

# SECTION THREE

## Working with LGBT young people

### Introduction

This section focuses on young people who are lesbian, gay, bisexual or transgender (LGBT). It presents demographics relating to LGBT young people, explains the varying needs and issues that LGBT young people may face and it offers practical advice on some actions which you can take to support them to access your service and contribute to it. At the end, if you have further questions or want to obtain resources, there are contact details for BeLonGTo, Youthnet, and other LGBT youth and community groups, as well as suggested further reading.



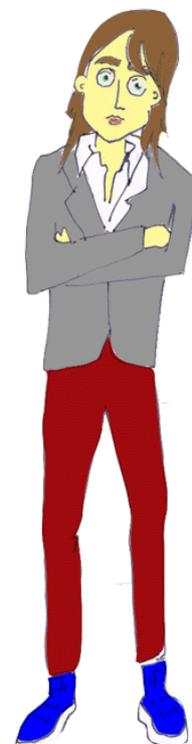
By all accounts LGBT young people are ‘coming out’ about their identities younger and in greater numbers than ever before. In this way LGBT young people who are in a position to tell others about their identities often cause great positive change in their youth groups and schools. However, most LGBT young people are aware of their sexuality/gender at 12-14 years of age but do not tell others until they are 17-19+. Because of this it is very likely that you are presently working with LGBT young people who have not disclosed their identities to you yet. A key to ensuring that LGBT young people are safe and included is to presume that you already are working with some, and to create an environment which is open, safe, welcoming and equal for them.

Your role as a youth worker may involve working with a young person you have built a trusting relationship with who tells you they are LGB or T. You can advise them about the availability of special interest youth services, however, it is important that the young person feels welcome to stay involved in your youth group, alongside any special interest group they might choose to attend.

By reading this section you most likely have an interest in working to make your youth service open, welcoming and safe for LGBT young people. The fact that you want to achieve this and are taking action, means that you are well on the way to making it happen. As with all young people we want LGBT young people to be empowered to grow confidently from their involvement in your service. We hope that you enjoy reading this section and are inspired to make positive changes in your service as a result.

In the Republic of Ireland under the **Equal Status Act 2000** and the **Equality Act 2004**, it is unlawful to discriminate against a person on the grounds of sexual orientation in the provision of goods and services, education, sports, access to public facilities and accommodation.

In Northern Ireland under the **Employment Equality (Sexual Orientation) Regulations (NI) 2003**, and the **Equality (Sexual Orientation) Regulations (NI) 2006** it is unlawful to discriminate against a person on the grounds of sexual orientation in the provision of goods and services, education, sports, access to public facilities and accommodation and also in employment. Legislative protection for Transgender people lies within Sex Discrimination legislation.



## Terminology

This resource has been developed to be used by youth workers on the island of Ireland. At times it is necessary to make distinctions between our two jurisdictions and we had to choose a terminology to reflect this. We have chosen for the most part to use Northern Ireland (NI) and Republic of Ireland (ROI). At times we also use North and South. Additionally, for clarity, where information is significantly different we have used coloured boxes:

Republic of Ireland and Northern Ireland

**LGBT** refers to Lesbian, Gay, Bisexual, and Transgender, which is standard terminology when referring to this community.

**Lesbian Women** and **Gay Men** are people who are physically, sexually and/or emotionally attracted to members of the same sex. The word 'gay' is sometimes used for both.

**Bisexuals** are people who are physically, sexually and/or emotionally attracted to both sexes.

**Gender Identity** is an individual's internal perception of themselves as male or female or transgender.

**Transgender People** are people whose gender identity differs from the one they were given at birth. They may identify as male or female, or maybe neither label fits them. Some people who have changed their gender call themselves transsexual. The experiences and needs of transgender young people may differ from those who identify as lesbian, gay and bisexual. Nevertheless, the "coming-out" process and experiences of homophobic or transphobic bullying can be similar.



**Homophobia** refers to the fear of, aversion to, or discrimination against gay or lesbian people, based on their sexual orientation.

**Transphobia** refers to the fear of, aversion to, or discrimination against transsexual or transgender people, based on the expression of their internal gender identification.

**Heterosexism** is the institutionalisation of power in a way that affords a range of economic, social and legal advantages to people who are heterosexual and does not afford the same advantages to others. Simply put, heterosexism is the assumption made by general society that everyone is heterosexual.

**Internalised Homophobia** are negative beliefs and attitudes about same sex orientation that lesbian, gay and bisexual people absorb through growing up in our culture, which can interfere with the development of self esteem and positive relationships.

**“Coming out”** is the process through which an LGBT person accepts their sexual orientation and/or gender identity as part of their overall identity. It generally refers to the process of self acceptance and to the acts of sharing this identity with others.

“Coming Out’ is not an event but rather an ongoing process. Most LGBT people will spend their lives coming out in different ways because society generally assumes people are heterosexual unless a person indicates otherwise.



## Demographics

It is impossible to determine the percentage of the population which is LGBT, but research puts the range from 5% and 10% of a population (some estimates – particularly for urban areas are higher).<sup>i</sup> Because the research picture is not complete, BeLonGTo uses the figure of 7.5%.

Figures for a percentage of those who identify as transgender in the general population are limited. However The Gender Trust estimates it could be around 1 in 4,000.

## Needs and issues for LGBT young people

Evidence indicates that young people are coming out as LGBT in greater numbers and at an earlier age. “Supporting LGBT Lives”, the largest study of LGBT people in the Republic of Ireland found that the most common age that someone knew they were LGBT was 12 years old.<sup>ii</sup> The ShOut report from Northern Ireland indicates that 86% of young LGBT people were aware of their sexual orientation while at school.<sup>iii</sup> The following graph presents an overview of the varying needs and issues that young LGBT people may face and the age they are likely to be when they face them.<sup>iv</sup>



Table 1.

Age	14	15	16	17	18	19	20	21	22	23	24
Academic underachievement											
Invisibility of LGBT opportunity and no opportunity to explore											
Isolation, fear of communicating and sharing feelings and experiences											
Low self-esteem and negative body image											
Fear of the future (what is life like for an LGBT person?)											
Bullying at school											
Negative reaction from family and friends											
Above average rates of suicide, self-harm and depression											
Above average use of drugs and alcohol											
Initial LGBT sexual experiences											
Inadequate support for young LGBT asylum seekers and refugees											
Homelessness											
Difficulty integrating into LGBT community											
Difficulties experienced in starting employment											

## Education

‘Straight Talk’ research carried out by Dublin City University found that 94% of Social, Personal and Health Education (SPHE) teachers in single-sex schools and 82% in co-educational schools were aware of verbal homophobic bullying in their schools. This study also found that 25% of teachers in single-sex schools and 17% in co-educational schools were aware of instances of physical homophobic bullying. Again, in this study, 90% of teachers indicated that there was no mention of gay and lesbian related bullying in their school’s bullying policy.<sup>v</sup>

‘Supporting LGBT Lives’ found that

- 58% of respondents reported homophobic bullying in their school
- 25% were physically threatened by their school peers
- 20% skipped school because they felt threatened or afraid of getting hurt because they were LGBT
- 5% left school early because of homophobic bullying

The PRIDE Evaluation in Northern Ireland found over 60% of pupils maintained they had heard homophobic terms used in their school at least once every school day, whilst one in five pupils (20%) reported hearing words such as ‘fag’, ‘queer’, ‘lezzy’ or ‘poof’ within the last week in school. Less than one fifth (18%) of teachers felt that all pupils were able to be themselves, or express themselves fully in their school and almost 30% of teachers reported hearing homophobic slurs either once or more during the school day.

The four most widely cited hindrances in tackling homophobic bullying were parental disapproval (53%); a lack of confidence in developing and delivering resources (39%); student disapproval (35%) and school inexperience in dealing with these issues (29%).<sup>vi</sup>



A study by the Anti-Bullying Centre in Trinity College Dublin found that 50% of LGBT youth had been bullied in school in the past three months (this compared to 16% of the general youth population). Of the LGBT young people questioned for this study:

- 76% had experienced verbal abuse
- 39% had experienced physical abuse
- One in ten left education earlier than they would have wished, with 3.3% dropping out of school early<sup>vii</sup>

Similarly, the ShOut report demonstrates that 44% of LGBT young people had been bullied at school because of their sexual orientation. Of the LGBT young people questioned for this study:

- 65% had experienced verbal abuse
- 35% had experienced physical abuse
- 33% believed they achieved lower results
- One quarter of young people truanted with 15% actually dropping out and 9% changing school<sup>viii</sup>

See Chapters 10A and 10B in this Toolkit for more information on supporting young people who have left school early



## Health impacts

Research carried out, both in Ireland and internationally, has established that LGBT young people are at significant health risk due to isolation, fear, stigma, the ‘coming-out’ process, bullying and family rejection.<sup>ix</sup> The negative health impacts on LGBT young people of widespread homophobic bullying have been well established. These impacts include internalised homophobia, poor body image and vulnerability to eating disorders.<sup>x</sup>

In addition to the health needs and challenges facing all young people, significant barriers exist to LGBT young people accessing health services, including lack of access to appropriate information and fear of negative reaction. Young people who have not disclosed their sexual/gender identity to their parents/guardians, or who may not have supportive parents, may also not be in position to secure parental consent and so may not be able to access health services.<sup>xi</sup>

Young LGBT people in Ireland may experience additional barriers as a consequence of societal attitudes to sexual and gender identity. LGBT people are shown as being “more likely to engage in alcohol misuse, drug abuse and deliberate self-harm”.<sup>xii</sup>



## Suicidal behaviour

“Supporting LGBT Lives”,<sup>xiii</sup> found that:

- 27% had self-harmed at least once and 85% of these had done so more than once
- 40% of female respondents and 20% of male respondents reported a history of self-harm
- 16 years old was the average age of onset of self-harm
- Over 50% of those who self-harmed did not seek any form of help
- 17.7% of the online sample had attempted suicide, of whom almost half saw this as related to their LGBT identity
- 17 ½ years old was the average age of first suicide attempt
- 25% of female respondents and 15% of males had attempted suicide at least once

Research carried out in Northern Ireland for the ShOut report into the needs and experiences of young people in Northern Ireland who identify as LGBT found that:

- 26% of LGBT young people had self harmed
- 29% had attempted suicide
- 24% had been medicated for depression<sup>xiv</sup>

“Out On Your Own” research in Northern Ireland highlights that 71.3% of those surveyed had thought about taking their own life.<sup>xv</sup>

The findings on self-harm and attempted suicide were strongly linked to experiences of being physically or verbally threatened, or hurt; and feeling alone and socially isolated, particularly in school, and a fear of or actually

experiencing rejection by friends and family.

Reach Out – The Irish government’s National Strategy for Action on Suicide Prevention 2005-2014 highlights the necessity to “develop services, supports and information/education resources to improve mental health and reduce any increased risk of suicidal behaviour” among LGBT people.<sup>xvi</sup>

Protect Life - Shared Vision: The Northern Ireland Suicide Prevention Strategy and Action Plan 2006 – 2011 indicated one of its actions as “to ensure that appropriate support services reach out to all marginalised and disadvantaged groups, in particular lesbian, gay, bi-sexual, and transgender groups, ...”<sup>xvii</sup>

## Drug use

A recent Republic of Ireland study of drug use amongst LGBT young adults, commissioned by BeLonGTo Youth Project, found heightened levels of use among this population.<sup>xviii</sup> This research found that 65% of LGBT young people questioned had some experience of drug use. This compares to 24.9% of the general youth population.<sup>xix</sup>

21% of LGBT young people in this study had systematically used drugs (on more than 60 occasions) and 40% had done so in the previous month (this compares to 6.9% of young people surveyed in the National Advisory Committee on Drugs research). Very significantly, BeLonGTo’s research also suggests that the LGBT young people questioned minimised the consequences of their drug use and were often unaware of potential dangers in relation to it.



The Northern Ireland research “Out On Your Own” indicated that 71.6% of young men had tried drugs or solvents at least once. In total, 17.4% of the respondents indicated that they used some form of drug on a regular basis, the most common being poppers with 10.6% indicating they used poppers on a regular basis.<sup>xx</sup>



## Developing LGBT inclusive youth work

This section focuses on some ways in which you can make your youth service LGBT open and friendly, and hence safe and welcoming to LGBT young people. It is important to have a supportive structure in place:

- **Explicitly mention LGBT people in your policies and procedures**
- **Specifically outline equality legislation in your policies**
- **Ensure that your commitment to equality and inclusion are publicly known**
- **Ensure that your policies and procedures are understood, supported and followed through by staff and volunteers on the ground**
- **Deliver programmes that promote diversity and challenge myths and stereotypes**
- **Design and deliver your programmes to consciously include the needs and identities of LGBT young people**
- **Ensure that staff and volunteers are adequately trained to work with LGBT young people**
- **Provide literature, toolkits, and guidelines to educate and support workers and volunteers on LGBT issues**

Creating safer environments for Lesbian, Gay, Bisexual or Transgender young people

- Do not assume everyone is heterosexual or that everyone's parents are heterosexual
- Refer to the fact that some people experience attraction to the same sex as themselves
- Try to avoid equating homosexuality only with sexual behaviour – those who identify as gay have relationships and friendships with one another as well as having sex with one another
- Include information about same-sex relationships in material that is distributed to everyone so that people do not have to identify themselves as gay before getting information that is appropriate to them
- Address manifestations of anti-gay prejudice – name-calling, bullying and violence
- Be aware that discussion of homosexuality may result in anti-gay sentiment being expressed and be prepared for this
- Make it easier for young people who identify as LGBT to find one another
- Make it easier for LGBT young people to find other forms of support through LGBT youth organisations, help-lines and so on
- Engage with parents of young LGBT people who make contact and give them details of parent support networks e.g. [www.look.ie](http://www.look.ie) (Loving Our Out Kids)

## Tackling Homophobia, Biphobia and Transphobia

‘Celebrating and respecting diversity among young people is at the heart of this important forum. Homophobic bullying continues to be a society-wide issue, including in our schools and the link between it and suicide sends a clear message that this trend must be reversed.’

‘By working together, standing up for the democratic values that we share, refusing to go along with loudly-voiced prejudices, we can overcome the bias and hostility experienced by many young gay people throughout the country. No-one should have to suffer on account of their sexual orientation.’

President of Ireland Mary McAleese<sup>xxi</sup>

Tackling homophobia, biphobia and transphobia within youth services needs to be taken on seriously, in the same way as other issues of equality are approached. Being inclusive of LGBT identities needs to become an integral part of what youth work does.



A first step is to promote the visibility of LGBT youth. This can be achieved in a number of simple ways:

- **Frequently tell young people and staff that LGBT young people are welcome in your service and will be treated equally**
- **Include LGBT people as part of the community - in discussions, group work, one-to-one work, programmes and policy development**
- **Provide positive images of LGBT people to be used alongside those of other individuals and community groups. This can be done by acknowledging the sexual and/or gender identity of famous and successful LGBT people. This should happen in the same way as ensuring work presented to young people includes positive images of ethnic minority people, women, people with disabilities etc.**
- **Provide books, leaflets and posters which depict LGBT people and LGBT community groups**
- **Celebrate LGBT life in the same way that other diversity in the community is celebrated. Mark LGBT days of significance, such as LGBT Pride each June and International Day Against Homophobia (IDAHO) each May**

It is vital to ensure that the conditions in youth groups and projects are such that youth workers who are inclusive of LGBT identities in their work are not victimised or isolated. This will mean inclusion of sexual and gender identity as an issue in equality policies for both young people and staff.

“Nobody should ever be bullied or isolated because of their sexual orientation. Young people who may be confused and coming to terms with their sexuality need the strong support structures offered by schools

and youth clubs. Resources such as these will help reinforce structures already in place and offer fresh ideas in combating homophobic bullying... Bullying is no longer confined to the school room or the playground. Our children and young people can suffer bullying while at home due to new technologies such as social networking sites and mobile phones. Parents, teachers and youth workers need to be ever more vigilant to spot the signs of physical or mental torment.”

The Education Minister (Northern Ireland) Caitríona Ruane

## **Practical ways of responding to Homophobic, Biphobic and Transphobic remarks**

**From colleagues:**

**Firstly, name the behaviour as homophobic, biphobic or transphobic.**

**Then you could continue with:**

- **“I feel uncomfortable with jokes like that/that kind of labelling.”**
- **“As far as I’m concerned we are all entitled to more respect than that.”**
- **“You know, LGBT young people are coming to our service, and we want to make them feel welcome and equal.”**
- **“If that was aimed at me or my friends, I wouldn’t have it. Keep it to yourself.”**
- **“We have procedures to protect us all from that kind of behaviour.”**
- **“Everyone is entitled to their opinion, but I’m shocked to hear views like that expressed here where we are all expected to support equality. And, I disagree with your view.”**
- **“I’m worried that comments and attitudes like that can have a terrible impact on LGBT young people, maybe we need to have training on LGBT issues.”**

### From managers or supervisors:

Firstly, name the behaviour as homophobic, biphobic or transphobic.

Then you could continue with:

- “I expected you would be a leader in the promotion of equality here. Please don’t assume I feel OK with what you said or seem to believe. I feel very disappointed and unsafe when I hear you speak of a minority group like that.”
- “If someone said something like that about me, I would have expected you to stand up for me. I feel it is part of your job as a manager/supervisor.”

### From staff you manage or supervise:

Firstly, name the behaviour as homophobic, biphobic or transphobic

Then you could continue with:

- “That kind of statement encourages scape-goating. We have a policy against that, it’s called equality and we are all accountable for upholding it. You are in danger of being disciplined if you don’t desist from expressions of that kind.”
- “Have you ever attended a course or seminar on LGBT issues at work? Maybe we should look into it. You don’t seem to know much about the effects of homophobia on people with whom you work, or anyone else for that matter.”

## From young people:

Firstly, name the behaviour as homophobic, biphobic or transphobic.

- young people often use the word gay randomly to describe a person, event or object they don't like or is in their minds 'un-cool' or 'weird'. This is actually homophobic and needs challenging.

Timing is crucial here, if in a rush, make it clear immediately that it is not acceptable. Then you could continue with:

- "That is unacceptable in this service/youth club and you know that I wish to see you at....."

When you have more time ask questions like:

- "What do you mean by that? A lot of the young people here use that kind of language – what do you think that's about – why are people so negative?"
- "What are you intending to achieve by the use of the word gay?"
- "We have made it very clear in our policies that we respect everybody's human rights so using language in that way which implies that there is something wrong with being gay is unacceptable."
- "What you just said is homophobic. Why do you feel that it is acceptable to insult LGBT people?"
- "Those remarks break this service's equality policy. We are committed to ensuring that all young people, including LGBT young people are safe and welcome here. You know we will not tolerate that."
- "That sort of language is unacceptable in this service. You know we will not tolerate homophobia any more than we would racism or sexism."
- "Remember how we're always talking about equality - it sounds like we really need to talk about LGBT equality."

## For further help:

Contact BeLong To for a copy of **Addressing Homophobia: Guidelines for the Youth Sector**, which was produced with the Office for the Minister for Children and Youth Affairs (now Department of Children and Youth Affairs).

## Understanding Coming Out

There is a substantial period in a young person's life when they are struggling to come to terms with their sexual or gender identity. These years can be especially challenging for LGBT young people because of their extra emotional dependency on their families, friends and those in school at this time of their lives.

Known as “coming out” it is an ongoing process through which the young LGBT person accepts their sexual orientation and/or gender identity as part of their overall identity. It involves a process of self acceptance and sharing this identity with others.

Most LGBT people will spend their lives coming out in different ways because society generally assumes people are heterosexual unless a person indicates otherwise. For example, when starting a new job a gay or lesbian person will have to make a decision as to whether they will come out or not.



Research has indicated that the average age when a young person realises that they are LGBT is 12 and that the average age when they tell anyone else (usually a friend) is 17, i.e. there are approximately five years between a young person knowing that they are LGBT and telling someone else. This period corresponds with most of their teenage experience.

During this time, young people have reported feeling invisible, feeling terrified of being found out and being treated in a negative manner. One 17-year-old LGBT male captured his experience of isolation and invisibility as follows:

‘During school I spent every minute monitoring what I was saying and doing. I wouldn’t even let myself think anything gay. Then after school I’d spend my time paranoid thinking I had slipped up on the act’.

Research carried out by The Rainbow Project in Northern Ireland in 2009 indicated that 39% of LGB people alter their behaviour to avoid others knowing that they are not heterosexual.<sup>xxii</sup> The difficulty and reluctance to explore one’s sexual identity is further hampered by negative experiences as noted below:

‘The whole notion of LGBT students being recognised at my school was non-existent...the biggest mention we got was that we were more likely to contract AIDS...which led to the catchy chant “You’re going to die of AIDS!”’



Coming out can be one of the most testing and distressing times in an LGBT young person’s life. There are personal risks involved with coming out to family, friends and colleagues. Young LGBT people can fear rejection and being misunderstood. By and large, LGBT young people come out and go on to live full and happy lives. However, this process can be marked by intense anxiety and young people may need a great deal of support at this time.

Again the key to letting a young person know that they are safe at this time is to ensure that your project is visibly LGBT friendly and that staff are open and prepared for a young person to come out to them.

Remember, if a young person does come out as LGBT to you or another staff member it means that they trust you a lot. It is a testament to your ability to work with young people. Acknowledge that it was a difficult thing to tell you and talk with them about how they are. It is understandable that you might be nervous and afraid of saying the wrong thing. But don't panic – this is a good thing! A young person may tell you because they are experiencing problems (e.g. with their family, or bullying), while others may be telling you because they are beginning a process whereby they want the people they care about to know that they are LGBT. Either way it's a big deal for that young person. They may have been building up to this point for a long time. Let them know that you understand how hard it is to talk about it. It is most important that you just maintain your positive and open relationship with the young person and be led by what they want to happen.

## About Coming Out - what LGBT young people say<sup>xxiii</sup>

Young people were asked about coming out. These are some of their responses:

### What is coming out?

- “It can be difficult at times but it is also a learning experience”
- “Something positive”
- “Coming-out as who you are”
- “Expressing one of many aspects of who you are”
- “Something you should not be pushed into”
- “People’s comments can be difficult to deal with”

## What are the barriers to coming out?

- “People making smart comments on the street”
- “People passing judgement before they get to know you”
- “People thinking all gays have AIDS”
- “Religion”
- “Stereotypes”
- “People thinking it’s a phase”
- “Your own fear of being different/alone”
- “Fear of closing yourself off from all your friends”

## So why come out?

- “To be honest with yourself and others”
- “Finding your real self”
- “To stop living a lie”
- “It is a release”
- “To live your own life”
- “It strengthens your character”

## Practical tips for working with young people on Coming Out

Although ‘coming out’ can occur in a variety of ways and settings, even when you least expect it, we have compiled the following tips for young people which might be useful for them if they are considering doing just this!

## Ask yourself why you are coming out to a particular person or persons

When you begin to come out to people, or when you have made some LGBT friends, you may experience excitement and elation – the ‘scream it from the roof tops’ feeling. Cherish this – you have everything to be proud of, but maybe not everyone needs to know your sexuality. Think about who you are planning to tell or want to come out to. Is it a family member, a friend or an acquaintance? Do you need to come out to that person at this moment?

### Timing

Although for many people there is no ‘right’ or ‘wrong’ time to come out, planning exactly when you are going to tell someone is well worth thinking about. Are you going to have adequate time afterwards to discuss it further or to answer any questions the person may have? Will you have the full attention of the person or are they pre-occupied with something else?

### Where to tell?

Location can be important too. To allow for conversation afterwards pick somewhere that will give you privacy with minimal risk of any interruptions. If it’s someone that you think may react favourably to your disclosure the location is probably less important. However, if you in any way expect negativity you are probably best sticking to a location where you feel safest.

### Time to digest

Remember that you have had time to think about what you want to say. The person you are telling has not. Depending on



your relationship with them they may have suspected already, but even if this is the case it may still take time for it to sink in with them. Don't automatically expect an extreme reaction either, the person you are telling may be slow to react. This could be because they fear offending or embarrassing you as much as anything else.

## Resources

Having resources to hand is also useful. BeLonGTo have produced some booklets on being LGBT, as have some youth groups around the country. For more info on this – visit [www.belongto.org](http://www.belongto.org)

## Talk to others

Talk to other LGBT young people about the fears, expectations and reactions they experienced when coming out. Get involved in one of the LGBT youth groups listed here.

## Training

Further training is recommended to help ensure that your project or service is inclusive of the needs of LGBT young people.

For more information on available training:

- Republic of Ireland – contact BeLonGTo at 01 - 6706223 or [info@belongto.org](mailto:info@belongto.org) or [www.belongto.org](http://www.belongto.org)
- Northern Ireland: contact Youthnet at 028 - 90 331880 or [info@youthnet.co.uk](mailto:info@youthnet.co.uk) or [www.youthnetni.org.uk](http://www.youthnetni.org.uk)

## Checklist 3 — How accessible is your organisation to Gay, Lesbian, Bisexual & Transgender (LGBT) young people?

This checklist can help you to identify how you can improve your service for gay, lesbian, bisexual and transgender young people

### Professional development

Our staff and volunteers are trained and supported to deliver an inclusive youth service

- |  |            |               |           |
|--|------------|---------------|-----------|
| • Staff and volunteers have received training about working with LGBT young people                         | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Staff and volunteers model inclusive language when speaking to clients about relationships and sexuality | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Staff and volunteers know how to respond to a young person who is considering “coming out”               | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Staff and volunteers have an accurate understanding of issues for LGBT young people                      | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Public image

### How we present our service to our community

- |   |            |               |           |
|---|------------|---------------|-----------|
| • Our service displays LGBT awareness posters and information   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our promotional materials names LGBT young people and indicates that they are safe and welcome in the service | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We have a referral list of services for LGBT young people and their families                                  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our service displays information about LGBT youth support services  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Programme planning and delivery

### Our programmes are designed and delivered to include the diverse needs and identities of LGBT young people

- |   |            |               |           |
|---|------------|---------------|-----------|
| • Staff and volunteers actively challenge anti-LGBT attitudes & comments  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We provide informal education to young people about LGBT issues   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our service marks LGBT days of significance, (e.g. LGBT Pride each June, International Day Against Homophobia each May) | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Participation

We make sure we include the voices of young LGBT people at all levels of our youth service

- Our service actively promotes a message of safety and respect for LGBT people **YES** **PARTLY** **NO**
- We consult with LGBT young people, parents and organisations about the specific needs and issues for LGBT young people in relation to accessing and participating in youth work **YES** **PARTLY** **NO**
- Our service consults with LGBT young people and actively involves them in decision making and the development of the organisation **YES** **PARTLY** **NO**

## Policies and procedures

We have a written commitment to deliver an equal and inclusive service

- Our service has policies and procedures in place to deal with homophobic / transphobic bullying and harassment **YES** **PARTLY** **NO**
- Our service has an equality policy that names LGBT young people **YES** **PARTLY** **NO**

## Useful contacts

### LGBT Youth Projects - Republic of Ireland

#### BeLonGTo Youth Service for young people – Dublin and National

Phone: 01 - 6706223

Email: [info@belongto.org](mailto:info@belongto.org)

Web: [www.belongto.org](http://www.belongto.org)

See the website for full details of Dublin and National groups

<p><b>Dundalk</b>  <b>LGBT Youth Groups</b>            Phone: 042 - 9329816            Email: <a href="mailto:youth@outcomers.org">youth@outcomers.org</a>            Web: <a href="http://www.outcomers.org">www.outcomers.org</a></p>	<p><b>Galway</b>  <b>shOUT LGBT Youth Group</b>            Phone: 087 7738529            Email: <a href="mailto:shout@youthworkireland.com">shout@youthworkireland.com</a>            Web: <a href="http://www.lgbtyouthgalway.com">www.lgbtyouthgalway.com</a></p>
<p><b>Limerick</b>  <b>MYLGBT</b>            Phone: 061- 310101            Email: <a href="mailto:mylgbrrs@gmail.com">mylgbrrs@gmail.com</a></p>	<p><b>Rainbow Teens</b>            Phone: 061 - 31010 / 087 931 0252            Email: <a href="mailto:mylgbrrs@gmail.com">mylgbrrs@gmail.com</a></p>
<p><b>Waterford</b>  <b>Chill-OUT LGBT Youth Group</b>            Phone: 086 1625030            Email: <a href="mailto:chilloutwaterford@gmail.com">chilloutwaterford@gmail.com</a></p>	<p><b>Donegal</b>  <b>BreakOut</b>            Phone: 085 7411607            Email: <a href="mailto:lgbt@donegalyouthservice.ie">lgbt@donegalyouthservice.ie</a></p>
<p><b>Cork</b>  <b>Unite</b>            Phone: 021 - 4278470            Email: <a href="mailto:info@gayprojectcork.com">info@gayprojectcork.com</a></p>	<p><b>Phoenix Youth group</b>            Phone: 021 - 4808600            Email: <a href="mailto:info@linc.ie">info@linc.ie</a></p>

<b>Cavan</b> <b>AIM Youth group</b> <b>Phone:</b> 086 1625030 <b>Email:</b> <a href="mailto:youth@outcomers.org">youth@outcomers.org</a>	<b>Tipperary</b> <b>The Thurles Brigay'd</b> <b>Phone:</b> 087 0100727 <b>Email:</b> <a href="mailto:outipp@gmail.com">outipp@gmail.com</a>
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## LGBT Youth Projects - Northern Ireland

### Youthnet – network for the voluntary youth sector

**Phone:** 028 - 90 331880

**Email:** [info@youthnet.co.uk](mailto:info@youthnet.co.uk)

**Web:** [www.youthnetni.org.uk](http://www.youthnetni.org.uk)

### Gay and Lesbian Youth Northern Ireland (GLYNI)

**Phone:** 028 - 90890202

**Email:** [info@glyni.org.uk](mailto:info@glyni.org.uk)

**Web:** [www.glyni.org.uk](http://www.glyni.org.uk) or  
[www.whatsinyourcloset.co.uk](http://www.whatsinyourcloset.co.uk)

### Out and About (YouthAction NI)

**Phone:** 028 - 90240551

**Web:** [www.youthaction.org](http://www.youthaction.org)

### Gay Newry

**Web:** [www.gaynewry.com](http://www.gaynewry.com)

### LGBT Societies / Student Societies

#### Belfast Metropolitan College LGBT Society

Queen's University Belfast

[www.qublgbt.org.uk](http://www.qublgbt.org.uk)

University of Ulster LGBT Societies  
(Belfast, Coleraine, Jordanstown,  
Magee)

For more information about LGBT youth groups in Northern Ireland contact GLYNI

## Other useful contacts – Republic of Ireland:

<p><b>Gay Men’s Health Service</b>  Clinic: 01 - 6602189  Outreach 01 - 8734952  Web: <a href="http://www.gaymenshealthservice.ie">www.gaymenshealthservice.ie</a></p>	<p><b>TENI (Transgender Equality Network Ireland)</b>  Dublin 01 - 6334687  Web: <a href="http://www.teni.ie">www.teni.ie</a></p>
<p><b>OUThouse – LGBT Community Centre</b>  Phone: 01 - 8734932  Web: <a href="http://www.outhouse.ie">www.outhouse.ie</a></p>	<p><b>GLEN (Gay Lesbian Equality Network)</b>  Phone: 01 - 4730563  Email: <a href="http://www.glen.ie">www.glen.ie</a></p>
<p><b>Cork Gay Project</b>  Phone: 021 - 4304884  Web: <a href="http://www.gayprojectcork.com">www.gayprojectcork.com</a></p>	<p><b>L.inc</b>  Phone: 021 - 4808600  Web: <a href="http://www.linc.ie">www.linc.ie</a></p>
<p><b>Rainbow Support Services Limerick</b>  Phone: 061 - 468611  Web: <a href="http://www.rainbowsupportservices.org">www.rainbowsupportservices.org</a></p>	<p><b>Dundalk OUTcomers</b>  Phone: 042- 9329816  Web: <a href="http://www.outcomers.org">www.outcomers.org</a></p>
<p><b>LOOK (Loving Our Out Kids)  Parents Support Network</b>  Web: <a href="http://www.look.ie">www.look.ie</a></p>	

## Other useful contacts – Northern Ireland:

<p><b>The Rainbow Project Belfast / L’Derry</b>  <b>Tel:</b> 028 - 90319030 (Belfast)  <b>Tel:</b> 028 - 71283030 (L’Derry)  <b>Web:</b> <a href="http://www.rainbow-project.org">www.rainbow-project.org</a></p>	<p><b>Causeway LGBT Network</b>  <b>Web:</b> <a href="http://www.causewaylgbt.co.uk/">www.causewaylgbt.co.uk/</a></p>
<p><b>Cara-Friend</b>  <b>Phone:</b> 028 - 90890202  <b>Web:</b> <a href="http://www.cara-friend.org.uk">www.cara-friend.org.uk</a></p>	<p><b>Gay &amp; Lesbian Across Down (GLAD)</b>  <b>Web:</b> <a href="http://www.gladni.org">www.gladni.org</a></p>
<p><b>Gay Newry</b>  <b>Web:</b> <a href="http://www.gaynewry.com">www.gaynewry.com</a></p>	<p><b>Quire – LGBT choir</b>  <b>Web:</b> <a href="http://www.quire.org.uk">www.quire.org.uk</a></p>
<p><b>Lesbian Advocacy Services Initiative (LASI)</b>  <b>Web:</b> <a href="http://www.lasionline.org">www.lasionline.org</a></p>	<p><b>LGBT Lisburn</b>  <b>Web:</b> <a href="http://www.lgbtlisburn.com">www.lgbtlisburn.com</a></p>
<p><b>Family Ties Project</b>  <b>Web:</b> <a href="http://www.familytiesproject.org.uk">www.familytiesproject.org.uk</a></p>	<p><b>LGBT Meditation</b>  <b>Email:</b> <a href="mailto:steve@cara-friend.org.uk">steve@cara-friend.org.uk</a></p>

## Useful Reading Resources

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- Beattie, K (2008) PRIDE (Promoting Respect, Inclusion and Diversity in Education) Evaluation. Belfast: Youthnet. Belfast: [www.youthnetni.org.uk](http://www.youthnetni.org.uk)
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- Pobal (2006) More Than a Phase – A Resource Guide for the Inclusion of Young Lesbian, Gay, Bisexual and Transgender Learners. Dublin: Centre for Educational Evaluation, Dublin City University.
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- xi Frankham, 1996; BeLonGTo, 2004
- xii Reach Out – The Irish governments National Strategy for Action on Suicide Prevention 2005-2014
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- xviii Sarma, 2007
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- xx McNamee, (2006), The Rainbow Project
- xxi President Mary McAleese speaking at BeLonGTo National LGBT Youth Forum in October 2008
- xxii McNamee, (2006), The Rainbow Project
- xxiii These responses were given at a focus group of LGBT young people in 2006 organised by BeLonGTo