STRATEGY FOR A SUSTAINABLE FUTURE

MID-WAY REFRESH
2020-2023
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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

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 and inclusive education.

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.

Background

As we approach the mid-point of our Strategy this is an opportunity to review progress:

- To identify whether key high-level outcomes are working to support our vision
- To ensure we are upholding equalities and human rights
- To re-focus our priorities as the charity develops

As a result of this review, we have streamlined the original seven high-level objectives down to four and this document outlines how we will make progress against our vision, while delivering our mission.
WHO WE ARE

LGBT Youth Scotland is focussed on being led by young people while supporting them to develop in a safe and supported environment.

We achieve this through our excellent team of staff and volunteers who all make a significant difference in young people’s lives. It is our passion and drive to support young LGBTI people across Scotland that defines us as a team and underpins all we do.

With need for our services increasing, we are responding by focusing our activities on where we can have greater impact, driven by evidence. Supporting our staff and volunteers to be healthy, safe and happy in their roles is central to this. We want to invest in our team so we can be the best we can be and to better support the young people we engage with across Scotland.

Our values are also important to us. We are committed to promoting equality and human rights and the dignity of each human being, including equality of opportunity. 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.

“LGBT youth has literally changed my life over the last year. I reached out at a time when I was feeling really alone and depressed and whilst I still struggle I know there are people there who I can talk to now.”
THE IMPACT WE HAVE

**Outcome #01**
DIRECT IMPACT THROUGH
YOUTH WORK CHANGES LIVES

We will:

a. Provide high quality, consistent Youth Work, both face to face and online, across Scotland

b. Improve access to services for young people through digital innovation

c. Ensure LGBTI young people have measurably improved confidence, resilience and skills to realise their potential

**Outcome #02**
WIDER IMPACT THROUGH
INCLUSIVE EDUCATION

We will:

a. Support educational establishments (including schools and ITE institutions) to demonstrate improvements in creating LGBT inclusive environments and impact on learners through the LGBT School Charter

b. Ensure that teachers, school staff and professionals engaged in the LGBT Charter demonstrate a measurable increase in knowledge, confidence and skills to create inclusive environments
Outcome #03

WIDER IMPACT THROUGH PRODUCTIVE PARTNERSHIPS

We will:

a. Support organisations (including youth organisations, public bodies and business) to demonstrate improvements in creating LGBT inclusive environments through the LGBT Charter

b. Grow strategic partnerships with funders and other stakeholders to diversify our income, giving long term stability

c. Highlight our impact, strengthen our reputation and reach new audiences to support our overall programme of work

Outcome #04

LONG TERM IMPACT THROUGH INFLUENCE AND AMPLIFYING YOUTH VOICE

We will:

a. Ensure LGBTI young people’s voices are heard by key decision makers and that their experiences and needs are reflected in Scotland’s policy landscape and further afield

b. Better inform our programmes and governance by directly engaging with LGBTI young people

c. Work closely with young people to consult, gather research findings and share this widely with others
APPENDIX: YOUTH WORK OUTCOMES

LGBT Youth Scotland supports the National Youth Work Strategy (2014-2019) and will update this following release of the 2020-2025 strategy.

Our vision that Scotland is the best place to grow up for lesbian, gay, bisexual, transgender and intersex young people links directly into the ambitions of the National Strategy which are:

- Ensure Scotland is the best place to be young and grow up
- Put young people at the heart of policy
- Recognise the value of youth work
- Build workforce capacity
- Measure the impact of youth work

Our youth work and youth voice priorities feed directly into the above ambitions with inclusive education and creating inclusive workforce environments supporting the future workforce capacity. Our move towards measuring the impact and data informing our strategy also support this.

Within the National Strategy, there are seven outcomes against which youth work is measured.

1. Young people are confident, resilient and optimistic for the future
2. Young people manage personal, social and formal relationships
3. Young people create, describe and apply their learning and skills
4. Young people participate safely and effectively in groups
5. Young people consider risk, make reasoned decisions and take control
6. Young people express their voice and demonstrate social commitment
7. Young people broaden their perspectives through new experiences and thinking
LGBT Youth Scotland’s youthwork outcomes aim to dovetail with the national outcomes, focussing specifically on the needs of the LGBTI community in Scotland:

1. LGBTI young people are more confident to progress in education, training or employment
2. LGBTI young people are more confident in their family, friendship and personal relationships
3. LGBTI young people are more optimistic
4. LGBTI young people are more confident within their own communities
5. LGBTI young people are more connected to people, places and groups within their local communities
6. Take up for LGBTI young people increases
7. LGBTI young people will be more likely to be included and have their needs met within mainstream community services
8. LGBTI young people will report progress onwards towards positive destinations

Additional outcomes focussed towards youth commissions link closely to the national outcomes 3 and 6:

1. LGBTI young people participate in decision making processes, feel able to express their views
2. LGBTI young people recognise their rights and the rights of others and take action to make them a reality
3. LGBTI young people understand how to engage in democratic structures and have their voices heard
4. LGBTI young people access learning opportunities and use these in a variety of different settings
5. LGBTI young people share their learning with others and gain accreditation or recognition for their achievements
“A place to be safe and my true self. A place to meet more people like me and to share our talents and interests with one another. To learn practical and fun skills that benefit and fulfil my life. A place I know I can be each week to see my friends. An ability to help the younger teens who attend and the community.”

lgbtyouth.org.uk

LGBT Youth Scotland is a company limited by guarantee (SC244805) and a registered charity (SC024047)