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<b>Report To:</b>	<b>Education &amp; Communities Committee</b>	<b>Date:</b>	<b>22 January 2019</b>
<b>Report By:</b>	<b>Corporate Director Education, Communities &amp; Organisational Development</b>	<b>Report No:</b>	<b>EDUCOM/04/19/HS</b>
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<b>Subject:</b>	<b>LGBT Youth Charter Award</b>		

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## 1.0 PURPOSE

- 1.1 The purpose of this report is to update the Education & Communities Committee on the progress made by Community Learning and Development in achieving the LGBT Youth Charter award.

## 2.0 SUMMARY

- 2.1 Community Learning and Development's Youth Work Services team have been working in partnership with LGBT Youth Scotland towards achieving the LGBT Charter Award to acknowledge the commitment Community Learning and Development make to LGBT young people in our authority. The team have been supported by LGBT Youth Scotland over the past year to undertake training, consider and make amendments to their practices and resources where necessary and they have been reviewing their policies and those of the council as appropriate.
- 2.2 Following the submission of the evidence portfolio and subsequent panel review, Inverclyde Community Learning and Development's Youth Work Services have been awarded the LGBT Youth Scotland Charter Award at Bronze Level. This award acknowledges the work of the local LGBT support group, Clyde Pride, for their significant contribution over the past few years but also acknowledges the range of officers from across the council who made the positive changes required to achieve this status.
- 2.3 LGBT Youth Scotland is the country's leading organisation working to promote equality, rights and inclusion for LGBT young people. It is the largest youth and community based organisation for lesbian, gay, bisexual and transgender young people in Scotland. The LGBT charter mark is awarded to schools, organisations community groups who can demonstrate their commitment to inclusion and equality and can be awarded at foundation, bronze, silver or gold level. Inverclyde CLD Youth Work Services has been awarded Bronze level.
- 2.4 Community Learning and Development Youth Work Services will work closely with the young people of the Clyde Pride to develop action plan to promote equality, rights and inclusion for LGBTQI , a key action be achieve Silver Charter by end of 2019 and progress onto Gold by the end of 2020.

### **3.0 RECOMMENDATIONS**

- 3.1 It is recommended that the Committee notes the LGBT Youth Scotland decision to award a Bronze Charter award to CLD Youth Work Services.

**Ruth Binks**  
**Corporate Director**  
**Education, Communities and Organisational Develop**

## **4.0 BACKGROUND**

- 4.1 The Equality Act 2010, recognising that LGBT people can often face discrimination and disadvantage in their daily lives due to prejudice and misunderstanding, introduced protection for the characteristics of sexual orientation and gender reassignment. In addition, the Public Sector Equality Duties (PSED), stemming from the Act, require a proactive approach to be taken by Public Bodies to address discrimination and disadvantage experienced by protected groups.
- 4.2 The LGBT Charter is a straightforward programme that enables organisations or schools to proactively include LGBTI people in every aspect of their work, protecting their staff and providing a high quality service to customers, students or service users. The programme has been developed to support organisations to undertake training and review policies, practice and resources to make sure that they are not only meeting legislative needs but are as inclusive as they can be.
- 4.3 In order to support our LGBT young people and to fulfil the requirements of the PSED, Community Learning and Development's Youth Work Services team have been working in partnership with colleagues from across the council, young people from Clyde Pride and with LGBT Youth Scotland to achieve the Charter Award to acknowledge the significant contribution they make to supporting LGBT young people from across Inverclyde.
- 4.4 Over the past few years, Clyde Pride and CLD have made excellent progress in raising awareness of issues affecting LGBT young people and have carried out a range of projects to help address some of these issues. They include:
- The creation of a Champions Group to provide support to young people and staff to encourage their involvement in LGBT programmes
  - The delivery of LGBT training to volunteers, part-time and full time staff so as to support LGBT young people in the best way possible
  - The creation of a "Gay-Lossary" of all the terminology that LGBT young people may come across or want to know more about. This was issued to all teaching staff to raise awareness.
  - Carrying out a range of briefing sessions to staff on the most up-to-date information from LGBT Youth Scotland and ensuring young people have the most up-to-date updates, materials, leaflets and information in all CLD centres.
  - Campaigning on renaming "Disabled Toilets" to "Accessible Toilets" to better meet the needs of Transgender young people in every Secondary School, the majority of Primary Schools and all I Youth Zones in Inverclyde.
  - The delivery of workshops in each of the three I Zones around International Day against Homophobia. The workshops involved interactive games, discussions and a question and answer session.
- 4.5 Being awarded the LGBT Charter enables Inverclyde CLD to send a positive message, with confidence, that the service is a champion of LGBT inclusion where LGBTI employees, customers, or service users are safe, supported and included. The LGBT Charter makes a clear statement that equality and diversity are at the heart of the organisation.
- 4.6 There is currently one LGBT Youth group in Inverclyde, Clyde Pride, which is supported by Youth Work staff from CLD. They meet on a weekly basis within Greenock I Youth Zone and offer peer support to members as well as working on a range of campaigns in relation to LGBT issues.

## **5.0 IMPLICATIONS**

### **5.1 Finance**

## One off Costs

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

## Annually Recurring Costs/(Savings)

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

### 5.2 Legal

None

### 5.3 Human Resources

None

### 5.4 Equalities

Has an Equality Impact Assessment been carried out?

YES (See attached Appendix)

NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

### 5.5 Repopulation

None

## 6.0 CONSULTATIONS

6.1 There have been various consultations carried out by young people in order to achieve this Charter Status

## 7.0 BACKGROUND PAPERS

7.1 None