

**THE RESPECT PROJECT**

The RESPECT Project was a series of LGBTQ+ focused activities run by Hampshire CAMHS in December 2019 celebrating and respecting one another whatever our preferences. This particularly emphasised the need for respect for our youth LGBTQ+ community.

This was a project for EVERYONE to get involved with!

**Professional Training- LGBTQ+ awareness and mental health suicide and self-harm**

Three external training days were hosted by Hampshire CAMHS clinicians for professionals working or supporting young people (including but not limited to; education professional, social care professionals, health care professionals, those from the voluntary sector).

Rationale and purpose of the training

Evidence shows health outcomes are worse for LGBT people than the general population; with many LGBT people feeling uncared for (Government Equalities Office, 2018). There is significant evidence by way of national data and statistics highlighting the necessity for LGBT+ people to receive better care and for staff to be more understanding of LGBT+ needs (PHSE, 2017).

Compassionate staff training around LGBT+ people and their potential vulnerabilities has been shown to impact on the way individual staff members are able to re-evaluate their beliefs and assumptions, which may have previously caused them to have actively avoided treating LGBT+ individuals.

Overview of the training including objectives

LGBTQ+ Suicide and Self Harm Prevention Training is a 1 day interactive, informative and thought provoking face-to-face workshop designed and delivered by clinical staff within Hampshire CAMHS, (part of Sussex partnership NHS Foundation Trust). This was after receiving some training on LGBTQ+ from a colleague in Sussex partnership who has a lead role for LGBTQ+ issues. The workshop is a safe, explorative space.

Objectives:

To improve the ability of organisations, teams who work with the LGBTQ+ community to identify individuals who are suicidal or whom deliberately self-harm.

After the training workshop participants will have the following skills:

* Improved understanding of LGBTQ+ community needs/issues and challenges and the impact of society's expectations and behaviours.
* Understanding the basic evidence around young people's needs and supporting those who identify as LGBTQ+
* Key factors and skills in supporting a young person who identifies as LGBTQ+
* Improved understanding of risk factors, and early signs of crisis in a young person
* Ability to understand discuss and support a young person who is LGBTQ+ suicide/ self-harm risk and protective factors

Outcomes of training

Three training days were facilitated in different part of Hampshire; Fleet (December 4th), Havant (December 11th) and Winchester (December 18th). There were 134 attendees across the three days and 107 attendees completed feedback questions. .

**Question 1. How much has the training helped to increase your knowledge and awareness of issues, challenges and difficulties of young people identifying as LGBTQ+?**

Of the 107 people that responded, 87% (n=93) stated the training had helped to improve their knowledge and awareness of issues, challenges and difficulties of young people identifying as LGBTQ+ "Very Much" or "A Lot".

**Question2. How much has the training helped to increase your confidence in supporting and working with a young person who identifies as LGBTQ+?**

Of the 107 people that responded, 93% (n=89) stated the training had helped to improve their knowledge and awareness of issues, challenges and difficulties of young people identifying as LGBTQ+ "Very Much" or "A Lot". The 2% (n=2) who rated "Not Much" qualified this by stating that they already felt confident about working with young people identifying as LGBTQ.

**Question 3. How much has the training helped you to develop skills and strategies that you could use within your role?**

Of the 107 people that responded, 77% (n=82) stated the training had helped to develop skills and strategies that could be used within their role "Very Much" or "A Lot".

Question 4. What will you do differently as a result of attending the training?

|  |  |
| --- | --- |
| Theme | Number of responses |
| More confidence in working with young people with LGBTQ+ issues | 31 |
| Implementation and sharing/ dissemination of LGBTQ+ and crisis information and resources  | 36 |
| Think about including non-binary options for gender on school forms | 2 |
| Use of language and ensured joint understanding of terminology with young people  | 19 |
| Be curious and open to what young people tell me and their subjective experiences- not making assumptions or judgements based on first impressions or appearances  | 38 |
| Enquire about our organisation signing up to the National Rainbow Badge Scheme | 2 |
| Role of self-care when supporting young people, especially if they are in crisis | 12 |
| Thinking about a whole school approach to normalising broad range of family set ups/ having more inclusive work environments  | 7 |

Question 5. What did you find most useful about the training?

|  |  |
| --- | --- |
| Theme | Number of Responses  |
| Discussions of how other schools/ professionals manage LGBTQ+ issues | 27 |
| How to manage and support a young person in crisis | 40 |
| Clarity of terminology (and differences between biological sex, gender identity and sexual orientation) | 11 |
| Examples, case studies and real life examples | 28 |
| Friendly, engaging and knowledgeable facilitators  | 7 |
| Information packs and signposting resources  | 33 |
| Very young person focused and school orientated; very useful  | 25 |
| Covered many aspects including; school issues, LGBTQ+ parents, links with ASC, language and assumptions | 4 |

Question 6. What improvements would you suggest?

|  |  |
| --- | --- |
| Theme | Number of responses |
| Discussions around unconscious biases  | 2 |
| Yearly training refreshers  | 1 |
| Have a young person co-facilitate/ attend to share their experience  | 4 |
| Setting ground rules around levels of participation (some people over-shared/ said too much) | 4 |
| Sat round tables rather than lectures style | 3 |
| Facilitators to wear microphones  | 2 |
| More interactivity  | 6 |
| Longer session on Crisis, Self-Harm and Suicide | 3 |
| Glossary to include more terms and definitions  | 2 |
| Separate sessions for LGBTQ+ training and crisis/ self-harm training  | 3 |
| Co-facilitate the training with an LGBTQ+ organisation  | 2 |

Question 7. Do you have any other feedback?

|  |  |
| --- | --- |
| Theme | Number of responses |
| Excellent training; informative, engaging and reassuring | 30 |
| Thanks and appreciation for the training  | 42 |
| Motivating and inspiring facilitators | 11 |
| Horndean College venue was cold and uncomfortable  | 11 |

Comments by attendees:

Opportunities to learn about other organisations and how we can all work together to support young people and their support systems

I will integrate diverse relationships and gender presentations within school as the norm rather than something different

I wish this training wasn't needed but so glad it's available

Made me reflect on issues I have previously overlooked or taken for granted. Thank you for opening my eyes

Should be mandatory for all adults

This has really made me re-evaluate my own biases and stereotype judgements

This is so important, I feel empowered to make changes in my school

Really well balanced and child/ young person centred

One of the most helpful and informative courses I've attended- thank you

This training really promotes openness, discussion, curiosity in a non-judgemental and respectful way

A carefully thought out training day which covered many salient topics in a short amount of time in a useful and engaging way. Thanks

A good opportunity to reflect on current practice and areas for improvement

An excellent day; informative, thought provoking and opportunities for further learning.

The afternoon session was fantastic- so many resources/ ideas/ ways to guide and support students

**In House Training- Hampshire CAMHS Colleagues**

Five Hampshire CAMHS staff completed the LGBTQ+ Awareness Training and the Train the Trainer Training in order to develop an in-house LGBTQ+ Awareness training package and deliver this to all of Hampshire CAMHS staff (clinical and non-clinical).

During the RESPECT month of December, two teams (Hampshire Eating Disorder Team and Hampshire i2i Team) completed the LGBTQ+ Awareness Training. Dates for other teams have been organised for 2020.

**The National NHS Rainbow Badge Scheme**

The National NHS Rainbow Badge Scheme began at the Evelina Children's Hospital in London in 2018. The purpose and function of the Rainbow Badge is to:

* Send a positive message of inclusion
* Contribute towards reducing stigma and inequality
* Signify that badge wearers have undertaken specific LGBTQ+ Awareness Training and have made a pledge to be open, non-judgemental in their practice and work towards creating an inclusive and safe place for young people identifying as LGBTQ+ and their families
* Help young people and families identify staff that are approachable, competent, willing and able to 'Talk To Me' about LGBTQ+ issues. The badge wearer may not know all the answers but will be a friendly, accepting and supporting ally to listen and signpost to further support if needed.

In order for Hampshire CAMHS staff to be issued with an NHS Rainbow badge, they must have:

* Completed the in- house LGBTQ+ Awareness Training
* Made a personal pledge to commit to the aims and purpose of the badge

It is voluntary as to whether Hampshire CAMHS staff would like to make a pledge in order to become an NHS Rainbow Badge wearer. To date, 65 of our staff have been issued with badges. Posters and a video which explain the purpose and function of the badges have been designed and are disseminated and displayed across all 8 of Hampshire CAMHS' clinic bases.

****



**Hampshire CAMHS Staff Rainbow Mufty Day**

On Friday 6th December, Hampshire CAMHS staff took part in an in-house LGBTQ+ awareness event. Staff were encouraged to wear rainbow colour clothes and donate a minimum of £1 with proceeds being donated to the local LGBTQ+ Youth Charity, Y-Services.

Clinics were also encouraged to take part in other fundraising and awareness raising activities such as;

* Displaying information and resources in clinic waiting rooms
* Bake Sales
* Games (such as guess the weight of the Christmas pudding, guess how many Skittles are in the jar)
* Sale of handmade ceramics and Christmas decorations





**Parent and Carer Evening**

On Thursday 5th December, three Hampshire CAMHS staff (who had completed both the LGBTQ+ Awareness Training and Train and Trainer Training) facilitated an open to all, parent and carer evening. The purpose and aim of the evening was to provide a safe and supportive environment for parents and carers to discuss living with or supporting a young person who may be experiencing LGBTQ+ issues, challenges, dilemmas or difficulties. The session also sought to provide an opportunity to ask questions and provide relevant signposting and sharing of resources.

A total number of 6 parents and carers attended the evening. Although the evening was not formally evaluated, all parents reflected they had found the opportunity helpful and supportive.

**Digital Download and School Resource Packs**

Throughout 2019, a number of focus groups were held with young people who attend Hampshire based LGBTQ+ support groups. Feedback from these identified that young people wanted; access to local and relevant information and guidance about LGBTQ+ topics including mental health and emotional wellbeing, signposting and resources, to be able to read/ listen to other people's experiences and to feel that organisations (such as schools and CAMHS) were understanding of LGBTQ+ issues.

As a result, a number of resources were developed including;

* Resource packs for secondary schools. Packs included; Information about Hampshire CAMHS (e.g., website, SAFE cards, Coping Strategy Leaflets), information about Hampshire based LGBTQ+ organisations, print out of posters (printed with permission from The Proud Trust), a glossary of terminology as well as details of opportunities for young people, parents and carers and professionals relating to the RESPECT project as well as other CAMHS based initiatives.
* The Hampshire CAMHS Website ([www.hampshirecamhs.nhs.uk](http://www.hampshirecamhs.nhs.uk)) was updated to include more information with the Help Section on Sexuality and gender identity. This included written information, links to trusted sources of information and other organisation sites and uploads of videos as well as podcasts that have been created by Hampshire CAMHS featuring a number of different speakers including young people themselves.

**A Performance by Grace Petrie**

Grace Petrie is a folk singer, songwriter and LGBTQ+ activist. She is a Mojo Top 10 album winner in 2017 and 2018; she played on the Acoustic Stage at Glastonbury Festival in 2019 and regularly has tours and sold out shows across the UK. In 2019 Grace was nominated as Musician of the Year in the Diva Awards.

Hampshire CAMHS worked in collaboration with Grace and the Ashcroft arts centre to provide an opportunity for Hampshire young people (aged 13-25years) to attend a free performance.

On Wednesday 4th December, Grace performed to a number of young people who attended. Young people were supported and brought to the performance by their schools, youth organisations and their parents/ carers.

Whilst the experience of young people attending was not formally evaluated, young people and the adults supporting them spoke passionately about the positive impact the performance had on them, their enjoyment and thanks for the event.



The RESPECT Project met its goals and objectives. Due to the passion and commitment of Hampshire CAMHS clinicians to ensure this work, the positive outcome and progress continues, the following projects and initiatives are planned:

* On-going in house training and provision of NHS Rainbow Badges to all of Hampshire CAMHS staff (clinical and non-clinical)
* To share the results of the RESPECT Project with the Lead for Diversity within Sussex Partnership NHS Foundation trust
* To offer further external LGBTQ+ and mental health training to external practitioners. To date one additional training has been scheduled on January 30th, hosted by a school in Romsey
* For Hampshire CAMHS to have a presence at the LGBTQ+ Conference, led by Children's Services led by Hampshire County Council on February 11th 2020
* For Hampshire CAMHS to have a presence (i.e., information stand and taking part in the parade) at Hampshire Pride on April 25th
* For Hampshire CAMHS to continue making and developing resources for the LGBTQ+ section of the Hampshire CAMHS website
* For Hampshire CAMHS to develop further projects and initiatives as appropriate for 2020
* A repeat of the RESPECT Project month in December 2020.

**December 2019.**