

# North Lanarkshire Council Report

## Youth, Equalities and Empowerment Committee

approval  noting

Ref LMcM/EW

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## Youth Matters Update

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### Executive Summary

This report provides an update on the LGBTI community based youth work which has taken place over the last 18 months.

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### Recommendations

It is recommended that the Youth, Equalities and Empowerment Committee:

- (1) note the content of this report; and
- (2) endorse the future work planned by LGBTI young people, supported by community learning and development practice, as set out in section 2.3 of the report.

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### The Plan for North Lanarkshire

Priority Support all children and young people to realise their full potential

Ambition statement (7) Enhance collaborative working to maximise support and ensure all our children and young people are included, supported, and safe

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## 1. Background

In line with the One Plan priority “Support all children and young people to realise their full potential” and the Equality Strategy Outcome, “our schools are safe, accessible and inclusive”, a presentation on the topic of support for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) young people across schools and establishments was made by young people at the Youth, Communities and Equalities Sub Committee in April 2018. This report provides an update on the LGBTI engagement and community based youth work which has taken place since. Covering an 18 month period, this report is one in a series of regular updates provided to the Youth, Equalities and Empowerment Committee in respect of the Council’s commitment to continue to involve and engage with young people on mainstream Council business and key issues for North Lanarkshire’s communities.

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## 2. Report

### 2.1 LGBTI Youth Work in North Lanarkshire – Leading the Way in Line with National Agency Strategy

National agency LGBT Youth Scotland, in their Strategy for a Sustainable Future 2018-2023, set out four core values which are very much reflected in the youth work practice in North Lanarkshire, these are:-

- to take a community learning and development approach;
- to promote equality and human rights;
- to be innovative and fun;
- to be reflective, accountable and ensure quality in what we do.

In addition, LGBT Youth Scotland’s ‘Theory of Change’ also underpins the North Lanarkshire approach, namely:-

- provision of direct youth work with LGBTI young people to promote their health and wellbeing and to engage them in campaigning for change;
- impact on the wider community and services around young people, by working in partnership, to ensure that they are safe, supported and included;
- effectively communicate our work and impact in order to promote the sustainability of what we do;
- learn from self-evaluation and research with young people and partners; and
- provide support, training and effective management of volunteers and staff and look after their wellbeing at work.

### 2.2 LGBTI – North Lanarkshire Programme

A number of key activities of interest to this committee have taken place within the time frame covered by the report (see Table 1 below). These activities demonstrate the impact of taking a community learning and development approach to providing support in terms of; reaching out to young people, helping them to tackle issues in their lives and communities through activities/and community learning.

**Table 1: LGBTI Programme 2017-2019**

Date	Group/Organisation/Event	Activity
August 2017	Bellshill LGBT	Bellshill LGBT Group was established as a result of young people in Bellshill Youth Forum raising the need for a LGBT group to be formed in the locality. Support for the group is provided by the Bellshill CLD youth work team.
November 2017	North Lanarkshire Youth Council (NLYC)	North Lanarkshire Youth Council (NLYC) held a consultation event to look at the issues for young people across the authority. LGBTI emerged as a prominent issue.
January 2018	North Lanarkshire Youth Council (NLYC)	North Lanarkshire Youth Council (NLYC) began looking at the need for LGBTI groups and began to consult young people in their local areas about this issue. 77% of young people agreed there was a need for more LGBTI groups.
April 2018	Bellshill LGBT	Young people from Bellshill LGBT group presented at the Youth, Communities and Equalities Sub Committee.
	Motherwell LGBT	Motherwell LGBT Group was established as a result of the consultation work that took place.
June 2018	Motherwell LGBT	Motherwell group organised an LGBT Prom
	Bellshill LGBT	Bellshill LGBT group attended Bellshill LAP to present on their work
July 2018	Motherwell LGBT	Motherwell group organised a trip to Glasgow Pride
September 2018	Year of Young People	Year of Young People LGBT Charter Mark Celebration took place at The Civic Centre
October 2018	Bellshill LGBT	Bellshill LGBT group held a youth conference called The Conversation which had a focus on LGBT youth issues
November 2018	Coatbridge LGBT	Young people were supported to attend Pride Prom Glasgow  Coatbridge LGBTI group began as a result of young people attending The Conversation and identification of a need for a LGBT group in Coatbridge.
December 2018	Bellshill, Motherwell and Coatbridge LGBT Groups	A joint Christmas party was organised by the groups as a way of bringing all the young people together
January 2019	Terence Higgins Trust	Staff from The Terrence Higgins Trust delivered LGBTI training to CLD staff from across the authority.

Date	Group/Organisation/ Event	Activity
February 2019	North Lanarkshire LGBTI Youth Network	Young people were supported to attend a team building and development day in Linlithgow. The outcome was the formation of the North Lanarkshire LGBTI Youth Network
	LGBT History Month	In celebration of LGBT History Month and Purple Friday CLD staff organised a film night in Airdrie Town Hall. Elected members attended to support the event and also help launch the new NL LGBTI Youth Network
	Coatbridge LGBTI Group	Coatbridge LGBTI group wrote and delivered their own workshop to CLD staff around awareness raising and pronouns
March 2019	Scottish Youth Parliament Elections	Some of the candidates for the Scottish Youth Parliament Elections stood with a focus on LGBT support as part of their manifestos
April 2019	NL LGBTI	NL LGBTI Youth Network meeting where young people come together for an evening of teambuilding, networking and forward planning
June 2019	NL LGBTI	NL LGBTI Youth Network organised an LGBTI Prom in Airdrie Town Hall supported by CLD staff
	Cumbernauld LGBTI	Cumbernauld LGBTI group began as a result of the desire to replicate the good practice happening in other areas.
July 2019	NL LGBTI	NL LGBTI Youth Network organised an LGBTI summer programme in Motherwell supported by CLD staff.
September 2019	Pride Prom Glasgow	Young people were supported to attend Pride Prom Glasgow
	Motherwell and Bellshill LGBTI Groups	Motherwell and Bellshill have now launched junior LGBTI groups with a focus on under 16s

Over 70 schools (both primary and secondary) have already been awarded Rights Respecting Schools status, with another 17 at the registration stage. This approach encompasses LGBT rights. Further links will be made to the Right Respecting Schools initiative to progress this status further.

The Education and Families Service has been awarded the Foundation Charter mark by LGBT Youth Scotland. Table 2 lists schools who have achieved an LGBT Youth Scotland Charter Mark.

**Table 2 – LGBT Youth Scotland Charter Mark**

<b>School</b>	<b>Award</b>
Cumbernauld Academy	Silver
Brannock High	Silver
Bellshill Academy	Bronze
Clyde Valley High	Bronze

This award will be rolled out further across educational and community based establishments.

A new national Relationships, Sexual Health and Parenthood Resource has just been published. This resource contains a range of age appropriate materials, including LGBT topics, is useful in supporting the delivery of PSHE teaching in both formal and non-formal settings, and will be circulated widely to schools.

### 2.3 Forward Planning

In addition to the ongoing work highlighted in section 2.2 of this report, over 100 young people are actively engaging in LGBTI community based youth work provision at the present time, future priorities will be:-

- continue to develop current community based groups;
- work with schools to support current and new groups in schools;
- continue to support the service charter mark;
- applying for funding to support LGBTI and mental health related activities;
- carry on good practice to develop groups in Airdrie and Wishaw areas;
- we will continue to take a co-production approach to programming our youth work provision. Whilst young people tell us that they appreciate the safe spaces created for them within LGBT groups, staff will continue to deliver a range of equality themed work across all youth work provision to raise awareness and promote inclusivity; and
- planning for the new youth work strategy is already underway, and equalities will be a cross cutting theme, underpinned by an equalities impact assessment. The strategy will be co-produced with young people to ensure their voices are heard.

NL LGBTI Youth Network plan to organise and hold more events for young people to be involved in.

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## 3. Equality and Diversity

### 3.1 Fairer Scotland

Offering young people the opportunity to be involved allows them a direct interface with elected members where they consider and raise issues directly related to reducing disadvantage for children and young people.

### 3.2 Equality Impact Assessment

North Lanarkshire Council supports an inclusive youth infrastructure, which engages young people with protected characteristics. Further action will be considered in terms of the best ways to support two-way communication flow between under-represented groups of young people and the youth representatives, regarding matters arising at Youth, Equalities and Empowerment Committee.

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## 4. Implications

### 4.1 Financial Impact

No Impact anticipated.

### 4.2 HR/Policy/Legislative Impact

No Impact anticipated.

### 4.3 Environmental Impact

No Impact anticipated.

### 4.4 Risk Impact

No Impact anticipated.

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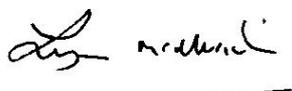
## 5. Measures of success

5.1 Ongoing updates will be provided and outcomes monitored against impact.

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## 6. Supporting Documents

6.1 Strategy for a Sustainable Future  
LGBT Youth Scotland 2018-2023  
<https://www.lgbtyouth.org.uk/media/1388/lgbtys-strategy-2018-e-use.pdf>



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