

PYCP

Pilton Youth & Children's Project

OUR CHARTER JOURNEY





LGBT Youth Scotland's
LGBT Charter Mark
Programme is designed to
guide organisations through
a journey of making their
workplaces and services
more inclusive.

Over the course of a year,
alongside your assigned
dedicated Charter Manager,
you will work to hit targeted
requirements to achieve your
Charter Mark.

PY decided to undertake this project between 2022-2023. We felt like there was capacity within the team and an awareness of the hardships faced by the LGBT+ community.

A key starting point for your charter journey is putting together a group of 'Charter Champions' - these are your lead workers involved in working through the charter requirements. Our Champions included Youth Work and Volunteering Project Manager Lesley, Senior Youth Development Worker Adele and Youth Development Worker Adrianna. It was important for us to include staff at different levels to ensure we could practically make changes and reach all the people we needed to on our journey.

TRAINING

The biggest opportunity for the full staff team was the two layers of training. Here, you have a month to access an online hub and work your way through the information before joining your Charter Manager for a face to face training. What we really liked about this training set up, was that it allowed more of our staff to get involved at a time and pace that suited them. This was really crucial to our journey as we wanted this process to reach all of our staff and create a organisation wide change. For us this project was more than an inclusivity tick box exercise, we wanted to really upskill our team and create a true safe space for this community within our PY family.

TRAINING FEEDBACK

"I learned new terms and understand the difference between sex and gender better, I also learned it is ok to ask pronouns and mistakes happen but can be resolved rather than avoiding"

"I learnt the complexities and detail around language, more about pronouns and the different meanings/ understandings. I learned about how open and honest the young people in the videos were in sharing their stories, this was very powerful and will stay in my mind for a long time"



The explanations of different terminologies were very useful as it is sometimes hard to explain it properly in a way that is very clear for young people to understand - particularly around intersex people.

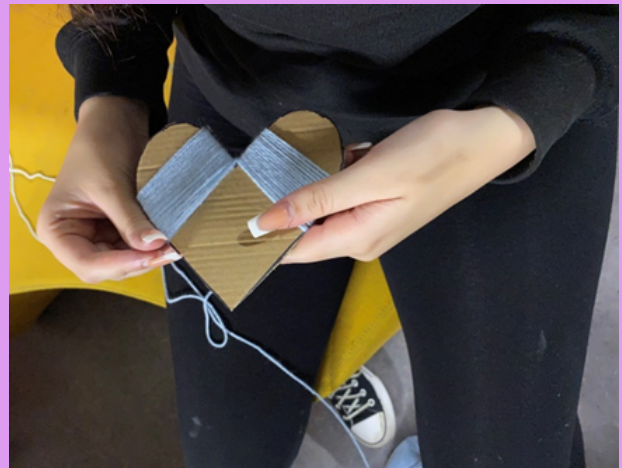
"That it's ok to not get it right - to be honest, open, ask young people what they want. I also learned some more terms that I wasn't familiar with.

ACTIVITIES

Through the Charter process there are various requirements involving celebrating and bringing awareness to LGBT+ issues or the community in general. This is where a lot of our time was spent behind the scenes creating activities for our clubs and groups.

We marked special awareness days on our social media, and in our clubs we discussed the days and the young people took part in activities - these were mainly arts and crafts activities as this is what they enjoy doing the most and it also meant we could create displays for the building which meant even if people didn't take part, they could still learn from the work of their peers..





CAMPAIGN

Another key part of the charter is carrying out a campaign.

To do this we consulted young people across our clubs, who decided they liked the idea of having staff and young people signing pride flags to show their dedication to standing up for the LGBT+ Community. This was a great piece of work led by the young people who were very proud to see the flags taking pride of place in our space!



IMPACT

We have been able to see the impact of this journey in many ways across the board within PY.

We have young people asking questions regarding their gender expression/sexuality with staff feeling far more confident to answer. Staff also feel able to challenge hateful language towards this community. We have also noticed an increase in young people identifying outside the gender binary, we don't know exactly why this is but like to think it is a result of us making our support for the LGBT+ community very clear!

IMPACT

Young people's feedback from activities
and the Charter journey overall

*"I like doing this because it shows that PY is
safe for me"*

*"The face paint was cool and having my
flag showing was really nice"*

"Makes trans children feel accepted here"

*"I like this stuff because we don't talk
about it at school really"*

*"Nobody asks about what I like to be
called except from here so that makes me
feel good"*

FINAL THOUGHTS

Overall we feel that completing our Charter Journey has made a massive impact on our staff, our young people, our services and PY as a whole organisation.

We are pleased to have undertaken this project, and now feel like inclusion is something we can say we are good at! We know there is never an end to being a safe inclusive space for the LGBT+ community and are committed to keeping this a priority at PY.

Ultimately we think this process has been a big learning curve but that it was well worth it!

"I feel like doing the charter has enhanced my understanding of broader definitions like pansexual, asexual etc.

I feel also that the more we include LGBT related activities into our program or display it around the building it helps to create more discussion/awareness between us and the YP"

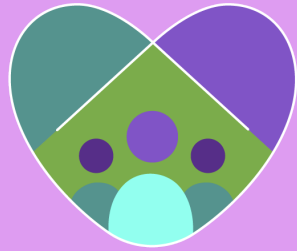
"I found the whole process really interesting, its made me think about the language I use. The training video has been one of the first times I've heard young people's honest opinions about how they feel and barriers/discrimination they face in their daily life. It was great to be able to put learning into practice confidently activities addressing the LGBT+ community"

"Taking part in the Charter has helped me be up to date with inclusive language and practice and have a better understanding of gender diversity. This has helped my confidence in my own interactions both professionally and personally and has helped in supporting staff who work with young people. I think the process in itself has been really enjoyable, the training had a good mix of information and interaction and it's been great to see the evidence of the work you are doing with young people and general awareness raising around our building."

"Since the charter training and all that has been implemented in PY with discussion, arts and crafts, Wall posters etc it has brought more open discussions with the young people. I had 1 young person comfortable to tell me they wanted to change their pronouns to they/them. I've had several young people openly discussing their same sex relationships or feelings and I do think there has been a shift in some young people's perception, where they feel more comfortable themselves at PY. I honestly think it's had a positive effect for both staff and young people"

"I feel that it has made me more aware of how I address people and not just with she or him. I think the all-inclusive toilet was a good idea and had never crossed my mind before that some people felt they didn't have somewhere to go. It takes oldies like me to change as well as younger folk. Children and young people listen to what we say and and learn from us so we must set an example"

"LGBT Icons art work on the wall. I had a good conversation with a P6 a few weeks ago about Harry Styles. The young person asked why he is on the wall as "He's not gay" we explained you don't need to be gay to stand up for gay rights"



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