from each other's unique life experience.
- Actively seeking to diversify our core-team and Board of Trustees.



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- Actively building and developing collaborations with a diverse group of artists and freelancers and championing the expertise and knowledge shared by Trans, Non-Binary and/or Gender Diverse People.
- Ensuring the activity and programme offered by SQIFF represents and champions a diverse set of voices from all walks of life.
- Regularly reviewing all employment and volunteering practices and procedures to ensure that no employees, volunteers, or job applicants are treated less favourably than others.
- Continuing to seek and engage with training and learning opportunities on Trans, Non-Binary and/or Gender Diverse People inclusion practice.
- Regularly reviewing these commitments with the Board of Trustees.

Audience members, artists, performers, and guests

- Creating an environment in which every person attending a SQIFF event or interacting with SQIFF feels safe, welcome, and supported to engage with the programme without discrimination.
- Putting on events which privilege the safety and inclusion of specific audiences, e.g. Trans, Non-Binary and/or Gender Diverse People-only, where appropriate.
- Ensuring all committee members, employees, and volunteers are fully informed of and trained in equality measures.

Venues

- Ensure venues have access to gender-neutral bathrooms, where possible.
- Not use gendered languages in introduction and panel discussions.
- Respect everyone's pronouns.
- Provide quiet space in all events when the venue has the capacity.
- Be conscientious of specific needs that members of this community may need (ie. checking in after event, providing additional security and travel, and any additional access requested).
- Maintenance of online spaces, monitoring, removing and reporting any hateful comments made on social media and/or website.

Recruitment

SQIFF is committed to providing and centering Trans, Non-Binary and/or Gender Diverse People inclusion in its recruitment procedures for all employees and volunteers.

Our commitment to accessibility for employees and volunteers includes:



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- Paid and voluntary positions will be open to all.
- Job descriptions, person specifications, and job advertising will not exclude, discriminate against, or discourage any particular group from applying.
- Application and selection procedures will be clear, open, and every possible effort will be made to accommodate any adjustments necessary for individuals.

Grievance Procedures

SQIFF will take seriously, investigate, and take any necessary measures to deal with complaints of discrimination or breaches of its Trans, Non-Binary and/or Gender Diverse People Inclusion Policy and will not victimise people who make such complaints.

Responsibility

The responsibility for implementation of SQIFF's Trans, Non-Binary and/or Gender Diverse People Inclusion Policy lies with its staff team and Trustees.

All employees, and volunteers have the individual responsibility to:

- Comply fully with SQIFF's Trans, Non-Binary and/or Gender Diverse People Inclusion Policy.
- Draw the attention of SQIFF's staff to suspected or alleged discriminatory practices or breaches of its Trans, Non-Binary and/or Gender Diverse People inclusion measures.
- Refrain from harassing, intimidating, or discriminating against other employees, volunteers, or audience members.

This policy was last reviewed on 17/3/2025. We welcome any comments and suggestions that can help us to develop our Trans, Non-Binary and/or Gender Diverse People Inclusion Policy: info@sqiff.org.