

LGBT YOUTH SCOTLAND OUR YEAR IN NUMBERS (2016/17)

4,000+

ribbons distributed to schools and organisations to celebrate Purple Friday



985

group-work sessions delivered to more than **650** LGBTI young people in community-based youth work across Scotland



LGBTI awareness training delivered to

1,800

students in initial teacher education



14

organisations, including schools, awarded the LGBT Charter

620

individual young people engaged through digital youth work



100+

events took place to celebrate LGBT History Month 2017



1,500

practicing teachers and classroom assistants trained in LGBTI awareness



889

individual support sessions with LGBTI young people

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A young person's story

– Sally

“I had just turned 15 when I first came to LGBT Youth Scotland, I was struggling greatly with my mental health and being unsure of my sexuality didn't help the matter at all, neither did the relentless bullying I was facing every day at school.”

I was convinced I was going to leave school after fourth year because I was struggling so much being there, my mental health was shockingly bad and I felt that continuing at school would be detrimental for me, I didn't think I would make it to 18 especially not if I had to continue in an unsafe educational environment.

One of the best things LGBT Youth Scotland offers is one-to-one sessions with the youth workers and if it hadn't been for my one-to-ones there is absolutely no way I would have made my way through school. They helped me find ways to cope in education and I came to the conclusion that if I could transfer schools and continue coming to LGBT Youth Scotland then perhaps I would be able to get some Highers.

I can 100% guarantee you that without the support LGBT Youth Scotland gave me I would have left school with no qualifications but instead I left with a set of good Highers and went on to university to study philosophy at 16! I only managed this because, to me, LGBT Youth Scotland was a safe haven. I just kept telling myself that no matter how horrible school got (and believe me it could get very horrible). I always had two safe hours each week where I could be with people who cared about me and made me feel safe and wanted and who accepted me for who I was.”

“...to me, LGBT Youth Scotland was a safe haven.”

A foreword by the Convener of our Board of Trustees

Sally's story is testament to the transformational impact our Charity has on LGBTI young people. I have seen for myself how they can grow in stature and confidence, supported in a safe and nurturing environment.

Young people are healthier and happier when they are sustained by relationships where they can share good and bad times with people that understand and relate to them and where they feel that they belong. Our youth work, the bedrock of what we do, helps to achieve this.

However, it's not just about what we do directly for young people. As important is our research work to harness their voices along with the practical interventions that improve inclusion in public services, workplaces and the community at large.

We work collaboratively with organisations so their leaders ensure that people are welcomed, respected and valued.

Nowhere is this work more important than in schools, where our LGBT Charter recognises success in LGBTI inclusion and tackling of bullying.

Our Board is united in its passion for improving young LGBTI life chances through a sustainable and excellently run Charity. We commend the five year strategy to help deliver this in Scotland and ask if it resonates with you to get in touch to discuss how you can help support it.

Robert Cole, Convener



An introduction from our Chief Executive

This is a very exciting time to be Chief Executive of LGBT Youth Scotland. The demand for our work has never been higher, both from young people and our partners. That's positive as a yardstick of political, legal and social change for LGBTI people in Scotland.

More organisations in the mainstream want to reach out to LGBTI young people and social attitudes are improving. It's daunting too, since more and more young people come to LGBT Youth Scotland to seek support at points of crisis in their lives, often as a result of the painful impact of discrimination, rejection and isolation and as a general result of the pressure of being a young person in modern day Scotland. We are here to embrace all of that rich diversity and challenge, and help unlock young people's immense potential. That's the really exciting and heart-warming part of my job.

LGBT Youth Scotland was established as a national charity in 2003. Its predecessor organisation was established by a group of volunteer activists in Edinburgh in 1989, in response to fear around being lesbian, gay or bisexual in schools. The organisation was set up to be inclusive of transgender people from the beginning.

One of the themes throughout LGBT Youth Scotland's history and present is the provision of spaces for young people to explore who they are in a safe and affirming way. That theme is as important now as it was nearly thirty years ago for LGBTI young people. Over the last ten years of our development we have added a policy, research and training function to the organisation to build the confidence and competence of our partners to fully include LGBTI young people.

A notable feature of our youth work more recently has been to introduce the benefits of more activity-based youth work and outdoor education to LGBTI young people. That has brought some exciting new partnerships to our work. We are also in the important position of supporting more transgender and gender diverse young people at school, in their families and local communities to be who they are and grow up happy and healthy.

I'm privileged to lead a skilled, motivated and committed staff and volunteer team to work with young people and our partners to bring this new strategy to life. Our work is about the provision of high quality and supportive youth work on the one hand and preventative work on the other, a recipe we see make a real difference to hundreds of young people across Scotland.

I'm obviously a bit biased, but there is something special about the work that we do, summed up nicely by a young person:

“LGBT Youth Scotland does not feel like a youth club. It feels like a second home.”

We look forward to working with you and helping truly make Scotland *the best place to grow up for LGBTI young people*.

Fergus McMillan, Chief Executive



STRATEGY FOR A SUSTAINABLE FUTURE

Our Vision

Our vision is that Scotland is the best place to grow up for lesbian, gay, bisexual, transgender and intersex young people.

Our Mission

Our mission is to play a leading role in the provision of quality youth work to LGBTI young people that promotes their health and wellbeing, and to be a valued and influential partner in LGBTI equality and human rights.

Our Values

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

Guiding principles

During the lifetime of the strategy we will use these guiding principles as criteria for decision making. We want to:

- Focus on sustainability in its broadest sense
- Be aspirational for young people, their wellbeing and outcomes
- Be thoughtful about the range of our partnerships
- Have fewer outcomes, greater impact.

Our strategic objectives and outcomes

DIRECT IMPACT – ASPIRATIONAL FOR YOUNG PEOPLE

Outcome #01

YOUTH WORK CHANGES LIVES

LGBTI young people's health, wellbeing, learning and progression are improved by having safe spaces available in both universal and targeted youth work. In turn, this increases their life opportunities.

Outcome #02

BETTER BY DESIGN

The programmes, direction and governance of LGBT Youth Scotland are improved through young people's direct involvement. In turn, young people develop leadership skills and learning for life and work.

Outcome #03

VIRTUAL REALITY

LGBTI young people are better connected with their allies at school and in the wider community. They have better access to information and support through effective digital platforms.

WIDER IMPACT – THOUGHTFUL ABOUT OUR PARTNERSHIPS

Outcome #04

TIME TO SHINE

There is increased innovation and improved practice in LGBTI-inclusive education, and strengthened partnerships with schools and other settings for young people.

Outcome #05

PRODUCTIVE PARTNERSHIPS

Organisations and professionals have an increased understanding of the rights of LGBTI people and have the skills and knowledge to develop more inclusive services.

SUSTAINABILITY

Outcome #06

WALKING THE TALK

Volunteers and staff are more skilled and better supported to deliver the work of LGBT Youth Scotland and our ambitions for young people, within available resources.

Outcome #07

DIGITAL STORY TELLING

We run effective campaigns and engagement with LGBTI young people, their supporters and the wider community.

Values

LGBT Youth Scotland aims to embody its values in everything it does: in reaching out to young people and communities; in working with colleagues and partners; and in employing staff and volunteers.

We have four overriding values:

To take a community learning and development (CLD) approach

We are committed to the principles and aims of community learning and development (CLD); that CLD is effective in helping young people and communities tackle real issues in their lives through community action and community-based learning and that programmes and activities are developed in dialogue with communities and young people. We work with and alongside people in a down-to-earth way.

To promote equality and human rights

We are committed to promoting human rights and the dignity of each human being, including equality of opportunity regardless of sexual orientation, gender or transgender identity, age, race, disability, religion or belief, socio-economic status, pregnancy and maternity, civil partnership and marriage. We work to ensure that our services are accessible and young people's experience and outcomes are positive and that there is an inclusive working environment for all staff and volunteers.

To be innovative and fun

We work hard to constantly innovate in what we do to keep services and programmes current, fresh, engaging and fun.

To be reflective, accountable and ensure quality in what we do

We encourage staff and volunteers to take ownership of their work; to work across the organisation and in partnership with others. Systems and processes are in place to monitor and encourage good performance to meet the needs of our stakeholders. We are committed to reflect upon our practice and what we do through evaluation and self-evaluation and to ensure quality in what we do.

Our theory of change

- Provision of direct youth work with LGBTI young people to promote their health and wellbeing and to engage them in campaigning for change
- Have 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
- Provide support, training and effective management of volunteers and staff and look after their wellbeing at work

Contribution to national outcomes

- Improve children's services
- Improve mental wellbeing
- Increase the proportion of young people in learning, training or work
- Improve the skill profile of the population

LGBT Youth Scotland contributes strategically to a broad range of Scottish Government policy:

- National Youth Work Strategy 2014-2019. LGBT Youth Scotland plays an active part in the implementation of the YWS across all key ambitions of the Strategy
- Conduct of Relationships, Sexual Health and Parenthood Education in Schools
- Respect for All: LGBT Youth Scotland plays a managing partner with SAMH in respectme, Scotland's anti-bullying service
- Curriculum for Excellence: work with Education Scotland and a range of local authorities to ensure the equality and inclusion of LGBTI young people in the curriculum and in relation to health and wellbeing in schools

The work of LGBT Youth Scotland contributes to statutory obligations, under the Equality Act, Children and Young People Act and CLD Regulations, particularly in relation to consultation with LGBTI communities across Scotland and service design.

As an organisation our contribution is unique in that we are the only national LGBT organisation that ties together policy, research, capacity building and direct contact work with LGBTI young people.

Measurement

The SHANARRI (safe, healthy, achieving, nurtured, active, respected, responsible, and included) wellbeing indicators are central to how we will measure our outcomes, as are the national outcomes and indicators for youth work.¹ We will continue to be ambitious for young people and their positive destinations.

National Youth Work Outcomes

These are most relevant to our youth work at LGBT Youth Scotland:

- LGBTI young people are confident, resilient and optimistic for the future
- LGBTI young people manage personal, social and formal relationships
- LGBTI young people consider risk, make decisions and take control
- LGBTI young people express their voice and demonstrate social commitment

Partnership

The LGBT Charter is the core tool that we use to work in partnership with a range of organisations across the private, third and public sectors, to improve things for LGBTI customers, service-users, staff and volunteers.

We are proud of the commitment of our current LGBT Charter awardees.



1. www.youthlinkscotland.org/policy/youth-work-outcomes/

MEASUREMENT



SHANARRI Wellbeing Indicators, Scottish Government

OUR NEW STRATEGY – PRIDE IN OUR RAINBOW OUTCOMES

Following consultation with staff, volunteers, young people, trustees, funders and partners, the main aim of our new strategy is to recalibrate the work of LGBT Youth Scotland, while maintaining the significant impact that we have on young people, professionals and partners.

This is intended to lead to more specific, measurable and achievable indicators for our work and a positive impact on staff and volunteer workload and wellbeing as a result. Indicators will be developed for each of the outcomes below on an annual basis, to translate the strategy into operational activity.

“I would say that LGBT Youth Scotland has saved my life. It has opened me up to opportunities I did not know I had. It has made me experience emotions that I did not know were possible. I am proud to be part of this community and that has a massive impact on my life. It has inspired me to help others.”

– young person

Strategic Objective A: Aspirational for young people – direct impact

Integrating our direct services with our policy and campaigning work with young people; work that builds resilience to deal with adverse experiences including prejudice and discrimination and promotes safety and wellbeing.

Outcome #01 YOUTH WORK CHANGES LIVES

LGBTI young people's health, wellbeing, learning and progression are improved by having safe spaces available in both universal and targeted youth work. In turn, this increases their life opportunities.

- Short-term: Improved opportunities for learning and support
- Medium-term: Increased progression
- Long-term: Improved life opportunities

This outcome includes the provision of LGBTI targeted group work delivered by LGBT Youth Scotland, and also signals a move further towards the charity supporting the development of more LGBTI inclusive youth work in universal services.

We will use an assets-based coaching (ABC) approach to one-to-one work with young people, in order to boundary what we are able to offer and to be clear where we refer young people on to other services. This is particularly the case where young people require therapeutic one-to-one work, which LGBT Youth Scotland does not provide itself. We will however seek a national partner to scope and potentially develop a therapeutic service for LGBTI young people.

We will build consistency across the delivery of our work in this area by writing and publishing a manual for our work with young people. This will help drive up the quality of our own youth work provision, through planning, learning and development and allow us to share our knowledge and expertise with partners in the youth work sector.

LGBT Youth Scotland will seek further resources to meet the needs of an increasing number of trans and gender diverse young people, providing them with support and advocacy and working with our partners to increase inclusion in mainstream services.

We will continue to learn from intersex organisations and activists about how we design and deliver services that are sensitive to the needs of intersex young people.

“Where I live in Inverness there’s really not anything for LGBT young people apart from the youth group and LGBT Youth Scotland events. So Inverness needs more LGBT things like the bigger cities in Scotland.”

– young person, age 24



Outcome #02 BETTER BY DESIGN

The programmes, direction and governance of LGBT Youth Scotland are improved through young people's direct involvement. In turn, young people develop leadership skills and learning for life and work.

- Short term: Young people develop leadership skills and learning for life and work
- Medium term: The programmes, direction and governance of LGBT Youth Scotland are better informed by young people's experiences
- Long term: The programmes, direction and governance of LGBT Youth Scotland are improved

LGBT Youth Scotland is proud of its record in meaningfully engaging young people in the development of its work over the past nearly thirty years, but we recognise that to truly embody the values of youth participation, we need to continually innovate in what we do.

We will establish a new Youth Reference Group (YRG) which will draw on the participation of young people in existing programmes including the Scottish Youth Parliament (SYP) and our Youth Commissions and will be an advisory board for the Trustees, Chief Executive and Leadership Team in the direction and delivery of the work of the charity and in monitoring the implementation and success of the strategy.

This outcome area includes the design and delivery of our youth commission model, which we will continue to develop. Current youth commissions include housing and homelessness and gender recognition. We will add a youth commission looking at the needs and experiences of LGBTI care experienced young people, with the support of the Life Changes Trust. A future commission will be focused on LGBTI global citizenship.

“I don't feel as lonely any more. I have been able to make new friends and develop my social and communication skills. With this group I feel a lot better about myself and have gained new experiences during the time I have attended. It has introduced me to new situations and social challenges as well as developing my communication.”

– young person, age 16

This work will engage young people about LGBT rights around the world and will be kicked off in 2018, when LGBT Youth Scotland hosts the Annual Members' Conference of IGLYO, as part of Year of Young People. Other areas for future youth commissions will be designed and developed by young people, during the lifetime of the strategy. In addition, co-design with young people will be strengthened at the local level in the provision of our youth work.

In recent years our policy work has been more directly connected to young people's needs and experiences, through links with our service provision, our Manifesto: Improving the Lives of LGBTI Young People in Scotland and the youth commissions model. This is where we want our policy work to continue to make an impact. While we will continue to contribute directly to policy consultation at a local and national level which is of very specific relevance to LGBTI young people, we will be more discerning about the vast range of public policy we are asked to contribute to, based on our assessment of potential impact.



Outcome #03 VIRTUAL REALITY

LGBTI young people are better connected with their allies (supportive peers, teachers and youth workers) at school and in the wider community. They have better access to information and support through effective digital platforms.

- Short term: LGBTI young people have better access to information and support
- Medium term: LGBTI young people are better connected with their allies at school and in the wider community

This is a developing area of work for LGBT Youth Scotland and one where we have demonstrated innovative practice.

In particular, we will use digital platforms to network and support the growing number of Gender and Sexual Orientation Alliances (GSAs) in schools across Scotland, linking LGBTI young people and their allies. We will continue to provide accurate information and support via online chat, increasingly the way young people want to communicate with us.

“There are a lot of people who aren't confident or comfortable being themselves because of gender or sexuality and LGBT Youth Scotland helps that.”
– young person, age 15

Strategic Objective B: Thoughtful about our partnerships – wider impact

This work area complements our direct work with young people, building the skills and confidence of professionals and volunteers, creating sustainable change.

Outcome #04 TIME TO SHINE

Increased innovation and improved practice in LGBTI inclusive education, strengthened partnerships with schools and other settings for young people.

- Short term outcome: Increased innovation and development within education and other settings
- Medium/long term outcome: Improved LGBTI inclusive practice

LGBT Youth Scotland is a key partner in the delivery of LGBTI inclusive education. Our objective here is to play to our strengths, the development of good practice informed directly by the needs and experiences of LGBTI young people at school today.

We will shine a light on promising practice that schools and teachers can share and learn from each other. We will use a more deliberate, time-limited approach to innovation in education, including supporting schools through the LGBT Schools Charter programme, such as working with clusters of schools. As part of this approach, we will shine a light on what works well in order to scale up and exit where things aren't as impactful.

Our approach to innovation: ensuring effectiveness through ongoing review and evaluation



We aim to be thoughtful about the partnerships we develop in this area to make the most sustainable change in Scottish education. Innovative partnerships with agencies like SQA and providers of initial teacher education will continue to be a priority, as will our partnership with SAMH in the delivery of Scotland's anti-bullying service respectme. We will shift some of our resources to work with our sector partners to influence a national strategy to train teachers and build a more inclusive curriculum, as opposed to trying to achieve change by responding to demand in a piecemeal way.

In addition, we will advocate for greater and more visible progress on LGBTI inclusion in the denominational education sector in Scotland.

We will seek formal accreditation for our training and the LGBT Charter, demonstrating the high quality of our delivery.

“The brilliant part of working on the Charter for Montrose Academy was seeing that we were changing the school environment and ensuring that pupils will not be subjected to the bullying I personally experienced.”
– teacher, Montrose Academy



Outcome #05 PRODUCTIVE PARTNERSHIPS

Organisations and professionals have an increased understanding of the rights of LGBTI people and have the skills and knowledge to develop more inclusive services.

- Short term: Organisations and professionals have an increased understanding of the rights of LGBTI people
- Medium term: Increased the skills and knowledge to develop more inclusive services
- Long term: More inclusive and sustainable services (LGBT Youth Scotland and other)

In being thoughtful about our partnerships, the LGBT Charter will be targeted towards sectors that LGBT Youth Scotland identifies as strategically significant, like universal youth work, health and social care.

In addition, LGBT Youth Scotland is developing new and innovative partnerships that bring opportunities to young people and help promote the sustainability of the charity. We are committed to growing these partnerships to help sustain the delivery of our youth work and programmes to young people and professionals, as traditional sources of funding become more limited.

LGBT CHARTER

Your journey to lesbian,
gay, bisexual and
transgender inclusion



Strategic Objective C: Sustainability

Working with volunteers and supporters to increase the resources that the charity has, to do its job and the wellbeing of our team.

Outcome #06 WALKING THE TALK

Volunteers and staff are more skilled and better supported to deliver the work of LGBT Youth Scotland and our ambitions for young people, within available resources.

- **Short term outcome: Volunteers and staff are more skilled and better supported**
- **Medium term outcome: Work-loads are managed more effectively**
- **Long term outcome: Organisational capacity is more sustainable**

The wellbeing of our volunteers and staff is of paramount importance and this strategy is written very much with the increase in demand for our work in mind. The connection between the volume and intensity of work we do at LGBT Youth Scotland has become more of an issue in recent years.

In engaging volunteers and employing staff, we will provide:

- Reflective CPD for youth workers working with young people with multiple and complex needs to explore themes and lessons learned
- An employee assistance programme
- Three days for staff to engage in their own volunteering, to promote wellbeing and bring good practice back to LGBT Youth Scotland

The diversity of volunteer roles will be increased to include events and fundraising roles and we will demonstrate our commitment to involving volunteers through a programme of social events. LGBT Youth Scotland intends to become registered to support Community Jobs Scotland (CJS) opportunities in areas of our work, including youth work and fundraising roles.

In equality and diversity, the organisation will learn from sector partners about intersex inclusion and make recommendations for our work. We aim to maintain gender balance on our Board of Trustees and reflect broader diversity, while harnessing talents of benefit to the charity. In addition, we will conduct a disability audit of our services with young people and make adjustments where possible, to better meet the needs of young people.

Finally, we will invest in digital capacity of the charity, specifically in the form of a client database and improved ICT hardware for work with young people.

Outcome #07 DIGITAL STORY TELLING

More effective campaigns and engagement with LGBTI young people, their supporters and the wider community.

- **Short term outcome: More effective engagement with LGBTI young people, their supporters and the wider community**
- **Medium term outcome: More effective campaigns**
- **Long term outcome: Policy and commissions are better informed by the voice, experience and priorities of LGBTI young people**

This is an area where LGBT Youth Scotland has made good progress over recent years and wants to continue to develop. We take a planned approach to our organisational campaigns that link activity, telling the story of our work and connect back into organisational sustainability.

Life in Scotland is invaluable research that informs our work with young people, the content of our training and the development of new partnerships and will continue to be a core part of our work streams going forward.

LGBT Youth Scotland will continue to be the custodians of LGBT History Month and will seek to make links with Black History Month and other equality-based celebrations, to promote equality, diversity and intersectionality.

2018 is the Year of Young People and LGBT Youth Scotland is partnering to deliver three exciting events, in partnership with Children in Scotland, Dumfries & Galloway Council and IGLYO.



CULTURAL CALENDAR

The Cultural Calendar is a selection of days, events and campaigns, which allow us to celebrate the diversity of the LGBTI community, and take action to challenge prejudice and discrimination.

27th January	Holocaust Memorial Day
February	LGBT History Month
Last Friday of February	Purple Friday
8th March	International Women's Day
31st March	International Transgender Day of Visibility
May	Mental Health Awareness Week
17th May	International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
June	Pride Month
24th July	Parents' Day (including LGBT parents)
23rd September	Bi Visibility Day
11th October	Coming Out Day
26th October	Intersex Awareness Day
8th November	Intersex Day of Solidarity
14th-18th November	Anti-Bullying Week
16th November	International Day of Tolerance
20th November	Trans Day of Remembrance
1st December	World AIDS Day
10th December	Human Rights Day

LIFE IN SCOTLAND FOR LGBT YOUNG PEOPLE

2017: 81%

2012: 71%

2007: 57%

Scotland is a good place for LGBT young people to live



2017: 71%

2012: 69%

2007: 60%

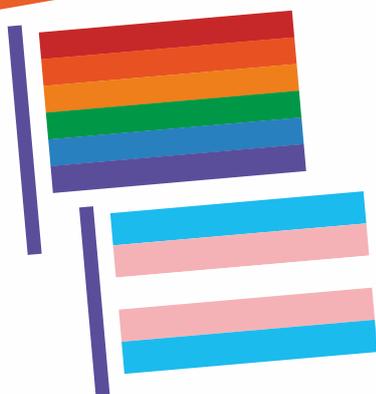
LGBT young people experienced bullying in school on the grounds of being LGBT



96%

LGBT YOUNG PEOPLE

Out to someone



15

LGBT YOUNG PEOPLE

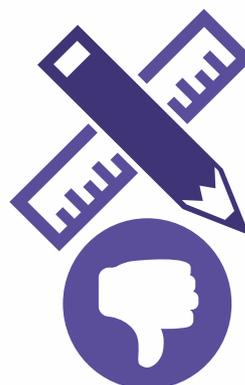
16

TRANS YOUNG PEOPLE

Average age for coming out



LGBT young people face discrimination in all areas of public life



46%

LGBT YOUNG PEOPLE

53%

TRANS YOUNG PEOPLE

Rated their school experience as 'bad'

35%

LGBT YOUNG PEOPLE

Experienced a hate crime or incident in last year

41%

TRANS YOUNG PEOPLE



2012: 54%

2017: 31%

LGBT YOUNG PEOPLE

2012: 48%

2017: 23%

TRANS YOUNG PEOPLE

Confident reporting a hate crime to the police



73%
LGBT
YOUNG
PEOPLE

83%
TRANS
YOUNG
PEOPLE



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



50%
LGBT
YOUNG
PEOPLE

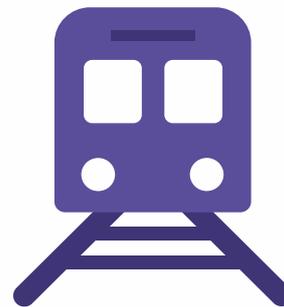
63%
TRANS
YOUNG
PEOPLE

Experienced suicidal thoughts or behaviours

57%
LGBT
YOUNG
PEOPLE



Felt supported and respected by their GP



2012: 79%
2017: 67%

LGBT young people who feel safe on public transportation

2017: 60%
2012: 37%



Trans young people rated their university experience as 'good'

9%
LGBT
YOUNG
PEOPLE

27%
TRANS
YOUNG
PEOPLE

Left education as a result of homophobia, biphobia and transphobia in the learning environment



LGBT: **43%**
TRANS: **31%**
NON-BINARY: **29%**

Young people said that there were enough places to socialise safely and be open about their LGBT identity



42%
LGBT
YOUNG
PEOPLE

Involved in social action to help others or bring change

Information from Life in Scotland for LGBT Young People, analysis of the 2017 survey for lesbian, gay, bisexual and transgender young people.

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

LGBT YOUTH SCOTLAND – OUR YOUTH GROUPS



MEMBERSHIPS

LGBT Youth Scotland is a member of the following organisations:





lgbtyouth.org.uk



LGBT Youth Scotland is a company limited by guarantee
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