

Award Standards

Your journey to lesbian, gay, bisexual and transgender equality and inclusion

**LGBT
CHARTER**
of rights



LGBT HUMAN RIGHTS

LGBT people can face discrimination on a daily basis, in the street, in their place of work and sometimes from the services that they use. LGBT Youth Scotland's recent survey *Life in Scotland for LGBT Young People*¹ found that 69% of respondents had experienced homophobic or biphobic bullying at school, 25% at college and 14% at university. Transgender young people faced an even tougher time, with 77% of respondents experiencing homophobic, biphobic or transphobic bullying in school, 69% in college and 38% at university.

The past twenty years has seen significant legal change for the LGBT community in the UK to almost full legal equality. That includes the recognition of same-sex civil partnerships, gender recognition for transsexual people, hate crime legislation and same-sex couple adoption. Social attitudes have improved with 27% of people in Scotland believing that same sex relationships are always or mostly wrong in 2010; compared with 48% in 2000².

However, social attitudes towards transgender people remain some of the most negative with 49% of people in Scotland saying that they would be unhappy about a family member forming a relationship with someone who has transitioned gender.

Article 1 of the Universal Declaration of Human Rights (UDHR) states that 'All human beings are born free and equal in dignity and in rights.' Similarly Article 2 of The United Nations Convention on the Rights of the Child (UNCRC) states that 'children's rights should be respected and ensured without discrimination of any kind'. However discrimination and prejudice towards LGBT people combined with a general lack of knowledge about LGBT issues still exists. This often results in LGBT people being excluded and isolated in communities and a society which can be intolerant and judgemental.

1/ Lough Dennell, BL., and Logan, C. (2012) *Life in Scotland for LGBT Young People: Education Report*. LGBT Youth Scotland.

2/ Ormston, R., Curtice, J., McConville, S. and Reid, S (2010) *Scottish Social Attitudes survey 2010: Attitudes to discrimination and positive action*. Scottish Government.

1 SIGN-UP

Champion identified

Sign-up and baseline survey completed

2 CHAMPION

Champion group identified

Quarterly champion group meetings held to discuss progress and actions

Action plan developed shortly after receiving LGBT awareness training

3 TRAINING

All champions must receive LGBT awareness training from LGBT Youth Scotland

Staff must receive LGBT awareness training from LGBT Youth Scotland (min 3.5 hours)

Staff to receive briefing, sharing key lessons learned from LGBT awareness training

All champions plus key identified staff receive a minimum of 3.5 hours additional transgender awareness training from LGBT Youth Scotland

4 POLICY

All policies must meet the standards set out in the Equality Act (2010) and Human Rights Act (1998)

All relevant policies should consider LGBT people and make specific reference where necessary

Tools developed to support staff to undertake equality and human rights impact assessment (EQHRIA)

Undertake an impact assessment of your service or work area specifically in relation to LGBT people

Undertake an equality and human rights impact assessment (EQHRIA) of your service or work area

A minimum of 1 targeted LGBT policy is developed

5 PRACTICE

Undertake at least 1 campaign which directly addresses prejudice and discrimination

Undertake activities which involve engaging with LGBT communities

Undertake at least 1 additional activity which involves engaging with the transgender community

Undertake activities/mark commemorative days/weeks/months relevant to LGBT people (Int. Women's Day, LGBT History Month, Anti-bullying week, Trans Day of Remembrance)

Make links and contacts with your nearest or most relevant LGBT organisations

Provide evidence of referral mechanisms or signposting to any relevant LGBT organisations

6 PROMOTIONAL MATERIALS AND RESOURCES

Website includes links to LGBT Youth Scotland and other relevant LGBT organisations (if online)

Posters and marketing materials for LGBT Youth Scotland and other relevant LGBT organisations made available (for staff and service-users)

LGBT Charter of Rights is visibly displayed in your headquarters and on-line if possible

Staff, key partners and service users/stakeholders are made aware of your charter journey

Share your learning from your Charter journey with LGBT Youth Scotland or other sector partners

Ensure your own relevant resources are LGBT inclusive.

Develop a resource targeted at LGBT people/issues

7 MONITORING AND EVALUATION

Develop a framework which supports safe, confidential and appropriate monitoring of sexual orientation and gender identity for staff and service-users

At least 1 part of your organisation must be signed up to undertake the bronze charter award prior to the point of charter evidence submission

Undertake equality and diversity workforce monitoring which is safe, confidential and appropriate

Undertake consultation which assesses the needs of LGBT people in your service/area of work

Undertake service-user/stakeholder review which monitors sexual orientation and gender identity

Identify improvements and next steps in your Charter journey

	LGBT CHARTER foundations	LGBT CHARTER bronze	LGBT CHARTER silver	LGBT CHARTER gold
Champion identified	✓	✓	✓	✓
Sign-up and baseline survey completed	✓	✓	✓	✓
Champion group identified	Minimum of 4 members, including senior managers	Minimum of 2 members, unless sole practitioner	Minimum of 2 members, unless sole practitioner (at least 1 manager)	Minimum of 2 members, unless sole practitioner (at least 1 manager and 1 service user/stakeholder)
Quarterly champion group meetings held to discuss progress and actions	✓	✓	✓	✓
Action plan developed shortly after receiving LGBT awareness training	✓	✓	✓	✓
All champions must receive LGBT awareness training from LGBT Youth Scotland	Minimum of 3.5 hours	Minimum of 3.5 hours	Minimum of 1 day	Minimum of 1 day
Staff must receive LGBT awareness training from LGBT Youth Scotland (min 3.5 hours)	Senior/Operational Management Team or similar	25% of all staff	50% of staff (to include key managers)	70% of staff (to include key managers, 1 full day)
Staff to receive briefing, sharing key lessons learned from LGBT awareness training	70% of all staff	70% of all staff	80% of all staff	90% of all staff
All champions plus key identified staff receive a minimum of 3.5 hours additional transgender awareness training from LGBT Youth Scotland				✓
All policies must meet the standards set out in the Equality Act (2010) and Human Rights Act (1998)	✓	✓	✓	✓
All relevant policies should consider LGBT people and make specific reference where necessary	✓		✓	✓
Tools developed to support staff to undertake equality and human rights impact assessment (EQHRIA)	✓			✓
Undertake an impact assessment of your service or work area specifically in relation to LGBT people		✓	✓	✓
Undertake an equality and human rights impact assessment (EQHRIA) of your service or work area				✓
A minimum of 1 targeted LGBT policy is developed				✓
Undertake at least 1 campaign which directly addresses prejudice and discrimination	✓	✓	✓	✓
Undertake activities which involve engaging with LGBT communities		✓	✓	✓
Undertake at least 1 additional activity which involves engaging with the transgender community				✓
Undertake activities/mark commemorative days/weeks/months relevant to LGBT people (Int. Women's Day, LGBT History Month, Anti-bullying week, Trans Day of Remembrance)	✓	✓	✓	✓
Make links and contacts with your nearest or most relevant LGBT organisations	✓	✓	✓	✓
Provide evidence of referral mechanisms or signposting to any relevant LGBT organisations		✓	✓	✓
Website includes links to LGBT Youth Scotland and other relevant LGBT organisations (if online)	✓	✓	✓	✓
Posters and marketing materials for LGBT Youth Scotland and other relevant LGBT organisations made available (for staff and service-users)	✓	✓	✓	✓
LGBT Charter of Rights is visibly displayed in your headquarters and on-line if possible	✓	✓	✓	✓
Staff, key partners and service users/stakeholders are made aware of your charter journey	✓	✓	✓	✓
Share your learning from your Charter journey with LGBT Youth Scotland or other sector partners			✓	✓
Ensure your own relevant resources are LGBT inclusive.			✓	✓
Develop a resource targeted at LGBT people/issues				✓
Develop a framework which supports safe, confidential and appropriate monitoring of sexual orientation and gender identity for staff and service-users	✓			
At least 1 part of your organisation must be signed up to undertake the bronze charter award prior to the point of charter evidence submission	✓			
Undertake equality and diversity workforce monitoring which is safe, confidential and appropriate	✓		✓	✓
Undertake consultation which assesses the needs of LGBT people in your service/area of work	✓	✓	✓	✓
Undertake service-user/stakeholder review which monitors sexual orientation and gender identity				✓
Identify improvements and next steps in your Charter journey	✓	✓	✓	✓

Please note that any reference to staff/workforce in the standards above applies to paid and voluntary staff.

LGBT CHARTER OF RIGHTS

In 2003, a group of young people in Dumfries (Phoenix LGBT Youth) began a project to find out more about the UNCRC and UDHR and how they related to their lives. They were supported by LGBT Youth Scotland, Save the Children and Dumfries Youth Enquiry Service.

The group explored relevant topics to LGBT people including education, social and health issues in particular and it emerged that although LGBT people should have all the rights laid out in the UNCRC and the UDHR, these rights were often denied because of discrimination and prejudice. That group decided to create the LGBT Charter of Rights to increase understanding and awareness of the barriers LGBT people face. LGBT Youth Scotland then responded by developing a programme to support and guide groups and organisations on their journey to LGBT equality and inclusion.

By raising awareness and increasing visibility of LGBT people, LGBT Youth Scotland is dedicated to ensuring that all LGBT people are valued, included and supported.

The LGBT Charter process is a powerful, easy to use tool to help everyone in an organisation focus on the quality of services they provide.

It helps demonstrate an organisation's commitment to LGBT people in their local area by supporting them to identify their rights.

The Charter will help organisations look at their policy and practice, including their legislative obligations in the context of LGBT equality.

Organisations should display the Charter only when they have adequate mechanisms in place to validate and support it, such as equal opportunities policies and group agreements, staff training and information available on LGBT issues.

By displaying the LGBT Charter of Rights, you will send a positive message to LGBT people in your area that they are included, valued, supported and will be treated fairly when they access your service.

You will also make it clear to other organisations and service users that equality and diversity is at the heart of your service.

Displaying the Charter will reassure people that your workplace is a safe and supportive place for LGBT people.

INFORMATION AND SUPPORT

A member of staff at LGBT Youth Scotland will help you identify which Charter award will be best for you: *foundations*, *bronze*, *silver* or *gold*, and help guide you through the process. The foundations award is aimed at larger organisations and departments at a 'corporate' level, signalling readiness and a commitment to making progress towards LGBT equality.

LGBT Youth Scotland is committed to supporting you on your journey towards inclusion and equality. The LGBT Charter has practical steps to guide you through and demonstrate progress. You will have access to online resources and tools to impact assess the positive effect you will make on the LGBT community and/or your LGBT service users. You will also have the opportunity to sign up to Charter training sessions and networking events with other Charter clients.

Welcome and good luck on behalf of the team at LGBT Youth Scotland!

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LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland.

LGBT Youth Scotland is a company limited by guarantee.

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