Young LGBT+ people face disproportionate health inequalities compounded by discrimination. This is manifested through increased self-harm and suicidal ideation, substance misuse and discrimination. Health professionals should ensure they provide inclusive services free from stigma and prejudice, that break down the barriers young people face to accessing these services.

Young LGBT+ people have the right to be actively involved in the health services they access. Young people should expect to engage with a workforce that is reflective of them, be asked relevant questions about their needs, and for staff to not make assumptions about a person’s gender or sexuality. It should never be assumed that a young person is cis-gender and heterosexual. Any changes to gender or sexuality should be quick and easy to record, at the request of the young person. The health practitioner who supports them should have an awareness of the impact of discrimination and prejudice that occurs in the home, at school and in wider society, as this may have had an effect on their health or wellbeing.

• 74% of LGBT+ young people said training on LGBT+ issues for people who give support is needed
• 100% of survey respondents said they are either currently accessing, or would like to access, an LGBT+ youth group
• 94% of survey respondents said that staff ‘respecting their identity’ was something that helped them to feel a service understood them
• 91% of respondents said that gender neutral toilets would make services more trans inclusive
• Monitoring sexual orientation and trans status was seen as important by over half of respondents
1. Ensure that your environment is visibly representative of the diverse communities in Greater Manchester, including LGBT+ people

2. Health providers should ensure your workforce reflects these communities, and you have “out” staff within your staff team whose specific skills, knowledge and experience is reflected and shared in practice

3. Celebrate visible diversity in all online and printed materials and in sharing stories of success

4. Display visible commitments to addressing and challenging stigma, prejudice and discrimination

5. Ensure that people working with young people have undertaken training in addressing and challenging stigma, prejudice and discrimination. You should be clear about boundaries and make sure young people, staff and visitors know how they can take action if they feel they need to

6. Invest in accreditation for services designed for young people, to assist in ensuring that they meet the needs of young LGBT+ people

7. Ensure that all referral, assessment, support and monitoring forms affirm LGBT+ identities. Enable young people to identify their own pronoun and ensure any changes to gender or sexuality markers are quick and easy to amend, at the request of the young person. Monitor sexual orientation and gender identity and use this information to ensure you are meeting the needs of young LGBT+ people

8. Actively involve LGBT+ young people in your service, including planning, leading and evaluating projects. Young people should be actively involved in shaping and making decisions about individual health support they access. Involving LGBT+ young people in decisions about how the service develops will improve the service for all young people. You might want to consider assessing your service using the ‘You’re Welcome’ quality standards

9. Engage in partnership work with LGBT+ specific organisations and services

10. Ensure that your environment is LGBT+ inclusive, from information leaflets, flyers and posters through to gender neutral toilets. If you operate from a shared venue, speak to partners and use evidence to effectively convey the positive impact that changes will make to all staff and visitors to the building