SPEAKING UP FOR OUR FUTURE

LGBT Youth Scotland
Manifesto 2021–2026
LGBT Youth Scotland’s vision is that Scotland is the best place to grow up for lesbian, gay, bisexual, transgender and intersex young people. We play a leading role in the provision of quality youth work to LGBTI young people that promotes their health and well-being, and we are a valued and influential partner in LGBTI equality, human rights and inclusive education.

Through extensive consultation, LGBT Youth Scotland’s Manifesto reflects the views and experiences of LGBTI young people and enables their voices to be heard. This document covers the expected parliamentary term of 2021-2026 and sets ambitious but achievable asks. Consultation and writing of the manifesto took place throughout lockdown in 2020-2021, and whilst the impacts of Covid-19 are included, it goes beyond this period and sets aspirations for the future.

The manifesto aligns with the LGBTI Equality Manifesto 2021-2026 Scottish Parliament Elections,* adding the seldom heard views and experiences of LGBT young people.

A Note on LGBT/I

Throughout this manifesto, we refer to “LGBT” in some contexts, and “LGBTI” in other contexts. We refer to “LGBTI” when there is existing research highlighting inequalities and human rights concerns for people who are intersex or have a variation in sex characteristics (I/VSC), or where tangible work is underway, or is needed, to further I/VSC equality. For more information on I/VSC: https://www.equality-network.org/our-work/policyandcampaign/the-variations-of-sex-characteristics-and-intersex-project/

Key Manifesto Areas

1. LGBTI Inclusive Education

Continued implementation of LGBTI inclusive education, ensuring all of the recommendations from the Report to the Scottish Ministers (2018) are fully realised; and that the progress made so far is built upon in the 2021–26 parliamentary term.

2. Healthcare for Trans Young People

Ensure NHS services are fit for purpose for trans young people. Take action to substantially reduce the lengthy waiting times for first appointments within Gender Identity Services as a matter of urgency, by providing centralised crisis funding and piloting new ways of delivering services.

3. LGBT Young People’s Mental Health

Tackle LGBT mental health inequalities by taking forward targeted work on mental health improvement and prevention and ensuring that mental health services are equipped to support LGBT people.
### 4. Protect and Progress LGBTI Young People’s Rights

Protect and progress LGBTI rights, through enshrining LGBTI human rights in Scots law, taking measures to end ‘conversion therapy’, reform of the Gender Recognition Act and taking action to further I/VSC equality.

### 5. Community Safety and Safer Spaces

Improve community safety and inclusion for LGBTI young people, funding services and ensuring that work on tackling issues such as hate crime, homelessness and domestic abuse include LGBTI-focused measures.

### 6. Other Asks from LGBTI Young People

As part of our consultation, it was clear that young people want the Scottish Government to take action on a number of issues including international LGBTI rights and climate change, as well as intersectionality and the Black Lives Matter movement. More information on these areas are at the end of the document.
1. LGBTI Inclusive Education

We’re calling on MSPs and their parties to support and commit to:

The continued implementation of LGBTI inclusive education, ensuring that all the recommendations from the Report to the Scottish Ministers (2018) are fully realised, and that the progress made so far is further built upon in the 2021–26 parliamentary term.

Quotes from young people:

“There is still a lot of homophobia and transphobia in schools”

“I’ve often heard teachers in my school make homophobic/transphobic jokes”
LGBT young people are now more likely than ever to experience inclusive school environments and to be taught about LGBT issues, and more than a third of publicly funded secondary schools are working towards or have achieved the LGBT School Charter. However, this is not a consistent picture across all schools in Scotland, and many LGBT young people still face discrimination and prejudice. Our manifesto consultation highlighted that LGBT young people in denominational schools do not have the same access to inclusive education as their peers.

Research conducted in last five years has shown that nine in ten LGBT young people (92 per cent) experience homophobic, biphobic or transphobic bullying in education, including nearly all trans young people (96 per cent); two in five LGBT young people (41 per cent) are never taught anything about LGBT issues, and that many LGBT young people leave education as a result of bullying and non-inclusive environments.

In 2018 the Scottish Government agreed to implement a series of recommendations from the LGBTI Inclusive Education Working Group, with Scotland set to become the first country in the world to have LGBTI inclusive education embedded throughout the curriculum. This received the support of all parties.

Significant progress has been made on delivering LGBT inclusion in schools over the 2016–21 parliamentary term, including work on taking forward the recommendations. However, it is important that this crucial work to implement the recommendations continues, and is completed, after the Scottish Parliament election in 2021. This includes publishing the updated LGBT inclusive and intersectional Statutory Guidance on the Conduct of Relationships, Sexual Health and Parenthood (RSHP) education; and a commitment that specific LGBT inclusive content be embedded into the Curriculum for Excellence. Staff training and CLPL (career-long professional learning) should also remain a key priority.

In June 2019 the Scottish Government announced that it would update existing guidance published by LGBT Youth Scotland on supporting trans young people in school. Its publication has subsequently been delayed due to Covid-19. We know that many trans young people do not feel safe, secure or valued for who they are in schools. It is therefore essential that this guidance is published as a matter of urgency.

Overall, it is important that the widespread commitment to LGBTI inclusive education does not waver in the 2021–26 parliamentary term, and that consideration should be made to identify further progress.
Continue to fully implement and resource the recommendations of the LGBTI Inclusive Education Working Group as a key priority. Opportunities for progress, beyond the scope of the recommendations, should be identified through robust evaluation.

In line with the recommendations, if there is not sufficient progress in the delivery of LGBTI inclusive education, further measures, including legislative options, should be pursued by the Scottish Government.

Resource LGBTI inclusive inputs for Initial Teacher Education and Career-Long Professional Learning (CLPL) to ensure that inclusive education is effective and is sustained beyond 2021, and provide necessary funding for long-term commitment to LGBTI inclusive education.

At the next review of Education Scotland’s school evaluation framework ‘How Good is Our School’, incorporate LGBT indicators/themes to ensure inclusion within school inspections.

Publish the updated Scottish Government guidance on Supporting Trans Young People in Scottish Schools as matter of urgency.

Engage with young I/VSC people, to further consider and identify how to address their needs on inclusive education.
2. Healthcare for Trans Young People

We’re calling on MSPs and their parties to support and commit to:

**Ensure NHS services are fit for purpose for trans young people. Take action to substantially reduce the lengthy waiting times for first appointments within Gender Identity Services as a matter of urgency, by providing centralised crisis funding and piloting new ways of delivering services.**

Quotes from young people:

“Waiting for 26 months with no communication from a GIC as a trans young person is devastating. It’s lonely. It feels like no one wants to help and it feels like you’re trapped”

“The long wait list makes those already suffering from mental health issues such as anxiety, depression, etc. feel worse and more hopeless, which sometimes spurs more suicidal tendencies on”
Trans young people describe access to gender affirming health care as essential to their wellbeing. However, the number of young people on waiting lists for a first appointment at a gender identity clinic has risen over recent years, and demand for services is clearly outstripping the capacity of under-resourced clinics.

Unlike other NHS Scotland services, the 18-week Referral to Treatment standard does not apply to gender identity care, and many trans young people have been waiting more than two years to be seen for their first appointment. It is understood that the impacts of Covid-19 on the health service will further exacerbate the already significant problem of access to gender identity services, with some clinics now forecasting a three-year wait.

These waiting times can feel like a lifetime for trans young people. It is widely recognised that the waiting period can have a negative impact on their physical and mental health, with many clinicians identifying this, as a time when trans people are more likely to experience high levels of distress, self-harm and suicidal thoughts. Whilst on these extremely long waiting lists, trans young people can struggle with a lack of support available to them. They may also resort to buying hormones online from services that are not regulated in the same way as the NHS.

It is clear that there are significant issues with NHS gender identity services in Scotland which urgently need to be redressed at a national level, through Scottish Government intervention. It is also important to understand that simply increasing funding for existing gender identity services will not provide long-term solutions to the waiting list crisis or the harm it causes.

Outwith the issue of waiting times at gender identity clinics, trans young people reported experiencing other significant challenges (including poor responses to their gender identity) from a wide range of healthcare professionals, including GPs. This can stem from a lack of knowledge and understanding of trans young people’s experiences and their specific health needs. Young people felt that training was vital for healthcare professionals to better meet the needs of trans young people.
We’re calling on the Scottish Government to:

- Take action to substantially reduce lengthy waiting times for first appointments at NHS gender identity services as a matter of urgency, including service provision for children and young people.
- Introduce the referral to treatment standards for accessing first appointments across all NHS gender identity services.
- Ensure services have sufficient funding and staffing capacity to meet levels of demand.
- Provide centralised crisis intervention funding to pilot new models of service delivery outside existing gender identity clinics; new models should take a person-centred approach and aim to work with a wide range of healthcare professionals.
- Revise the NHS Scotland Gender Reassignment Protocol to reflect the need for new models of service which put trans people at the centre of care, as well as greater flexibility and data sharing within the NHS in treatment pathways for trans young people.
- Ensure there is interim support and signposting available for trans young people whilst waiting for their first appointment, and that services are adequately funded to provide support.
- Resource and implement transgender awareness training for GPs and primary care staff to improve the support provided to trans young people.
3. LGBT Young People’s Mental Health

We’re calling on MSPs and their parties to support and commit to:

Tackle LGBT mental health inequalities by taking forward targeted work on mental health improvement and prevention and ensuring mental health services are equipped to support LGBT people.

Young people reported the following challenges when accessing mental health services:

“Staff not having enough knowledge about LGBTQ issues and the difficulties young people can face because of them”

“Staff assuming that LGBTI identities are the root cause of mental health issues”
Findings from our 2018 research indicated that eight in ten LGBT young people had experienced at least one mental health problem or associated behaviour; half of respondents had experienced suicidal thoughts and actions and 43 per cent had self-harmed. Transgender young people experience even higher rates of poor mental health, with more than 68 per cent reporting that they had a mental health problem.

Our consultation with LGBT young people also indicated that many young people do not feel that their sexual orientation and/or gender identity is understood or respected within mental health services. Many believe that they were pathologised, and that they found it difficult to be open about their identity due to a fear of receiving a negative response or diagnosis that could stigmatise them.

It is also clear that young people had to wait long periods to access CAMHS (Child and Adolescent Mental Health Service), and many did not meet their threshold for treatment. Those that did access CAMHS and went on to access adult mental health services felt there was a lack of support with this transition, and some were provided no further support following assessment.

Data regarding LGBT identities or LGBT young people’s needs is not routinely gathered by mental health services. If this information was collected it could be used to identify approaches and targeted support needed for LGBT young people.

It is crucial that mental health professionals and other frontline healthcare staff understand LGBT identities and the associated risk factors for poor mental health. The needs of LGBT young people, as an at-risk group for experiencing poor mental health, must also be incorporated into wider work on improving mental health and well-being, as well as developing targeted prevention and intervention approaches.
We’re calling on the Scottish Government to:

Ensure LGBT young people’s needs are included and embedded into mental health strategy including: the implementation of the Mental Health Strategy (2017–27), the development of any revised strategy, and the implementation of the Suicide Prevention Action Plan (2018)

Deliver targeted work for LGBT young people within Scottish Government funded mental health improvement and suicide prevention programmes that reflect the different risks and needs of groups including bisexual and trans young people

Fund mandatory LGBT awareness training for mental health professionals, including frontline CAHMS staff, on supporting LGBT young people, and ensure mental health and suicide prevention training is LGBT inclusive

Implement LGBT inclusive, community-based mental health triage for young people who need support but do not meet the threshold for a CAHMS referral or a referral to an adult mental health service

Ensure children and young people can choose when they transition from young people’s services to adult services, bringing an end to automatic transition at the age of 18

Support public bodies and mental health services to anonymously record the sexual orientation and trans status of service users to gather national data, in order to identify specific needs and inequalities in access, experience and outcomes

Take action to address the causes of LGBT young people’s mental health inequality and ensure their needs are embedded in national strategies, policies and action plans related to bullying, hate crime, employment and social isolation.
4. Protect and Progress
LGBTI Young People’s Rights

We’re calling on MSPs and their parties to support and commit to:

Protect and progress LGBTI rights, through enshrining LGBTI human rights in Scots law, taking measures to end ‘conversion therapy’, reform of the Gender Recognition Act and take action to further I/VSC equality.

Quotes from young people:

“No one should need to know my sexuality or gender unless it relates to my healthcare or security”

“Practices known as ‘conversion therapy’ inflict severe pain and suffering on lesbian, gay, bisexual, trans and gender-diverse (LGBT) persons, often resulting in long-lasting psychological and physical damage”
There has been significant progress on LGBT equality in the first two decades of the Scottish Parliament, from the repeal of Section 28 to the introduction of the Marriage and Civil Partnership Act. But there is more to be done, and it is crucial that this progress does not stall. In a global environment where some LGBTI people have seen their rights removed or rolled back, hard-won rights and protections must be maintained and progressed.

**Trans Rights and Reform of the Gender Recognition Act**

Transgender young people experience high levels of discrimination and they are not fully protected within Scottish legislation and policy. The impact of this can clearly be seen within our research, with only 40 per cent of transgender young people feeling safe and supported by the legal system.\(^{17}\)

Ahead of the 2016 election, all parties committed to reform of the Gender Recognition Act (2004) and the first public consultation showed strong public support for this. In recent years, Scotland’s trans communities have experienced their lives and rights being debated in the public domain without witnessing any material improvements in law or policy on trans equality. It is therefore vital that the unfinished business of reforming the Gender Recognition Act is taken forward in the next Parliament, and that other steps are taken to improve the lived experience of trans people, including non-binary people.

The Draft Bill produced by the Scottish Government did not include provision for non-binary people. A working group was established to address non-binary inclusion but this has been put on hold due to Covid-19. The work of this group must be continued at pace to effect meaningful change and to ensure non-binary people are recognised.

**Ban ‘Conversion Therapy’**

Conversion therapy is widely recognised to be damaging to young people. A memorandum of understanding\(^{18}\) was signed by all major psychological, psychotherapeutic and counselling organisations in the UK, including the British Psychological Society (BPS), British Association for Counselling and Psychotherapy, the UK Council for Psychotherapy and NHS Scotland.
They are clear that conversion therapy in relation to gender identity and sexual orientation (including asexuality) is unethical, potentially harmful and is not supported by evidence.

The practice of ‘conversion therapy’, which 7 per cent of LGBT people and 13 per cent of trans people in the UK have undergone or been offered, is however still legal practice in Scotland. With the UN Independent Expert calling for a global ban, steps must be taken in the 2021–26 parliamentary term to end this practice once and for all.

**Realise Young LGBTI People’s Rights**

The UNCRC (Incorporation) (Scotland) Bill was introduced to the Scottish Parliament on 1st September 2020. The Bill completed all three stages and was passed unanimously on 16th March 2021. We recognise this is a huge step forward, however it will be incumbent on the next Scottish Government to ensure that there is adequate funding in place for public bodies to enable realisation of these rights. Whilst incorporation of the UNCRC is very much welcomed, it is only one of the set of rights that will help ensure LGBTI young people are protected. The National Taskforce for Human Rights Leadership has recommended that an Act of the Scottish Parliament further incorporates international human rights into Scots law – it is important that this happens as soon as it is reasonably possible in the next session of Parliament, and that the recommendation for ensuring the Act incorporates LGBTI people’s rights is realised.

Young people also consistently tell us that they do not know what their rights are. It is therefore essential that there is an education programme, that accompanies these rights being brought into Scots law, to allow young people (and those acting on their behalf) to be able to realise them.

**Progress I/VSC Rights**

In many countries, I/VSC children are subjected to repeated surgery and treatment to try to change their sex characteristics and appearance, causing physical, psychological and emotional pain. I/VSC young people believe that only essential surgeries should be carried out, which would leave I/VSC people an option of surgery when they are old enough to understand the consequences and provide consent.

A consultation on I/VSC people was promised in 2018 and needs to be undertaken to allow their voices to be heard and relevant action taken.
We’re calling on the Scottish Government to:

- Improve laws on gender recognition, allowing trans people to change their legal gender on their birth certificate with a simple administrative process that is:
  - Based on self-determination without an intrusive medical diagnosis
  - Available to all from age 16 (and those under 16 with parental/carer consent)
  - Inclusive of non-binary people

- Work with trans young people on the Non-Binary Working Group, established by the Scottish Government in 2020, to produce findings and take meaningful action; and work with the UK Government to introduce non-binary gender markers in official documents

- End the harmful practice of sexual orientation and gender identity conversion therapy, by introducing a comprehensive legal ban, working with the UK Government where necessary

- Complete the task of fully incorporating the UNCRC into Scots law, and ensure adequate funding is given to public bodies so that they can fulfil their newly acquired duties; ensuring that LGBTI young people can meaningfully have their voices heard in matters affecting them

- Improve awareness of children and young people’s rights through investment in targeted media campaigns and educational programmes, in both formal and informal education settings such as youth work

- Introduce a new Act of the Scottish Parliament to incorporate international human rights into Scots law, and ensure this includes rights for LGBTI communities

- Engage with young I/VSC people to identify their needs and priorities for new legislation and policy and take necessary action, including a review of health care the impact of surgery on children and young people.

- Ensure no retrograde steps are taken on LGBTI equality at Holyrood, by the Scottish Government or by Scottish public bodies

- Oppose any attempts to roll back LGBTI rights at Westminster, either through changes to the Equality Act, or as a result of Brexit
We're calling on MSPs and their parties to support and commit to:

**Improve community safety and inclusion for LGBTI young people, funding services and ensuring that work on tackling issues such as hate crime, homelessness and domestic abuse include LGBTI-focused measures.**

Quotes from young people:

“There is an assumption that the police do not care for LGBT lives”

“We need more places like LGBT cafes, bookshops, sober LGBT spaces, where LGBT individuals who are underage, disabled, sober, etc. can socialise safely”
For many LGBTI young people concerns about discrimination, harassment and safety within their local communities are part of their day-to-day lives. Some LGBTI young people are living with unsupportive family members, experience abuse and/or do not feel safe in their own homes. LGBT young people have also been found to experience high levels of homelessness and domestic abuse. All of this has been exacerbated during the Covid-19 pandemic, with LGBT young people have reported increase on-line bullying.

Our research shows that more than a third (35 per cent) of LGBT young people said that they had experienced a hate crime or incident in the past year. However, less than half of the sample were aware of their rights under hate crime legislation. Evidence shows that hate crimes against trans people recorded by Police Scotland have doubled since 2015, while in 2019–20, charges reported to the Procurator Fiscal of hate crime on the grounds of sexual orientation rose by a quarter.

Our manifesto consultation highlighted that LGBTI young people can lack trust in the police. Some young people attributed this to a perception of power and historical responses to LGBT people/communities; others linked this to hate incidents not being followed up or not being taken seriously. Young LGBTI people who have engaged with Police Scotland also reported that officers or other frontline staff did not understand their sexual orientation and/or gender identity.

It is therefore essential that Police Scotland take steps to improve the reporting of anti-LGBTI hate crimes, take steps to build rapport with LGBTI young people and invest in training or programmes to improve responses to LGBTI people.
Services and Support for LGBTI Young People

Our research shows that 43 per cent of LGBT young people felt that there were not enough safe spaces in Scotland, and young people within our manifesto consultation identified a need for ‘sober spaces’ more broadly. LGBT-specific spaces traditionally tend to revolve around alcohol, however these are not suitable for young people and those over 18 often tell us that they can make them feel unsafe.

Young people who are able to access LGBT Youth Scotland’s services (including community-based groups, digital youth groups and one-to-one support) refer to them as ‘life-saving’ as they create a space for them to explore their identity, engage in informal learning and receive support. We are, however, one of the few services available to LGBTI young people in Scotland and inconsistent funding can mean that we are limited in the services we can provide.

Youth work improves young people’s mental health and well-being, reduces youth offending and increases educational attainment – therefore investing in youth work is an investment in the future of young people and our communities.30

It is therefore essential that the Scottish Government identify opportunities to invest in LGBTI-specific services and in youth work, to ensure that LGBTI young people have equality of opportunity to thrive and achieve their full potential in Scotland.
We’re calling on the Scottish Government to:

- Take forward a programme of work to raise awareness and encourage the reporting of anti-LGBTI hate crimes; this should include information on what constitutes a hate crime, how to report and what to expect when a hate crime is reported.

- Build LGBTI young people’s trust and confidence in Police Scotland, with improved links with community liaison officers and a review of Third Party Reporting to ensure it is fit for purpose.

- Ensure frontline police officers and staff receive training on LGBTI issues, or take part in programmes such as the LGBT Charter, to enable them to support LGBTI people and accurately record cases of anti-LGBTI hate crime.

- Ensure that gender-based violence services are adequately funded so that they have the resources necessary to support LGBTI survivors, recognising the differing needs and experiences of gay and bi men, lesbian and bi women and trans people.

- Ensure there is LGBT inclusion in national strategies, policies and action plans related to tackling homelessness, domestic abuse and bullying, recognising LGBT young people in particular as an at-risk group.

- Take action to address online bullying experienced by LGBTI young people.

- Increase investment in the youth work sector at both Scottish Government and local authority levels.

- Ensure that services for LGBTI organisations and youth groups across Scotland have the funding and resources they need to effectively support young people, including in rural and remote areas.

- Ensure the needs of LGBTI young people, including those living in rural communities, are included in national strategies, policies and action plans related to Covid-19 recovery and digital poverty.
6. Other Asks from Young LGBTI People

As part of our consultation, it was clear that young people care about many issues including international LGBTI rights and climate change, as well as intersectionality and the Black Lives Matter movement.

Championing LGBTI Equality Globally

The Scottish Government must show leadership in advancing LGBTI equality and the protection of LGBTI rights abroad, including through its work on international development. LGBTI identities and human rights are increasingly under threat. In countries like Poland, Russia, China and Malawi, LGBTI people can be arrested or detained or tortured by the state, often with no police investigation.

Increasingly Scotland is building an international reputation and strong relationships. LGBTI young people want the next Scottish Government to stand up for LGBTI rights in other countries and use its influence to do so.

Intersectionality and Black Lives Matter

LGBTI young people have dynamic identities and world views which relate to many facets of their lives. It is also clear that homophobia, biphobia and transphobia can combine with other types of discrimination and disadvantage to affect people’s life experiences, needs and perspectives.

They are deeply affected by the killing of George Floyd, as well as the murders of Black trans women in the US. It is also abundantly clear that anti-Black racism exists in Scotland, and the history of Scotland is linked to the history of slavery. The Scottish Government must reach out and engage with those seldom heard and take action to address racism and the intersectional needs of LGBTI young people.
Lastly, young people today will inherit a world that is damaged due to the impacts of climate change. Minority communities in the Global South are already paying the heaviest price for climate change, despite not being major contributors.\textsuperscript{31} It is vital that strong action is taken to address climate change and support those impacted.

### Taking Strong Action on Climate Change

We’re calling on the Scottish Government to:

- Show leadership in advancing LGBTI equality in Scotland and use its influence to protect LGBTI rights abroad.
- Reach out to and listen to the voices of those seldom heard, including LGBTI young people with intersectional identities whose unique experiences and challenges are often overlooked in LGBTI-focused policies as well as in policies aimed at addressing other forms of structural oppression.
- Work with stakeholders to further explore intersectional issues, around the goals and actions set out in the Race Equality Framework for Scotland 2016–30, consulting with those with lived intersectional experience, for example of LGBTI Black people as well as minority and Asian communities.
- Seek devolution of the asylum support and accommodation system, to ensure that Scotland better supports LGBTI refugees and people in the asylum system who may have fled their country of origin due to homophobic, biphobic or transphobic persecution.
- Demonstrate leadership by championing climate justice, phasing out our most polluting activities and cutting emissions across all areas of life.
We would like to thank all the young people that took part in the development of LGBT Youth Scotland’s Manifesto.

This manifesto aligns with the ‘LGBTI Equality Manifesto: 2021-2026 Scottish Parliament’ developed for the Scottish Elections in 2021, adding the views and experiences of young LGBTI people throughout. It was developed working alongside LGBTI organisations in Scotland including Stonewall Scotland, the Scottish Trans Alliance, the Equality Network and a wider group of partner organisations including TIE, Intercultural Youth Scotland, YouthLink Scotland, and LGBT Health and Wellbeing. We would also like to thank them for all their assistance.

To develop this manifesto, we engaged with around 250 LGBTI young people. Our methodology included consulting with eight online LGBT youth groups provided by LGBT Youth Scotland with young people primarily from the following regions: Glasgow, Forth Valley, Perth, Dundee and Dumfries and Galloway. We also carried out an online survey which was shared via our social media platforms. Research was conducted during July and August 2020, during the Covid-19 lockdown, and the methodology complied with restrictions.
References

1. https://www.lgbtyouth.org.uk/schoolscharter


5. Figures from National Gender Identity Clinical Network Scotland (NGICNS) Waiting List and Workload Quarterly Reports.


8. ‘Minority stress’ recognises that LGBT people’s experiences of stigma, prejudice and discrimination create a hostile and stressful social environment that causes mental health problems, and poor mental health is not an intrinsic part of being LGBT.


22. UN Free and Equal, accessed online 8 December 2020: https://www.unfe.org/intersex-awareness/


25. Online In Lockdown (2020). Time for Inclusive Education available online: https://static1.squarespace.com/static/5cc7195fceeae600000c9dc5b/t/5f182d467dacec7cf2e127b/1595420029484/TIE-ONLINE+IN+LOCKDOWN-REPORT.pdf


27. Ibid.


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