

NORTH YORKSHIRE COUNTY COUNCIL

YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

9th March 2018

Growing up as a Lesbian Gay, Bisexual or Trans (LGBT) young person in North Yorkshire

1.0 Purpose of Report

- 1.1** To provide the Young People Overview and Scrutiny Committee with an update on the experiences of LGBT young people growing up in North Yorkshire and to report back on the recommendations that were made by the task group of Councillors who wrote the report, 'Raising awareness and understanding of the experiences and issues faced by young people in North Yorkshire who are Lesbian, Gay, Bisexual or Trans'.
- 1.2** Data and information was initially provided to the Committee in 2015 and it clearly showed that the majority of LGBT young people were having a more negative experience growing up in North Yorkshire in relation to their peers. This relates to their time at school, engagement in risky behaviours and their emotional health and wellbeing.
- 1.3** Data for this report comes from the 2016 Growing Up in North Yorkshire survey, monitoring of the recommendations from the task group, the actions from the LGBT delivery group and LGBT young people.

2.0 Growing up in North Yorkshire Survey

2.1 In the Growing Up in North Yorkshire 2014 survey Year 10 pupils were asked about their sexuality. 6% of Year 10 pupils are LGBT but adding in questioning their sexuality this goes up to 9% of Year 10 pupils.

2.2 In the Growing up in North Yorkshire 2016 survey there was an expansion on the questions asked about sexuality and gender:

- Year 8 and 10 pupils were asked about their sexuality and gender identity (Transgender or describe myself in some other way)
- All pupils were asked about the make-up of their family including same-sex relationships
- Year 8 and 10 pupils were asked if they have had lessons on different relationships e.g LGBT and how useful they found them
- Year 8 and 10 were asked if they are aware of where to access support for LGBT issues
- Year 6 were asked about lessons on 'different families' and how useful they found them
- Continued to ask Year 6, 8 and 10 pupils if they have heard the word 'gay', being used in a negative way

2.3 Sexuality and gender data from the 2016 Growing up in North Yorkshire survey;

- Year 8/10: 89% heterosexual, 1% gay / lesbian, 4% bi-sexual and 4% not sure
- Year 8 /10: 52 pupils identified as trans (including non-binary, gender fluid, bi-gender 'no gender')
- Trans / non-binary pupils: 25% heterosexual, 18% gay/lesbian, 30% bi-sexual

2.4 Year 6, 8 and 10 pupils were asked for the first time in the Growing Up in North Yorkshire survey 2014 if they had heard the word ‘gay’ being used in a negative way in the last month. Using gay in this detrimental way has a very negative impact on the LGBT community. The same question was asked again in the 2016 survey which shows a decrease for all groups apart from LGB boys and in 2016 we were able to see the responses from the trans community. The results from both surveys are shown:

	Been called ‘gay’ in the last month in a negative way			
	Boy		Girl	
	2016	2014	2016	2014
North Yorkshire Year 6 pupils	17%	38%	5%	17%
North Yorkshire Year 8/10 pupils	25%	31%	10%	13%
LGB Year 10 pupils in 2014 LGB Year 8 and 10 pupils in 2016	64%	64%	48%	55%
Trans (2016 only)	55%			

2.3 ‘Background document one’ shows the responses of the LGBT young people in comparison to the average North Yorkshire Year 10 pupil from the Growing Up in North Yorkshire survey. Data has been highlighted that shows a significant difference to the responses provided by the average Year 10 pupils. The LGBT young people were still more likely to have been bullied at or near school in the last year, have lower ‘high resilience’ scores and worry more about being different than their peers but there has started to be a positive change for some of the indicators. For example in 2014, 41% of LGB pupils had been bullied at or near school this has decreased to 32% in 2016 which is still too high but is showing a decrease in the right direction.

2.4 Further comparisons from the 2016 show that between the LGBT young people in North Yorkshire and the average Year 8 and 10 pupils in North Yorkshire there are further negative differences for example, 33% of the girls who identified as being LGB had cut or hurt themselves compared to 11% of year 8 & 10 girls, 40% of LGB young people and 48% of trans young people communicate with people they have met online and don’t know in real life compared to 18% of year 8 & 10 pupils. 32% of LGB young people and 36% of trans young people are or have been in an unhealthy relationships compared to 22% of year 10 pupils and finally 20% of LGB young people and 24% of trans young people carry a weapon or something else for protection when going out at least sometimes compared to 8% of Year 8 & 10 pupils.

This data shows that North Yorkshire has a significant number of young people in the LGBT community and more who are questioning their sexuality and gender but unfortunately the data also clearly shows that their sexuality and / or gender is still making them a vulnerable group which is also reflected in national data, but since the last report written in 2015 for the Young People Overview and Scrutiny Committee the LGBT partnership delivery group has been overseeing a variety of actions to support improved outcomes for the LGBT community of young people.

3.0 Update on the recommendations from the ‘Raising awareness and understanding of the experiences and issues faced by young people in North Yorkshire who are Lesbian, Gay, Bisexual or Trans’ report, October 2015

The task group of Councillor’s as part of the report made a number of recommendations for schools, North Yorkshire County Council, LGBT community and provided a number of success criteria.

The recommendations from the initial report

Schools:

- Policy: All school governor boards ensure they have anti-bullying policies that cover the nine protected characteristics within the Equality Act 2010 and that they are actively monitored and enforced
- Training: All primary and secondary schools ensure that all staff are trained on anti-bullying issues particularly LGBT
- Community: Communicating with parents / carers of the pupils – making sure they understand why the school is doing this work
- Curriculum: Confident delivery of year and whole school assemblies and planned PSHE provision
- Environment: create an environment where staff and students feel safe 'to come out'

North Yorkshire County Council:

- Data and Reporting: The progress that is being made on the protected indicators within the Equality Act 2010 being reported to the Council's Executive as part of its regular performance monitoring reports
- School support and training- NYCC officer support on PSHE be continued, training and support for the County's schools is accelerated through the Stonewall training partners project
- Awareness Raising. All County Cllrs are requested to attend a members seminar on LGBT issues,
- The County Council takes up a bullying free pledge asking all schools and Borough and District Councils to sign up to it
- A lead officer and lead councillor are appointed as LGBT champions to lead on the promotion of LGBT issues for the Council

As an employer:

- The Council undertakes a review of the definition of bullying and harassment in its current employment policies and guidance to determine whether it is sufficiently inclusive of the national bullying definition for homophobic, biphobic and transphobic bullying and makes any necessary changes. The Director of Children and Young People Service considers recommending any such changes to policy and guidance for adoption in schools
- To review and amend as appropriate the Council's mandatory training offer to cover all nine protected characteristics under the Equality Act 2010
- All County Council staff that work with children and young people receive training on LGBT issues as a mandatory part of their training

Work with the LGBT community:

- Encourage and support the LGBT community to enable Annual Gay Pride event(s) organised in North Yorkshire starting in summer 2016
- Develop more LGBT youth groups in the County to get a greater coverage
- Ensure that there is a greater promotion of the existence (but not the venue) of the LGBT Youth Groups particularly within schools to encourage a greater take up

Success Indicators:

- Reductions in the concerns by LGBT young people in the Growing up In North Yorkshire survey 2016 and 2018
- The number of organisations that sign up to the anti-bullying pledge
- The numbers of schools that become members of Stonewall's school champion programme
- All county council staff who work with children and young people being trained on LGBT issues
- A successful gay pride event(s) becomes an annual event within the County

- An increase in the number of LGBT young people accessing LGBT youth groups in the County

The LGBT partnership delivery group have been monitoring the progress of the recommendations and where possible facilitating work that is going to positively impact on the LGBT community. **A full summary of the progress made against each recommendation, a RAG rating and further identified actions can be found in the supporting document, 'Recommendations from the LGBT report by elected members February 2018 updates'.**

4.0 Related Aspects

Along with the progress identified in the supporting document, 'Recommendations from the LGBT report by elected members February 2018 update' further areas of development are set out below.

4.1 Stonewall Education Equality Index

The Education and Skills Service has been the lead for the past four years on the Stonewall Education Equality Index which all local authorities are able to engage with. Completing the index enables local authorities to assess their performance and benchmark their own progress year –on-year on the work being done to celebrate difference, support LGBT young people and prevent and tackle homophobic, biphobic and transphobic bullying.

North Yorkshire's score on the Stonewall Education Equality index has risen from 52% in 2011 to 98% in 2017 when we came 2nd out of 39 local authorities.

(<http://www.stonewall.org.uk/get-involved/get-involved-education/local-authorities/education-equality-index-2017>). From completing the index each year an action plan is developed that is monitored by the LGBT delivery group.

4.2 LGBT champions in the Prevention and Healthy Child Team

We have 25 identified LGBT professional champions who meet together for two network meetings a year. Initially all the LGBT professional champions received a train the trainer session which has enabled them to take the training back to their localities and they have now delivered the training to a wide number of professionals who work in their locality which includes prevention workers, healthy child team, North Yorkshire youth and staff in children's centres. This has widely increased the awareness and understanding of LGBT issues in the children and young people's workforce. The development of the LGBT champions was presented as an example of good practice at the Health Partnership Conference in North Yorkshire in June 2017. We have an increasing number of LGBT champions within other workforces: Compass Buzz (emotional and mental wellbeing service), North Yorkshire Youth and CAMHS.

4.3 LGBT Youth Voice (including a Hate Crime Project arts project)

The first LGBT Youth Voice Event ran in April 2017 and was attended by 30 young people from across North Yorkshire. The event was funded by the Voice, Influence and Participation strategy.

All young people participated in the following sessions:

Session 1: Contributed to the consultation process for the 'North Yorkshire Youth Council Executive', which enables young people representatives from a range of specialist groups to come together, have a voice and to work with each other and key decision makers, to make a positive difference to their lives and those of their peers

Session 2: Participated in the Police Crime Commissioner consultation process which focused on their views of Hate Crime

Session 3: Contributed to the development of an LGBT image to represent LGBT young people across the County

Session 4: How to effectively promote the voice of LGBT young people in their local community and be successful at campaigning (co-delivered by a Stonewall youth volunteer).

Outcomes from the session:

- Some young people who attended the event are now consistently part of 'The North Yorkshire Youth Council Executive' which meets with the Executive Members and the Corporate Director for Children and Young People Services as well as Leaders from district councils, the police, health and local companies. A larger group of LGBT young people also meet about twice a year to feed into this process.
- Contributed to the Police Crime Commissioner consultation process on hate crime. Due to the increase awareness about the levels of Hate Crime that the LGBT community were experiencing some of the LGBT youth groups are now involved with Connecting Youth Culture and a focused piece of work around Hate Crime.
- Members of the LGBT community have met and communicated with young people from other areas of the County
- For some increased awareness of the LGBT youth groups which they had not previously been attending
- An agreement on an image to represent the community of LGBT young people in North Yorkshire



4.5 Barnardo's Prouder Communities Project

This project has been funded for three years to work in North Yorkshire and will increase the capacity in North Yorkshire. The purpose is to increase awareness and reduce the incidence of HBT bullying and discrimination in schools, organisations, groups and communities in North Yorkshire by transforming the culture of how we prevent and respond to HBT bullying in a sustainable way:

- Work with children and young people aged 8-24 years and support communities to be inclusive and create safe spaces for LGBTQ people.
- Community members shape school and community environments where HBT bullying and discrimination has no place.

To address:

- Social isolation – young people supporting other young people as allies
- Poor mental health and well being – through 1:1 and group work
- Perceived separation of sexual and gender identity and faith, religion, culture and tradition – addressed in workshops

To support:

- Raising awareness and increase knowledge about sexual and gender identity issues within local North Yorkshire communities
- Community organisations to become safe spaces and allies
- To create volunteering opportunities and embed and sustain good practice Increase resilience, positive mental health and well being in LGBTQ communities.
- A sustainable and embedded model which can be maintained – trained beneficiaries supporting their local service users/community members.

LGBTQ young people and their communities will:

- have increased visibility feel safer and more supported report
- improved mental health & wellbeing
- feel empowered to perpetuate and grow safe networks

4.5 Proposed Intergenerational Archives project

There are some initial discussions around a project working with the Archives service to explore working with younger members of the LGBT community interviewing and recording the history of older members of the LGBT community and to start collecting an archive of LGBT artefacts.

5.0 Recommendations

- To ensure the needs of LGBT young people are taken into consideration in strategic planning e.g. Young and Yorkshire, the Health and Wellbeing Strategy and that their needs are taken into consideration in all relevant commissioning
- Continue with the Growing up in North Yorkshire survey and ensure information about sexuality and gender continues to be collected
- Continue with the annual submission of the Stonewall Education Equality Index, the LGBT delivery group, an Officer to continue supporting the work with schools and the LGBT champions
- To continue supporting having an LGBT champion councillor and explore the possibility of having LGBT champion councillors across different districts in the County and that all councillors can access LGBT training on an annual basis
- Support and take forward the recommendation that the workforce who work with children and young people have mandatory LGBT training
- Continue the support for the LGBT youth group provision and explore how support can be provided to LGBT young people in other areas of North Yorkshire
- Continue to raise awareness with all schools and professionals who work with young people and increase the expectations that they will challenge homophobic, biphobic

and transphobic language, create safe spaces in the school and community and support LGBT young people in their school and the wider community. The aim being that all LGBT young people have a positive educational experience, which enables them to achieve their potential and that they enjoy a happy and healthy life

- Continue to support LGBT young people to 'have a voice' to raise awareness and understanding of their experiences and issues with professionals and young people
- Explore how mental health services can be further targeted to support LGBT young people

Report prepared by:

Name: Clare Barrowman

Job Title: Health and Wellbeing Adviser, Education and Skills

Contact Details: Tel: 01609 536808

E-mail clare.barrowman@northyorks.gov.uk

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Background Documents:

- Background document one: Growing Up in North Yorkshire 2014 and 2016 – Equalities monitoring data
- Recommendations from the LGBT report by elected members February 2018 updates

Growing Up in North Yorkshire 2016 and 2014 – Equalities monitoring in North Yorkshire

Year 10 percentage data

	All Yr 10 2014	LGB 2014	All Yr 10 2016	LGB 2016	Trans 2016
Actual number of pupils	3529	180	3899	271	23
Bullied at or near school last year	17%	41%	18%	32%	39%
High Resilience Score	17%	7%	17%	11%	5%
High wellbeing score	20%	9%	24%	14%	14%
Worry 'quite a lot/ a lot' about being different	6%	39%	6%	36%	36%
Ever tried smoking	34%	49%	30%	44%	45%
Drank alcohol last week	35%	42%	31%	36%	41%
Ever offered drugs	28%	38%	31%	44%	32%
Ever taken drugs	14%	20%	17%	30%	23%
Sexually active	19%	30%	17%	31%	36%
7+ hours exercise /week	27%	16%	32%	22%	40%
The school encourages everyone to treat each other with respect	75%	66%	77%	68%	52%

Grey squares = difference from all Year 10 is statistically significant

Monitoring of the recommendations from the ‘Raising awareness and understanding of the experiences and issues faced by young people in North Yorkshire who are Lesbian, Gay, Bisexual or Trans’ report, October 2015

There are recommendations for:

- Schools
- North Yorkshire County Council
- Working with the LGBT community

The LGBT delivery group meets four times a year and reviews the progress against the recommendations and as a group we rate the progress as red, amber or green so we identify further priorities. **Last updated February 2018 by the LGBT delivery group**

Schools

Recommendation	Evidence	Red	Amber	Green
Policy: All school governor boards ensure they have anti-bullying policies that cover the nine protected characteristics within the Equality Act 2010 and that they are actively monitored and enforced	<p>There is a range of supporting guidance documents for schools and partner agencies to access to ensure they have effective anti-bullying guidance in place.</p> <p>The updated 2017 Anti-bullying guidance from NYCC includes homophobic, transphobic and biphobic (HBT) bullying. http://cyps.northyorks.gov.uk/anti-bullying</p> <p>The NYCC Relationships and Sex Education guidance for schools refers to inclusive education including LGBT aspects. http://cyps.northyorks.gov.uk/health-wellbeing-pshe</p> <p>The NYCC LGBT Guidance for Professionals who work with children and young people. http://cyps.northyorks.gov.uk/health-wellbeing-pshe</p>			Nearly green as the guidance is there for schools to access

	<p>All schools were issued with updated guidance on managing and dealing with a prejudice based incident in October 2016 which includes HBT. Any incidents that are recorded by schools come to the Hate Crime Working Group who monitor and respond to any growing trends http://cyps.northyorks.gov.uk/equalities-and-diversity</p> <p>The Safeguarding audit which schools are now required to complete every two years makes specific reference to anti-bullying policy and being LGBT inclusive http://cyps.northyorks.gov.uk/safeguarding</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none">• To ask if there can be an input at a Governors network meeting• To pilot a Safe Spaces project probably in the Selby District area working in partnership with Compass Buzz, healthy child team, prevention, Selby youth council, schools and Selby LGBT group. Barnardo's can provide the Safe Space training as part of the three year funded prouder community project• To review the data from the 2018 Growing up in North Yorkshire survey in relation to bullying rates and pupils reporting feeling safe in schools and if required work with LGBT young people to see what is working well and what could be improved• To ensure the outcomes from the Connecting Youth Culture, Hate Crime Project which is working with some of the LGBT youth groups are widely shared.			
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<p>Training: All primary and secondary schools ensure that all staff are trained an anti-bullying issues particularly LGBT</p>	<p>Training is available for all schools to access each academic year and this will continue in the 2018 – 19 academic year.</p> <p>50% of secondary schools / PRUS have accessed the HBT training delivered by NYCC and 21 schools have accessed Relationships and Sex Education training which contains specific information and activities to support LGBT aspects and gender.</p> <p>20% of primary schools have accessed HBT specific training but also about 51% of primary schools have accessed the Relationships and Sex Education training which contains specific information and activities to support LGBT aspects and gender.</p> <p>All but one special school has attended Relationships and Sex Education training with a focus on LGBT aspects</p> <p>Schools can access training from other providers and in Yorkshire schools have been able to access support from Mesmac, Barnardo's and Stonewall funded by the Department of Equalities</p> <p>The Safeguarding masterclasses that ran in the Autumn Term 2017 included an update on LGBT aspects</p> <p>LGBT aspects and gender issues are consistently part of the primary and secondary PSHE network meetings that run once a term</p> <p>LGBT training is on offer to primary and secondary schools</p>			<p>Nearly green as the training is there for all schools to access</p>
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	<p>in April 2018 being run in partnership between NYCC and Barnardo's prouder communities project</p> <p>Relationships and Sex Education training is being provided for primary and secondary schools to access in February and May 2018. RSE</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> • There is a need to map which schools have received LGBT training from the range of providers - NYCC, mesmac, stonewall and barnardos to identify target schools that may require training • Ensure that LGBT and gender is a key part of RSE training and guidance for schools as it is becoming statutory for all schools to deliver RSE from September 2019 • Continue to ensure there are links being made with other training aspects e.g online safety and emotional health and wellbeing 			
<p>Community: Communicating with parents / carers of the pupils – making sure they understand why the school is doing this work</p>	<p>In the guidance for schools and the training it is recommended that parents and carers are informed about the LGBT aspects of the school's curriculum and it is communicated that HBT bullying is unacceptable.</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> • The LGBT delivery group starting is starting to develop a communication plan and part of this will be collecting good practice case studies from schools, LGBT youth groups and LGBT champions • Implement a planned approach to LGBT history month in 2019 including the suggestion to fly the LGBT flag over county hall 			

<p>Curriculum: Confident delivery of year and whole school assemblies and planned PSHE curriculum</p>	<p>North Yorkshire PSHE guidance for primary and secondary schools has clear reference to work on different families, relationships, gender and LGBT issues and was updated in September 2017. These guidance documents are available for all schools to access http://cyps.northyorks.gov.uk/health-wellbeing-pshe</p> <p>All schools can access the LGBT guidance for professionals which contains a range a teaching and learning resources including signposting to three North Yorkshire developed films, two from LGBT youth groups and one from some trans young people.</p> <p>It is annually promoted to all schools that February is LGBT history month</p> <p>At the NYCC Early Years conference in May 2016 they had a key note input on different families and gender and this was followed up at the Early Years locality network meetings across the County to support practitioners further develop these aspects through the role out of the Early Years Equalities and Diversity audit tool.</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> • Collecting good practice case studies from schools and early years settings so these can be shared. 			
<p>Environment: create an environment where staff and students feel safe 'to come out'</p>	<p>Through schools accessing the HBT training this is hopefully supporting schools to reflect on their school environment to make it safe for both staff and students.</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> • To pilot a Safe Spaces project probably in the Selby 			

	<p>District area working in partnership with Compass Buzz, healthy child team, prevention, Selby youth council, schools and Selby LGBT group. Barnardo's can provide the Safe Space training as part of the three year funded prouder community project</p> <ul style="list-style-type: none"> LGBT champions to link with Barnardo's community champions and to explore having LGBT champions within schools. 			
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North Yorkshire County Council

Recommendation	Evidence	Red	Amber	Green
<p>Data and Reporting: The progress that is being made on the protected indicators within the Equality Act 2010 being reported to the Council's Executive as part of its regular performance monitoring reports</p>	<p>Whole performance framework and monitoring reports – are looking to embed the equality framework in – 16th of June next meeting when TW will raise the question.</p> <p>Not aware had that data – need to follow up</p>			
<p>School support and training- NYCC officer support on PSHE be continued, training and support for the County's schools is accelerated through the Stonewall training partners project</p>	<p>NYCC support is provided for schools around the effective PSHE curriculum and LGBT training.</p> <p>Schools were able to access the Stonewall partners training in North Yorkshire in 2016 and January 2017.</p> <p>Schools can continue to access NYCC LGBT training in April 2018 being run in partnership with Barnardo's</p>			
<p>Awareness Raising. All County Cllrs are requested to attend a members seminar on LGBT issues,</p>	<p>A training session was run for members in November 2016 and this was supported by a Trans female talking about her experiences</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> Try to secure LGBT training for all new councillors. Ask the Young People Overview and Scrutiny 			

	Committee if there can be an annual seminar for Cllrs to attend and be updated about LGBT aspects			
The County Council takes up a bullying free pledge asking all schools and Borough and District Councils to sign up to it	The LGBT delivery group are not aware of this recommendation been taken forward by the County Council and who would be the lead on this			
A lead officer and lead councillor are appointed as LGBT champions to lead on the promotion of LGBT issues for the Council	We have a LGBT champion lead councillor and officer Further identified actions from the LGBT delivery group: <ul style="list-style-type: none"> • Could there be an invitation for other Cllrs to also take on the role of LGBT champion to have a greater coverage across the County linking with LGBT champions from the healthy child team and prevention team. 			
As an employer: The Council undertakes a review of the definition of bullying and harassment in its current employment policies and guidance to determine whether it is sufficiently inclusive of the national bullying definition for homophobic, biphobic and transphobic bullying and makes any necessary changes. The Director of Children and Young People Service considers recommending any such changes to policy and guidance for adoption in schools				
As an employer: To review and amend as appropriate the Councils mandatory training offer to cover all nine protected characteristics under the	The online Equalities and Diversity course has been updated and incorporates additional LGBT content and case studies.			

Equality Act 2010				
As an employer: All County Council staff that work with children and young people receive training on LGBT issues as a mandatory part of their training	<p>Named LGBT champions have been developed in each locality in the Prevention Team and Healthy Child Team and they have been delivering staff training to teams in their area who work with children and young people to raise awareness and understanding of LGBT issues.</p> <p>All NYCC staff have to complete the online Equalities and Diversity course which has been updated and incorporates additional LGBT content and case studies</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> To identify if there is a possibility that County Council staff who work with children and young people can receive LGBT specific training as part of their mandatory training 			

Working with the LGBT community

Recommendation	Evidence	Red	Amber	Green
Encourage and support the LGBT community to enable Annual Gay Pride event(s) organised in North Yorkshire starting in summer 2016	There was the first Pride in Harrogate that happened in 2017 and will be running again in June 2018 and is supported by the Harrogate LGBT			
Develop more LGBT youth groups in the County to get a greater coverage	<p>We now have a greater number of LGBT youth groups across the County that are running well and are promoted through the LGBT guidance for professionals</p> <p>http://cyps.northyorks.gov.uk/health-wellbeing-pshe</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> To explore a more consistent way that young 			

	people and professionals can contact the different LGBT youth groups and could this include a presence in the community directory?			
Ensure that there is a greater promotion of the existence (but not the venue) of the LGBT Youth Groups particularly within schools to encourage a greater take up	<p>The youth groups are publicised through the prevention team, healthy child team, schools and through the LGBT guidance</p> <p>Further identified actions from the LGBT delivery group:</p> <ul style="list-style-type: none"> To explore a more consistent way that young people and professionals can contact the different LGBT youth groups and could this include a presence in the community directory? To explore a more online presence of the information about the LGBT youth groups 			

Success Indicators

Recommendation	Evidence	Red	Amber	Green
Reductions in the concerns by LGBT young people in the Growing up In North Yorkshire survey 2016 and 2018	<p>We have seen a positive decrease / increase in the data from the 2014 to 2016 survey but there is still a need to work with this identified vulnerable group if young people as the data is still high compared to the average for Year 8 & 10 pupils. Baseline data was also obtained for the trans young people from the 2016 survey.</p> <p>Data will be collected again in 2018.</p>			
The number of organisations that sign up to the anti-bullying pledge				
The numbers of schools that become	80 schools are presently stonewall school champions but			

members of stonewalls school champion programme	more schools have accessed LGBT training.			
All county council staff who work with children and young people being trained on LGBT issues	LGBT champions have been trained in the prevention and healthy child team members and they have delivered training to the wider workforce in their localities.			
A successful gay pride event(s) becomes an annual event within the County	Harrogate are holding a PRIDE in 2017 and again in 2018			
An increase in the number of LGBT young people accessing LGBT youth groups in the County	Due to an increase in LGBT youth groups there is now a greater number of LGBT young people accessing the groups			