

LIFE IN SCOTLAND FOR LGBT YOUNG PEOPLE

Analysis of the 2017 survey for lesbian, gay, bisexual and transgender young people.



"I was told I was disgusting and in PE I was forced to change in a disused shower cubicle in case I 'stared at' any of the girls."

"Information about my status as a transgender person and my dead name was shared unnecessarily and without my permission."

"I would like to be in a healthy relationship which my family are supportive of and doing a job I love."



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## INTRODUCTION

Since 2007, LGBT Youth Scotland has undertaken regular surveys with LGBT young people ages 13-25, to ask them about their lives and experiences.

In 2012, we broadened this beyond service users to the wider group of LGBT young people living in Scotland, and asked them more in-depth questions about their experiences of education, safety, coming out, health, and community and identity.

Over the past five years, much has changed politically, and we wanted to find out whether and how LGBT young people's experiences have changed. For some questions, we now have data to compare over the past decade. Our 2017 survey revisited many questions from 2012, and added questions about types of bullying experienced, views on positive mental health, opportunities and barriers for LGBT young people, as well as aspirations for their future.

Throughout the report, we have analysed transgender young people's experiences to ensure we accurately present their experiences. Where a statistic refers to LGBT young people and does not have a breakdown for transgender young people, this means that their experiences were the same as for LGBT young people overall.

Over the past five years within our services with LGBT young people we have seen an increase in the number of young people identifying as non-binary, or as a gender identity other than 'man' or 'woman'. This survey identified a similar trend: in 2012, 46% of respondents identified as women, 48% as men, and 6.3% identified their gender identity in another way (4.8% other and 1.5% androgyne). In 2017, 41% identified as women, 40% as men, and 19.5% identified their gender identity in another way (16% non-binary and 3.5% other<sup>1</sup>).

This report reflects the responses from 684 LGBT young people, nearly double the response rate of 2012, and is the largest piece of research regarding LGBT young people in Scotland.

1. In both surveys, respondents who selected 'other' were given the opportunity to write in responses that better reflected their identities.

## **KEY FINDINGS**

- The percentage of LGBT young people who think that Scotland is a good place to live has risen over the last decade: 57% in 2007; 71% in 2012: 81% in 2017
- 79% of LGBT young people said homophobia was still a problem for Scotland, and 85% of LGBT young people said transphobia was a problem for Scotland
- Over half (52%) of respondents referred to school or education as the place in which they experienced the most discrimination. This was also the most prevalent response in 2012

#### Safety

- Just over a third (35%) of LGBT young people said that they had experienced a hate crime or incident in the past year
- Transgender young people were slightly more likely (41%), to have experienced a hate crime or hate incident in the past year
- Less than a third of LGBT young people (31%) said they would feel confident about reporting a hate crime to the police, and less than a quarter (23%) of transgender young people would
- There has been a decline in the percentage of LGBT young people who say they feel safe on public transportation from 79% in 2012 to 67% in 2017

#### **Education**

- 46% of LGBT young people and half (53%) of transgender young people rated their school experience as 'bad'
- 71% of LGBT young people experienced bullying in school on the grounds of being LGBT. This is a rise from 69% in 2012 and 60% in 2007
- 82% of transgender young people experienced bullying in school on the grounds of being LGBT. This has risen from 77% in 2012
- Transgender young people are now more likely than they were in 2012 to rate their university experience as 'good', with an increase from 37% to 60%
- 9% of LGBT young people and 27% of transgender young people left education as result of homophobia, biphobia and transphobia in the learning environment

#### Health and wellbeing

- 84% of LGBT young people and 96% of transgender young people indicated that they had experienced mental health problems and associated behaviours
- 73% of LGBT young people and 83% of transgender young people who had experienced mental health problems had been bullied at school
- Half (50%) of LGBT young people and 63% of transgender young people experienced suicidal thoughts or behaviours

#### Living and socialising

- In five years, the average age of coming out has fallen by one year for LGBT young people overall as well as transgender young people (age 16 in 2007 to 15 in 2017)
- Transgender respondents were most likely to have left home under negative circumstances (22%)
- 26% of LGBT young people in employment had experienced verbal abuse at work, and 22% had experienced rumours about them
- Less than half of young people (43%) said that there were enough places where they could socialise safely and be open about their sexual orientation or gender identity



# VIEWS ON SCOTLAND AND THE LOCAL AREA

- 81% of LGBT young people said that Scotland is a good place for LGBT young people to live
- The percentage of LGBT young people who think that Scotland is a good place to live has risen over the last decade: 57% in 2007; 71% in 2012; 81% in 2017<sup>2</sup>
- In 2012, just over half (52%) of transgender young people thought Scotland was a good place to live and in 2017. They are just as likely as LGBT young people overall to choose this response

Written comments showed that LGBT young people thought that:

- More people know about, and accept, LGBT identities (compared to other parts of the UK or other countries)
- The political environment is supportive

"All in all, Scotland has become very progressive and forward thinking in relation to LGBT youth, there are some areas that could be improved but that is more down to the local areas and schools than the country as a whole."

"Scotland is a very open minded country to live in and it has a good political system that represents LGBT people well."

#### **Local communities**

- 53% of LGBT young people said that their local area is a good place to live, which is similar to 2012 findings<sup>3</sup>
- 50% of transgender respondents said that their local area is a good place to live, which is an increase from 37% in 2012
- LGBT young people living in urban areas were more likely to think their area was a good place to live (70%) than those in suburban areas (52%), and rural areas (39%). This is a slight improvement on 2012<sup>4</sup>

"Areas such as Glasgow are fabby for the LGBT+ community but my local area, Dumfries and Galloway is horrible and full of bigots.

Lack of education and small mindedness."

Many, particularly those in rural areas, called for more LGBT groups such as youth clubs:

"I live in a small town where there are no other LGBT people to meet and also I have not yet had the courage to come out to everyone because it's a small town who know everyone's business and likes to gossip. It's not like Glasgow or Edinburgh (rural respondent)."

- 2. n=682
- 3. n=683
- 4. Urban (68%); suburban (49%); and rural areas (27%).



2017: 81% 2012: 71% 2007: 57% Scotland is a good place for LGBT young people to live



## HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA

The majority of LGBT young people thought that homophobia, biphobia and transphobia were problems in their local area and for Scotland generally (see figure 1).

#### **Scotland**

- 79% of LGBT young people and 83% transgender respondents said homophobia was a problem for Scotland
- 74% of LGBT young people (and the same percentage of bisexual young people) said biphobia was a problem for Scotland. 77% of transgender young people said it was a problem

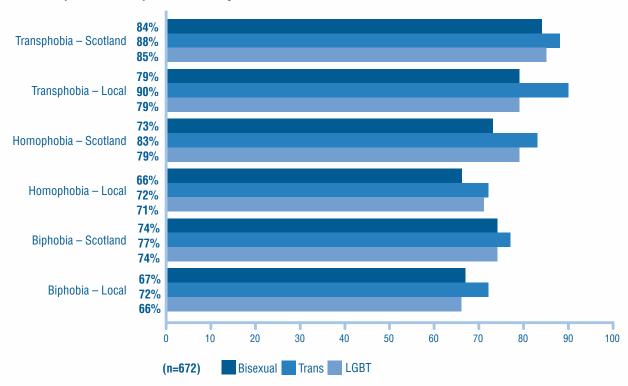
• 85% of LGBT young people and 88% of

#### Local area

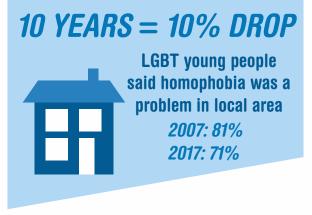
- 71% of LGBT young people said that homophobia was a problem in their local area
- 66% of LGBT young people said biphobia was a problem in their local area. 67% of bisexual young people and 72% of transgender young people said it was a problem
- 79% of LGBT young people (and 90% of transgender young people) said transphobia was a problem in their local area



Figure 1: Percentage of bisexual, trans and LGBT young people feeling homophobia, biphobia and transphobia are a problem locally and in Scotland







## DISCRIMINATION

We asked LGBT young people where in the wider community they experienced discrimination in response to their sexual orientation or gender identity and expression:

- Over half (52%) of the write-in responses<sup>5</sup>
  referred to school or education as the place in
  which they experienced the most discrimination.
  This was also the most prevalent response in
  2012
- In the 2017 survey, LGBT young people also responded that they faced discrimination in work (15%); public services (mainly health and housing) (6%); bathrooms/toilets (5%); churches or religious places (3%); public transport (3%); in the streets (1%); sports teams (1%); and bars/clubs (1%)

"School is the main one. It is weird really my school is all for LGBTQI+ people in school but... the pupils there are openly homophobic and transphobic and it is brushed off and goes unnoticed."

"I usually face discrimination in health services. I haven't officially changed my name and I'm having big issues getting them to not use my birth name constantly."

"Public transport, definitely. Most of the heckling I receive is at the bus station. I've had people shout dyke or faggot at me, I've had people debate amongst themselves if I'm a man or a woman, and generally felt uncomfortable because of my identity/expression."

Some young people said that they faced discrimination in LGBT spaces:

"I suffer more discrimination in LGBT communities for being HIV positive than in the wider community for being either gay or positive."

Respondents were also asked to reflect on where in the wider community they faced the least discrimination. LGBT groups and communities (including those run by LGBT Youth Scotland and university societies) were identified as welcoming and supportive environments. LGBT young people also focused on the lack of discrimination they experience when spending time with friends and family:

"I feel the least discrimination in college, as there is a good LGBT community there and all the people in my class are very accepting."

"Being around friends is probably the safest environment. I suppose it depends who I'm with."

"My uni is good at dealing with transgender people. There are a number of gender neutral bathrooms (although not in every building) around campus and the university accepts name changes without requiring any sort of document or other 'proof'. People in general are approachable."

## Dealing with discrimination

We asked how the discrimination experienced by LGBT young people could be dealt with.<sup>6</sup>

 More than half of young people thought that discrimination could be addressed through schools:

"Education. Most LGBT-phobia stems from a place of ignorance or misunderstanding. Teach people about identities and why diversity is to be celebrated, not shunned."

"LGBTI+-focused education has been proved to promote more accepting attitudes and has reduced the amount of homophobic, biphobic and transphobic language and behaviour used. Teachers also need training on how to effectively deal with discrimination directed at LGBT young people."

 Some commented on the importance of 'positive visibility' in the general population: speaking to LGBT people, hearing their stories and experiences  Some mentioned that they would feel more comfortable raising discrimination if they were confident that whoever they reported to would take action:

"I think that services need to be more aware of different identities, especially health services. These people are the ones dealing with LGBT people and so they should be aware of differences and how everyone has different needs."

 Young people thought that there should be tougher sanctions for LGBT discrimination, especially in schools, and were frustrated when staff did not deal effectively with homophobic, biphophic and transphobic bullying:

"Education as early as possible on the realities of LGBT issues – dispelling myths – and on what's appropriate and what's not when interacting with LGBT people. Zero-tolerance policies on homophobic and transphobic bullying and harassment need to be adopted... There also needs to be staff training in workplaces even before they encounter any LGBT people."





## RIGHTS AND HATE CRIME

Scottish hate crime legislation covers disability, race, religion, sexual orientation, and transgender identity.

- 48% of LGBT young people were aware of their rights under hate crime legislation, a slight decrease from 52% in 2012.<sup>7</sup> 58% of transgender young people were aware of their rights, which is a slight increase from 56% in 2012
- 50% of LGBT young people were aware of their rights (56% of transgender respondents) regarding sexual orientation
- 44% of LGBT young people and 48% of transgender respondents were aware of their rights regarding gender identity (see table 1)
- Overall, men were slightly more likely than women and non-binary young people to be aware of their rights

#### Table 1: Awareness of rights under hate crime legislation by gender identity and sexual orientation

Respondent	Gender identity (%)	Sexual orientation (%)
LGBT overall	44	50
Transgender	48	56
Women	40	45
Men	50	58
Non-binary	48	55

(n=618)

We asked respondents whether they had experienced a hate crime or hate incident in the past year.<sup>8</sup>

- Just over a third (35%) of LGBT young people said that they had experienced a hate crime or incident in the past year
- Transgender young people were slightly more likely (41%), and non-binary young people were the most likely (51%), to have experienced a hate crime or hate incident in the past year

Some LGBT young people found it difficult to recognise or know the difference between a hate crime or incident.

"I don't know where the line is drawn. Although this is obviously a complex issue, I find the subject difficult to understand."

I "I have no idea what qualifies."

Many responses indicated crimes such as assault but LGBT young people were unaware of the criminality of these actions.

"Is getting a water bottle thrown at you because you're trans a hate crime??"

"I was jumped by some of the guys in my year. School said it wasn't a crime but I don't know does that count?" [This young person stated that they wouldn't be confident reporting because: "I asked my teachers but they said I shouldn't."]

Young people tended to normalise behaviours – such as breach of the peace – which did not include physical harm.

"I've been verbally attacked because people have been confused about my gender or why I dress the way I do. Although this is hurtful I've luckily never been physically attacked."

I "The normal abuse being yelled and attacks."

Other comments include experiences of stalking, threatening and abusive behaviour, and assault:

- "Spat on, hit with glass bottles, punched, kicked, death threats."
- "I get very transphobic messages and snapchats sent to me most days."
- "I have experienced mild things like shouting in the street and such but one person persistently harassed me and caused issues for months on and off."
- "I was verbally targeted by a taxi driver after a night out at a LBGT bar."

- Less than a third (31%) said they would feel confident about reporting a hate crime to the police, and less than a quarter (23%) of transgender young people would. 9 Confidence to report a hate crime to the police is noticeably lower than it was in 2012, when roughly half of LGBT young people (54%) and transgender young people (48%) said that they would feel confident
- Gay men were the most likely to feel confident about reporting (42%)

LGBT young people's comments highlighted several key themes:

- There were perceptions that the police will not take a young person seriously because of their LGBT identity or age:
  - "They don't take it seriously from people my age."
  - "I just don't know how seriously they take hate crimes."
- Some LGBT young people did not feel confident about reporting hate crimes as they are not out to others, or because they experience poor mental health
  - "I don't feel safe and comfortable walking into a police station as young people are usually known as 'bad'."
  - "I don't feel comfortable telling many people I'm gay so this would probably stop me."
  - "I'm anxious and suffer from depression in addition to being trans and constantly worrying about how people perceive me. I'm not sure I could overcome that for talking to the police."

 There are also perceptions that only crimes of a certain severity can be reported:

"The police trivialise such crimes unless there is bodily harm."

- I "It depends how serious it was."
- Some LGBT young people think that if they do not have evidence, it is not worth reporting:

"I'm scared in case they don't believe me or it causes more drama."

"My friend was beat up for being gay. It went to court but got thrown out because there was no video evidence."

- Some respondents were frightened of retaliation from perpetrator:
  - "No because there's a high chance they'll do it again (for telling) but it'll be worse."
- LGBT young people were also concerned that the police would respond in a discriminatory manner, would not understand LGBT identities, or that nothing would happen after they made a report

"I've had previous experience with the police themselves mis-gendering me after disclosing my identity to them and chosen name, so I don't trust them quite as much as I'd like to. I would also be scared in case nothing was done about the claim and the person finding out I'd reported them."

"Would feel embarrassed and like I can't trust the police to be accepting."

- "I did and nothing happened."
- "Sounds like a lot of hassle that wouldn't make much difference."
- LGBT young people were concerned about their confidentiality and sharing information without permission, particularly with parents:
  - "I don't want the local police knowing about me being gay – they'd probably tell my parents which would be very bad."
  - "If there's even a risk of my parents finding out, no."

LGBT young people who had experienced a hate crime were less likely than other respondents to say that they were happy:

- Only one in ten LGBT young people who described themselves as 'very happy' had experienced a hate crime
- Those who described themselves as 'happy',
   'unhappy' or 'very unhappy' were equally likely
   to have experienced a hate crime (50%)

48% 58%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Aware of rights under hate crime legislation





31% 23%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Confident reporting a hate crime to the police

35% 41%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Experienced a hate crime or incident in last year



2012 2017 LGBT PE

2012: 54% 2012: 48% 2017: 31% 2017: 23% LGBT YOUNG TRANS YOUNG PEOPLE PEOPLE

Confident reporting a hate crime to the police



## PUBLIC TRANSPORTATION

Two thirds of LGBT young people (**67%**) said they felt safe on public transportation:<sup>10</sup>

- Bisexual or gay men were the most likely to feel safe (77% and 75% respectively)
- Bisexual or gay women (65% and 67% respectively) were less likely than bisexual or gay men to feel safe
- Non-binary young people were less likely (54%)
   than LGBT young people overall to feel safe
- Transgender young people were the least likely to feel safe (51%)

There has been a decline in the percentage of LGBT young people overall who say they feel safe on public transportation from **79%** in 2012 to **67%** in 2017. Young people said they felt unsafe because of:

- 'Staring' and 'looks' from other passengers
- Feeling pressure to 'act straight' so as not to become a target

"Negative experiences with intimidating or disapproving looks from others on public transportation, the thought of being on a bus or train with boys from my school (most of them give me bother)."

"I have a very queer appearance and I feel this makes me a target."

"I don't think people think that I am gay when they look at me. I do however think I would be apprehensive about showing affection to a boyfriend on public transportation."

51%
TRANS
YOUNG
PEOPLE
Feel safe
on public
transportation

2012: 79%
2017: 67%

LGBT young people who feel safe on public transportation



## **EXPERIENCES OF EDUCATION**

**Table 2: Experience of school** 

	Bad (%)	Okay (%)	Good (%)
LGBT 2012	64.3	25.6	<b>6.9</b> <sup>11</sup>
Transgender 2012	70.3	14.8	7.4
LGBT 2017	46	43	11
Transgender 2017	53	36	11

#### (n=530)

- Between 2012 and 2017, there has been a noticeable increase in responses rating school as 'okay', a decrease in those rating school as 'bad', and a slight increase in those rating school as 'good'
- In 2017, 46% of LGBT young people and half (53%) of transgender respondents rated their experience of school as 'bad'<sup>12</sup>

"Teachers in my school were actively transphobic towards an FTM boy. He overheard two teachers talking about how 'freaks' like him shouldn't be 'allowed to mix with normal children'."

Table 3: Experience of college

	Bad (%)	Okay (%)	Good (%)
LGBT 2012	7.3	44.5	38
Transgender 2012	7.4	18.5	18.5
LGBT 2017	5	51	44
Transgender 2017	6	53	41

#### (n=530)

- Over the past five years, how LGBT young people rate the college experience has improved
- In 2017, half of LGBT young people (51%) and transgender young people (53%) rated the college experience as 'okay' for LGBT young people
- In 2017, 44% of LGBT young people and 41% of transgender young people rated the college experience as 'good' for LGBT young people
- 11. The 2012 survey had the option of 'don't know', which was removed for the 2017 version as very small numbers chose this option. Since each question was optional, it is likely that those who 'don't know' simply skipped the question in 2017.
- 12. n=530 for this question, while figures exclude those who had not attended each level of education.

**Table 4: Experience of university** 

	Bad (%)	Okay (%)	Good (%)
LGBT 2012	2.1	21.4	71.9
Transgender 2012	7.4	14.8	37
LGBT 2017	3	27	70
Transgender 2017	9	31	60

(n=530)

- Comparing findings over the past five years, the majority (70%) of LGBT young people still rate the university experience as 'good'
- Transgender young people are now more likely than they were in 2012 to rate the university experience as 'good', with an increase from 37% to 60%

#### **Experience of bullying**

Overall, **92%** of LGBT young people and **96%** of transgender young people experienced homophobic, biphobic or transphobic bullying during their time in education. They typically mentioned verbal abuse, being subjected to rumours/having others manipulated against them, and being ignored or socially excluded (see figure 2).

"Biphobic and transphobic slurs and abusive language, belongings being thrown around in changing rooms and physical violence in hallways."

"I was told I was disgusting and in PE I was forced to change in a disused shower cubicle in case I 'stared at' any of the girls." "I was often talked about in a derogatory manner while present by students in toilets and changing rooms. I was deliberately misgendered and excluded from activities as a male and forced to partake in school activities for women by staff. I was often called a 'tranny' or 'dyke' and told to kill myself by numerous pupils throughout high school."

#### School

LGBT young people were most likely to experience bullying at school, with lower rates of bullying occurring at college and university.

- In 2017, 71% of LGBT young people experienced bullying in school on the grounds of being LGBT.
   This has risen from 69% in 2012 and 60% in 2007
- In 2017, 82% of transgender young people had experienced bullying in school, which has risen from 77% in 2012

#### College

- Of those who had attended college, 25% of LGBT young people and 39% of transgender young people had experienced bullying while studying
- While this figure has remained constant for LGBT young people in college since 2012, there has been a marked reduction in the percentage of transgender young people experiencing bullying in college, which is down from 69%

#### University

- Of those who had attended university, 14% of LGBT young people and 28% of transgender young people had experienced bullying
- The 2017 figures for LGBT young people experiencing bullying at university are similar to 2012
- There has, however, been a reduction in the percentage of transgender young people experiencing bullying at university, down from 38% in 2012<sup>14</sup>





LGBT young people were more likely to witness homophobic/biphobic bullying than transphobic bullying (93%; 78%). Transgender young people were more likely to witness transphobic bullying than the LGBT population as a whole (88%; 78%).

#### Impact of bullying

- Nearly all (94%) LGBT young people and 95% of transgender young people who had experienced bullying said that it had negatively affected their education
- 63% of LGBT young people and 68% of transgender young people who had experienced bullying said that it had negatively affected their educational attainment (see table 5)

<sup>14.</sup> This report uses whole numbers while the previous report reported figures with one decimal space. This finding has therefore been rounded up from 37.5%.

Table 5: Young people's views on the effects of bullying on educational experience, attainment and opportunities

Respondent	Educational experience (%)	Educational attainment (%)	Training opportunities (%)	Employment attainment (%)	Financial situation (%)
LGBT overall	64	44	32	33	22
Transgender	77	56	44	48	36

(n=329)

The effects of bullying included:

- Negative impacts on mental health including stress, anxiety and depression
- Damage to self-esteem
- Feeling unsafe

"The incident I personally experienced resulted in a lot of mental health problems that interfered with my school performance, and I eventually moved school to leave behind the bad experience and any association with it."

"Due to the fact I was bullied in high school and the staff did nothing to stop this despite many reports I developed... depression... and anxiety. My deteriorating mental health meant that I spent a lot of time unable to function... My academic achievement suffered... [This has] now affected me going on to university and I have instead had to go to college."

"I don't always feel safe in class and sometimes I know I zone out and am not listening. I couldn't concentrate on my work because I was too busy worrying about how to make sure I didn't come up against bullies."

**9**% of LGBT young people and **27**% of transgender young people left education as a result of homophobia, biphobia, or transphobia in the learning environment. This highlights the importance of creating safe and LGBT-inclusive schools, colleges and universities.

**20**% of LGBT young people and **29**% of transgender young people who had directly experienced homophobic, biphobic or transphobic bullying left education.

"I dropped out after repeated bullying, have next to no qualifications, had my health deteriorate (I feel transgender and homophobic abuse contributed to this)."

#### **Reporting bullying**

- When reviewed by education setting, LGBT young people are less likely to feel confident reporting homophobia or biphobia at school (25%), college (50%), and university (47%) than in 2012: 44%, 69%, and 73% respectively
- LGBT young people are also less likely to feel confident reporting transphobia at school (24%), college (42%), and university (40%) than they did five years ago: at 44%, 60%, and 67% respectively

Table 6: Awareness of, and confidence about, reporting bullying

Bullying	LGBT overall (%)	Transgender (%)	
Aware of homophobic/biphobic	74 22 21	<b>75 37 28</b>	
Aware of transphobic	43 18 20	46 33 26	
Confident reporting homophobic/biphobic	25 50 47	23 54 41	
Confident reporting transphobic	24 42 40	19 43 33	

(n=498) Note: school, college, university

 Awareness of homophobic/biphobic or transphobic bullying was higher for young people at school than at college or university

Young people said that more awareness-raising of, and educational activities about, LGBT identities would help them feel safer and supported in education. They suggested that:

- All students should learn about discrimination and the experiences of LGBT people
- This should be part of the general curriculum and not just PSE classes

"Talking about transgender people's experience so that the topic becomes more normalised and better understood, so that people have more awareness. Young people need to know more than what gay and transgender mean. They should be hearing about transgender lives and experiences."

"More LGBT staff and lecturers, modules on LGBT people and issues across more subjects as it's far more relevant than people seem to realise, more prominent LGBT groups and support departments. Lecturers to be trained in LGBT issues and to have something that easily identifies them as being at least supportive and understanding of issues."

 LGBT young people feel that staff should be trained, for example not to make assumptions about a young person's sexual orientation or gender identity, and to take bullying more seriously:

"Staff need to call out homophobia and transphobia when they hear it. They need to make it absolutely clear that bigotry and prejudice will not stand in their classrooms. When authority figures stand up and speak out, people take note and it influences others' decisions."

Some young people suggested that having an LGBT group in their school would contribute to a supportive and safe environment:

"An inclusive LGBT group in school would have helped me a lot and let me talk about my experiences, coming out and about LGBT issues."

63% 68%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Felt bullying had negatively affected educational attainment



46% 53%

LGBT TRANS

YOUNG YOUNG
PEOPLE PEOPLE

Rated their school experience as 'bad'



81% 88%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Experienced at least one form of bullying in education





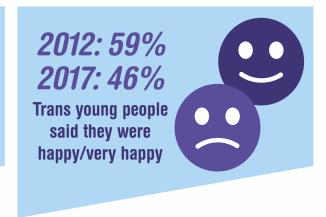
## **HAPPINESS**

- 57% of LGBT young people said they felt happy or very happy as an LGBT young person in Scotland.<sup>16</sup> Five years ago, LGBT young people overall were more likely to say that they were happy or very happy, with 66% saying this
- 12% felt unhappy or very unhappy
- 31% felt neither happy nor unhappy
- Transgender young people rated their happiness lower: 46% felt very happy or happy, 16% felt unhappy or very unhappy
- In 2012, 59% of transgender young people said that they were happy or very happy, showing a decline in happiness over the past five years
- Of 38 young people who were care experienced,
   39% said they were either happy or very happy
- LGBT young people who were very happy were out to two more people than their very unhappy counterparts
- Those that felt there were enough places to socialise as a LGBT young person in Scotland were more likely to say they were happy or very happy, although trans individuals were less likely to feel this way

There were differences in happiness according to gender identity and sexual orientation:

- 64% of non-binary LGBT young people said that they were happy or very happy; 23% neither happy nor unhappy; and 14% unhappy or very unhappy
- Levels of happiness were highest for gay men, over two thirds of whom (68%) said that they were happy or very happy
- Bisexual men were less likely to say they were happy or very happy (48%) than other men and LGBT young people as a whole
- 59% of bisexual women were either happy or very happy, compared to 61% of lesbian women

2012: 66% 2017: 57% LGBT young people said they were happy/very happy



## MENTAL HEALTH

In 2012, we asked LGBT young people whether they considered themselves to have a mental health problem (listing 'stress' and 'anxiety' as examples) and found that: **40**% of LGBT young people and **66.7**% of transgender young people said 'yes'.

In 2017, when presented with a list, **84%** of LGBT young people, and **96%** of transgender young people, indicated that they had experienced at least one of the listed mental health problems and associated behaviours<sup>17</sup> (see figure 3).

- 78% of LGBT young people and 84% of transgender young people said that they experienced anxiety, followed by stress with 72% of LGBT young people and transgender young people. Stress was the only problem transgender young people's responses were not higher than for LGBT young people overall
- 63% of LGBT young people and 74% of transgender young people said that they experienced depression

- Half (50%) of LGBT young people and 63% of transgender young people experienced suicidal thoughts or behaviours
- 43% of LGBT young people and 59% of transgender young people said that they selfharmed
- 73% of LGBT young people, and 83% of transgender young people, who had experienced at least one mental health problem, had been bullied at school

This means that very few who hadn't experienced bullying in school felt that they had a mental health problem or associated behaviour.

Although the question was presented differently in 2017, and presenting respondents with a list may have prompted higher levels of recognition, the number of respondents to the 2017 question was exactly double that of the 2012 survey. The higher response rate, and the fact that we have captured experiences rather than awareness of the phrase 'poor mental health' indicates that this year's findings are likely to be an accurate depiction of LGBT young people's experiences today.

17. It is likely that introducing a list prompted recognition for respondents of their experiences, resulting in higher rates.

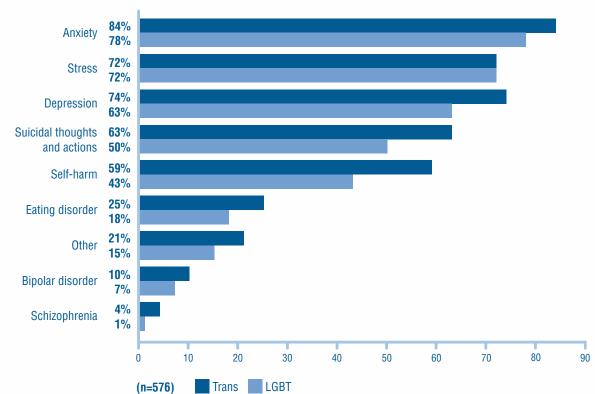


Figure 3: Percentage of LGBT and trans young people who felt they had experienced the following mental health problems and related behaviours

## What makes for positive mental health?

LGBT young people responded to this question with the following:

- Good support networks, such as a group of friends or a supportive family, and a healthy social life:
  - "A strong support network that consists of both friends and family members is so important."
  - "A reasonable amount of exercise, keeping yourself occupied so you don't think bad thoughts and hanging out with nice friends regularly."

- "Good friends, enough sleep, a good diet, not too much stress to do with school, feeling supported by those you know in your sexual orientation/gender identity."
- Speaking about poor mental health, and knowing that they are not alone:
  - "Knowing that you're not alone is a big step to getting better. When you have people around you that are going through the same kind of issues it can be helpful and you can help each other through it."

"Talking about it in schools and removing the stigmas around it and ensuring the people, especially young people, know that their mental health should come first, so that they are more comfortable to talk about it and get help."

 Easy access to mental health, general health and counselling services

84% 96%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Felt they had experienced a mental health problem



73% 83%
LGBT TRANS
YOUNG YOUNG
PEOPLE PEOPLE

Who felt they had experienced a mental health problem and had been bullied at school





## EXPERIENCES OF HEALTH SERVICES

- 80% of LGBT young people and 70% of transgender young people were satisfied with the NHS services they'd used, with some variation across services<sup>18</sup>
- 27% of LGBT young people and 15% of transgender young people felt supported by all NHS services they'd used
- The majority of LGBT young people knew where to get help with, or information about, sexual health (80%) or mental health matters (80%)<sup>19</sup>
- Table 7 shows the percentage of respondents who felt supported by various health services<sup>20</sup>

Table 7: Percentage of young people who felt supported by health services

Respondents	A & E (%)	Gender identity clinics (%)	Mental health clinics (%)	Sexual health clinics (%)	<b>GP</b> (%)
LGBT overall	86	84	74	83	76
Transgender	66	80	63	75	68
Women	92	86	80	88	79
Men	84	89	74	91	81
Non-binary	81	65	67	75	57
Gay/lesbian women	94	92	84	94	80
Gay men	94	95	86	98	86
Bisexual women	93	92	81	85	81
Bisexual men	86	78	74	94	89

(n=441)

- Transgender and non-binary young people were the least likely to feel supported
- Feeling supported was linked to the level of understanding shown by health services:

"I have lost faith in GP practices when it comes to gender identity as they do not take the issue seriously enough from the get go." "When I've accessed mental health services, if I mention being LGBT they're never really sure what to do with it, like they're not really aware of how being queer affects my life and how little things are different, but they always try their best."

- 18. n=441
- 19. n=583
- 20. For respondents who had used each health service.

"In my experience both as a patient and a medical student, sexual health clinics are much more up to date on current issues and terminology relating to LGBT people than the other services."

Some young people commented on the gender norms and heterosexism evident in health services.

Others said that health professionals were making an effort to use the right names and pronouns.

Many young people said that their LGBT status was not an issue for health services:

"I feel like if I weren't supported by these clinics that they wouldn't be doing their job. It has nothing to do with sexuality, if anyone is not respected within these clinics then they are not fulfilling their job."

"My sexual health clinic was brilliant – I had to get my birth control implant removed after I had been transitioned for a while, and she never once mis-gendered me. She apologised for some gendered questions that were on her forms, and when I mentioned my bisexuality (it was relevant to a question) she didn't ask anything intrusive or invalidate that at all."

#### **GPs**

- 76% of LGBT young people felt supported and respected by their GP; the same pattern holds across sexual orientations and gender identities
- 69% of LGBT young people would feel comfortable<sup>21</sup> coming out to their GP, and 34% already had
- 75% of transgender young people would feel comfortable coming out to their GP and 56% already had

 Comfort levels for LGBT young people overall and transgender young people in particular coming out to their GPs are both similar to what they were five years ago, although transgender young people are less likely to be out to their GPs than previously (down from 67%)

For all young people surveyed, there is a strong link between feeling supported by a GP and coming out to them or to other health services.

Nearly half of all LGBT young people (**45**%) said that they felt comfortable talking about sexual health with their GP:<sup>22</sup>

- Non-binary young people were the least likely to feel comfortable (39%)
- Bisexual men were the most likely (58%) to feel comfortable

#### **Gender identity clinics**

Excluding those who haven't used this service, **84%** of LGBT young people felt supported and respected by gender identity clinics (GICs), although rates of support are lower (**65%**) for non-binary young people.

While not GIC policy, some young people perceived GICs as only supporting those with binary identities of men and women. In response to this perception, some young people had misidentified themselves (as having a binary gender) in order to access support.

<sup>22.</sup> n=580

## Lack of local health services

Many young people commented on the lack of local services and long waiting times for appointments (especially for GICs and mental health services):

"More funding and resources put into gender identity clinics and services as well as far more dedicated counsellors for transgender people. At the moment, waiting times are ridiculous for everything because of how underfunded and understaffed everything is."

"My CAMHS counsellor was really supportive when I came out to her as transgender as she sees lots of transgender kids just out of coincidence and she is always empathetic about it even if she doesn't understand. She never mis-genders me."

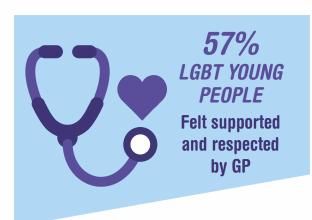
"I would like more services for transgender people to do with sexual health like contraception for transgender men."

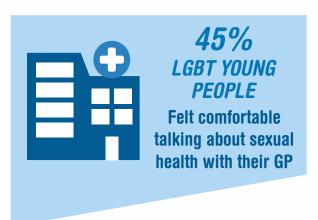
# What makes LGBT young people feel supported by health services

We asked LGBT young people what would make (or does make) them feel safe and supported by health services. Common comments included a desire for health professionals to be sensitive to their needs and to treat them with respect:

- When health professionals understand their needs, LGBT young people said this made them feel safe and supported
- They said that it is helpful if there's a staff member who is trained to recognise the needs of LGBT patients; this avoids issues such as being mis-gendered
- A majority of LGBT and transgender young people (70% and 74% respectively) felt comfortable coming out to their doctor,<sup>23</sup> but were more likely to do so if they felt supported by health services in general

"A supportive and non-judgemental atmosphere in which I know that any concerns I have would be taken absolutely seriously, and I would not be dealt with differently because of my sexual orientation/gender identity."





## **COMING OUT**

- Most LGBT young people (96%), including transgender respondents, were out to someone<sup>24</sup>
- The average age at which young people came out as lesbian, gay or bisexual was 15
- On average, transgender young people came out at the age of 16
- In five years, the average age of coming out has fallen by one year
- The average age at which young people came out as lesbian, gay or bisexual was 15, and 16 as transgender
- 82% came out to a friend first and 22% came out to a parent, followed by a sibling (11%)
- 75% of LGBT young people and 70% of transgender respondents said that the first person they came out to was 'supportive' or 'very supportive'

"I thought it would be bad but they were so supportive. My auntie is very religious and I thought she would be funny about it but I think she was the most supportive."

"Expected them to tell me they didn't want to be friends but instead they were really supportive and told me that they also were bi and didn't feel they could tell either."

"I have many LGBT friends so I knew I would be accepted." Some young people had negative responses, mainly from parents:

"My mum was not supportive and I was left feeling shocked and abandoned. This has had a very negative impact on my life."

"My mum had no idea I was gay. She had always told me she supported LGBT rights, so I assumed she would be supportive. She told me that 'I wasn't the person she thought I was.'"

## What helps young people come out?

When asked what helps LGBT young people come out, respondents said:

- Educating people about what it is like to be LGBT
- Being able to talk about things openly 'without [others] being freaked out by it'

"More education and support for people who aren't LGBT, regardless of age. Getting LGBT (and transgender in particular) people and info out there even more so people are seeing it, talking about it and thinking about it so it's easier to bring up."

Eliminating the significance of coming out

"To teach people that whilst being heterosexual and cisgender is the majority it's no more 'normal' than anything else. To teach people not to assume anyone's gender or sexuality, so the person in question doesn't need to 'come out' against these expectations."

 Support of family or friends. Some young people hadn't come out because they didn't know how their parents would react. They were worried about being rejected by their family and/or being thrown out "It's hard due to the uncertainty even if they know it would be fine, there's still an inkling of doubt. It took me years to tell my mum, even though she's known me all my life. I thought I would be thrown out, due to stories of other people."

Having more positive LGBT role models

"More role models, better representation of LGBT people of all walks of life, age, status/class, race would be a good thing. If people could see those people then it would normalise them."





## INCLUSION

- 67% of LGBT young people said that they felt included within LGBT communities; 57% in their families; and 52% in the wider community<sup>25</sup>
- Transgender young people were less likely to feel included in the wider community (35%)
- There was very little variation across different gender identities and sexual orientations
- Only 45% of care experienced young people felt included within their families
- LGBT young people responding in 2017 were less likely to feel included in their families, within LGBT communities, and the wider community than respondents in 2012

"I probably feel safest at home. Because I'm out to my family now, I can pretty much be whoever I want to be. I'm very lucky in that sense."

**52%**LGBT YOUNG
PEOPLE

Felt included in the wider community



35% TRANS YOUNG PEOPLE

Felt included in the wider community



25. n= 677

## SOCIALISING

- Less than half of young people (43%) said that there were enough places where they could socialise safely and be open about their sexual orientation or gender identity. The age of respondents did not affect these findings
- 31% of transgender and 29% of non-binary respondents thought that there were enough places to safely socialise<sup>26</sup>
- Compared to 2012, the percentage of LGBT young people overall feeling that there are enough spaces to socialise has remained the same, although it has dropped for transgender young people
- Bisexual and gay men (50% and 55% respectively) were more likely to say that there are enough safe places to socialise than bisexual (39%) and gay and lesbian women (35%)
- Young people generally socialised in LGBT and other youth groups, bars, parks, their educational institution (school, college and university), cafes and sports clubs
  - "I am part of running my school's LGBT school charter.<sup>27</sup> Many young people approach me as I am one of the few open gays in my school."
  - "I only socialise at university, university parties, or at choir. The church I sing in is an Episcopal church which welcomes LGBT+ people."
- Those who attended LGBT-specific groups said that they felt safe and accepted, a sense of belonging, and relief at being with other people who were also LGBT

"I think it's very important to find people who are going through the same things as you. To know that you're not alone and there are people like you is a great feeling."

"I get the sense I'm wanted somewhere and I'm not alone since there are people who have experienced or felt the same as me."

- Some of those who did not socialise outside their home or family said that there were no LGBT-friendly facilities and spaces near to them
- These respondents were also more likely to say that their local area was not a good place for LGBT young people:
  - "I'm too scared people would find out and treat me differently because of it. Also, I didn't have access to any LGBT spaces at school or at college."
- Some were members of LGBT clubs and groups but felt that there wasn't anything to replace these as they grew older
- Some of those who did not go to LGBT-specific groups or spaces were frightened of having their LGBT status revealed to family and friends:
  - "I'm not out and fear that I will be outed to someone I know if I attend an event for LGBT+ people."
  - "I haven't ever gone, but I really wish I had as I believe this would have helped me to accept myself. I didn't go to any because I was afraid to come out to my family and even now I am worried how my family would be affected if I were to come out in terms of judgements made by their friends."

<sup>26.</sup> n=672

<sup>27.</sup> The LGBT Charter, LGBT Youth Scotland's capacity building programme to support whole organisational improvement.

Table 8: Percentage of LGBT young people attending groups and clubs

Group attendance	Currently (%)	Yes, in the past (%)	No, never (%)
LGBT youth groups	22	22	56
General youth groups	17	39	44
LGBT club in school	13	7	79
LGBT society at uni/college <sup>28</sup>	11	13	76
LGBT-specific space	14	11	76
LGBT-inclusive space	17	11	73

(n=659)



28. Figures exclude those have not attended college or university.

# LIVING SITUATION AND HOUSING

Almost all (98%) LGBT young people had a permanent address.<sup>29</sup> There is little variation across gender identity and sexual orientation in living situation, with the exception of bisexual respondents who were much more likely to be living with a partner (see table 9). Most LGBT young people were living with a parent.

For those who did not live with a parent, we asked under what circumstances they had left home. Transgender respondents were most likely to have left home under negative circumstances (22%), with comments suggesting that this was typically because of how their family reacted to their LGBT status:

"I left home after my family reacted badly to me coming out. I spent some time sleeping rough/homeless, and also intermittently stayed with friends until I moved away for uni and sorted my own place."

"Ever since I came out as transgender, my mother found it hard to accept and was very emotionally abusive. I told her that if she didn't stop treating me badly then I didn't feel safe at home anymore, so she told me never to come back."

**Table 9: Living situation** 

Currently live with	LGBT overall (%)	Trans (%)	Gay/lesbian women (%)	Gay men (%)	Bisexual (%)
Parent(s)	67	69	71	62	57
Foster carer(s)	1	1	0	2	5
Other family members	12	12	13	13	5
A partner	11	10	15	12	33
Staff (in residential care)	1	2	0	1	0
Friend(s)	15	16	8	17	24
Live alone	7	5	7	11	0

(n=507)

Table 10: Reason for leaving home

Reason	LGBT overall (%)	Trans (%)
It was my decision and I left under positive circumstances	73	63
I felt forced out and left under negative circumstances	15	22
I was taken into care	3	2
Other	9	13

(n=168)





## **WORK AND TRAINING**

With the option to select 'all that apply', we asked young people to tell us whether they were in education, employment, and training.<sup>30</sup>

- 70% of LGBT young people were in education
- 35% were employed
- 18% were unemployed
- 4% were in training

For transgender respondents, percentages were similar to the overall LGBT sample for education and training; however **28%** were employed; and **27%** were unemployed.

Young people said that it was difficult to juggle work and study, and noted the lack of sessional or part-time employment available.

Some young people said that health issues (including mental health) and caring responsibilities affected their opportunities for work and study:

"Mental health is too bad to be in education or looking for employment."

"I have been looking for employment for nearly a full year now. I couldn't get a job during my high school years because I was a young carer to my mum."

Two transgender respondents said that it was difficult to find work because of surgery and appointments.

 64% of LGBT young people and 67% of transgender young people in employment are out to work colleagues  We asked LGBT young people whether they had any examples of how their LGBT identities had been respected in the workplace. They told us:

"Colleagues accepting me for who I am, my boss being happy to discuss how my personal life is going and being LGBT."

"I feel like I am respected as an LGBT person in my work. People come to me with questions that they have and they are very aware of things."

"They all use my right pronouns and correct folk who get them wrong."

"[There is a] a very strict no tolerance policy for discrimination, so I've always felt very safe and respected there."

#### **Bullying at work**

We asked LGBT young people in employment whether they had experienced bullying behaviour at work.<sup>31</sup>

- 26% of LGBT young people in employment had experienced verbal abuse at work
- 22% had experienced rumours and 21% had been ignored
- 5% had been physically assaulted
- 5% had their belongings stolen

These figures were similar for transgender young people.

While homophobic and transphobic language might not have been aimed directly at them, it was used as an insult in general conversation, and this affected how young people felt at work.

Some young people had been 'forced out of the closet' by a colleague.

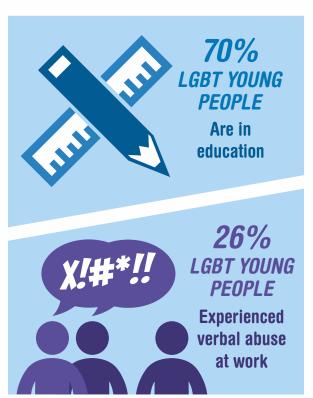
"When I told some people at training I was bisexual they ignored my statement and some stopped talking to me."

"Information about my status as a transgender person and my dead name was shared unnecessarily and without my permission."

#### **Social action**

**42%** of young people were involved in social action to help others or bring positive change,<sup>32</sup> such as supporting charities, mentoring, supporting others, or campaigning, including:

- Participating in LGBT groups (such as marching at Pride events)
- Taking part in youth conferences
- Volunteering (at food banks, caring for someone, at youth groups)
- Taking part in community council events
- Going to public protests (comments commonly mention refugee and immigrant rights)





## OPPORTUNITIES AND BARRIERS

Most LGBT young people (including transgender respondents) were confident about describing their skills and knowledge, more so on job application forms (91%) and CVs (85%) than verbally (75%) or in interviews (64%).

Confidence was not strongly linked to current employment or training status, but those who were unemployed were less confident than their peers across all four categories (see figure 4).

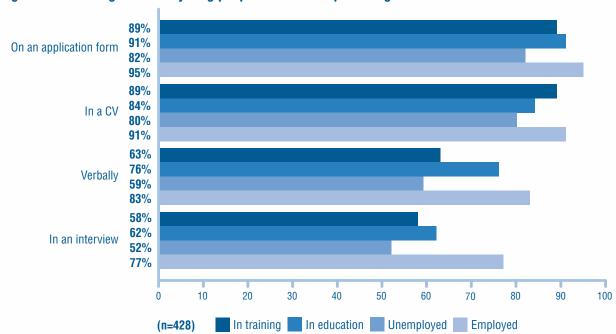


Figure 4: Percentage of LGBT young people confident expressing themselves

## Barriers to achieving goals

**93**% of young people said there were barriers to reaching their goals, most commonly:

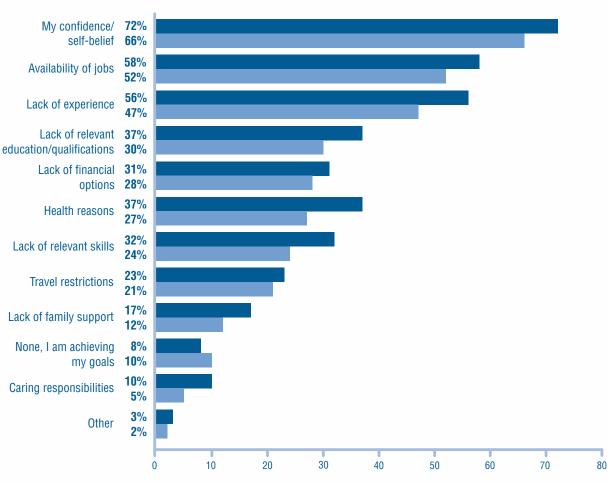
- Lack of confidence
- Availability of jobs
- Lack of experience

(see figure 5)

Other barriers mentioned included:

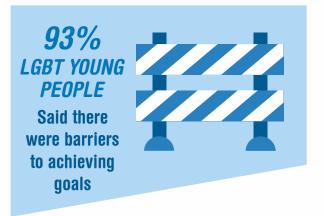
- University and other commitments
- Poor mental health
- Lack of motivation
- Complicated procedures for changing their name and gender

Seven in ten young people with school qualifications said that their confidence/self-belief was a barrier compared to five in ten of those with college or university qualifications.



Trans LGBT

Figure 5: Percentage of LGBT young people identifying barriers to reaching goals



(n=442)

## HOPES FOR THE FUTURE

We asked LGBT young people about their aspirations for their lives. Half of the sample responded to this question, mainly positively.

"I want to stay in academia and contribute research. I'd like to learn to both understand and like myself more."

"I would like to open a centre or home specifically for LGBT+ youth."

"I would like to do something that matters. Something where at the end of the day, I know I've put something into the universe, rather than just existed alongside it." Mostly, they wanted to be happy, to have a loving partner, home, rewarding work and the chance to travel:

"I would like a career I enjoy, financial stability, to be in a healthy relationship with a nice house and the time to do the things I enjoy."

"I would like to be in a healthy relationship which my family are supportive of and doing a job I love."



## **APPENDIX 1: METHODOLOGY**

We administered the survey through email and social networking sites in order to reach a wide range of organisations and groups, including LGBT and youth-specific organisations, local authority youth services, schools, and the student unions and LGBT societies of colleges and universities. The online format had several benefits:

- Ensured a wide distribution across Scotland
- · Removed potential geographical constraints
- Encouraged responses from young people not already in contact with us
- Engaged with young people through online platforms (mainly Twitter and Facebook)

The survey included closed and open-ended questions to provide qualitative data alongside the statistical data. Each question in the survey was optional. The survey was live from February 2017 through May 2017.

Responses were anonymous.

We received 684 usable responses.



## **APPENDIX 2: DEFINITIONS**

We used the following definitions within the survey:

**Bisexual**: a person who fancies/loves more than one gender or people regardless of gender

**Gay**: a man who fancies/loves other men. It can be used to describe a woman who fancies/loves other women

**Gender expression**: how we signal our gender identity to others, through gender-related clothing, actions and behaviours

**Gender identity**: how we relate to and feel about ourselves: like a woman, man, neither, both

**Hate crime/hate incident**: a hate crime is a crime that is motivated by prejudice. A hate incident is any event you feel has been motivated by prejudice, even if it is not a crime

**Heterosexual/straight**: a man who fancies/loves women or a woman who fancies/loves men

Lesbian: a woman who fancies/loves other women

**Non-binary**: a person who does not identify exclusively as a boy or as a girl

**Sexual orientation**: how you see yourself and who you fancy/love

**Transgender**: when how you feel about your gender identity (like a woman, man, neither or both) is different from what people expected from you when you were born



## APPENDIX 3: PROFILE OF SURVEY RESPONDENTS

All demographic questions in the survey were optional.

#### Age<sup>33</sup>

Young people who responded to the survey were aged 13 to 25, with an average age of 19.

#### Gender and gender identity<sup>34</sup>

- 41% identified as women (including transgender women)
- 40% identified as men (including transgender men)
- 16% identified as non-binary
- **3.5%** identified as other

Written responses commonly included gender queer, transmasculine and genderfluid.

**33.5**% of respondents said that they identify, or had identified, as transgender.<sup>35</sup>

#### Sexual orientation<sup>36</sup>

- 35.9% gay/lesbian
- 30.6% bisexual
- 10.8% pansexual
- **10.8%** queer
- 3.6% don't define
- 3.2% asexual
- 2% other
- **1.6%** questioning
- 1.2% heterosexual/straight

#### Intersex<sup>37</sup>

**3.1%** of respondents considered themselves to have intersex history.

#### Race and ethnicity<sup>38</sup>

- 80% white Scottish
- 9.6% other white British (English, Welsh, Northern Irish)
- 3.8% other white
- 1.8% mixed or multiple ethnic groups
- 1.2% white Polish
- 0.8% Indian, Indian Scottish or Indian British
- **0.8%** other
- 0.4% white Irish
- 0.4% Pakistani, Pakistani Scottish, Pakistani British
- 0.4% Asian, other
- 0.4% Arab, Arab Scottish or Arab British
- 0.2% African, African Scottish or African British

#### Religion<sup>39</sup>

- **76%** no religion or belief
- 10.3% Christian
- 8.2% other
- 6% Muslim
- 2.8% prefer to not say
- 2% Jewish
- 1.4% Buddhist

33. n=488

34. n=482

35. n=486

36. n=490

37 n*–4*75

38. n=489. Categories reflect current race and ethnicity categories in use in Scotland.

39. n=485

#### Other demographics

22% had a disability<sup>40</sup>

**7.9%** were care experienced; 5% did not know<sup>41</sup>

**37%** lived in suburban areas<sup>42</sup>

33.8% lived in urban areas

28% lived in rural areas

#### **Accessing services**

**Over half (56%)** of respondents had used LGBT Youth Scotland's services and **44%** had not.

More than three quarters (77%) of transgender young people and 67% of non-binary young people had accessed services.

#### **Qualifications**

- The majority of LGBT (67%) and transgender young people (74%) had school qualifications as their highest formal qualification<sup>43</sup>
- Fewer than 15% had undergraduate or postgraduate qualifications
- Some had Duke of Edinburgh (almost 50%), Saltire (47%) and Millennium (3%) awards, and achievements in arts, first aid, hillwalking and sports coaching

## **ACKNOWLEDGEMENTS**

LGBT Youth Scotland would like to thank all the young people for completing the survey and our research volunteer for his time and hard work on this report.

#### Reference

Lough Dennell, B.L., Anderson, G. and McDonnell, D. (2018) *Life in Scotland for LGBT Young People*. LGBT Youth Scotland.

#### **About LGBT Youth Scotland**

LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland.

For further information, help or support, please visit our website at www.lgbtyouth.org.uk

LGBT Youth Scotland is a company limited by guarantee (No. 244805) and a registered charity (SC024047)

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- 40. n=487 41. n=479
- 41. 11=479
- 42 n=467
- 43. n=518

# CHARTER

Your journey to lesbian, gay, bisexual and transgender inclusion

The LGBT Charter is a straightforward programme that enables your organisation or school to proactively include LGBT (lesbian, gay, bisexual and transgender) people in every aspect of your work. Award standards were informed by the views of LGBT young people and include a review of policies, staff training and practice.

Find out more at: lgbtyouth.org.uk or e-mail info@lgbtyouth.org.uk

"We are incredibly grateful to LGBT Youth Scotland for their ongoing support throughout the LGBT Charter process, and for the engaging and invaluable training they delivered to our staff team."

- LGBT Charter Silver





"An inclusive LGBT group in school would have helped me a lot and let me talk about my experiences, coming out and about LGBT issues."

"I would like to do something that matters.

Something where at the end of the day,
I know I've put something into the universe,
rather than just existed alongside it."

