

# Mental Health, Alcohol and Drugs 'Snappet'



June 2024

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The LGBT Charter is a programme to support organisations to undertake training and review policies, practices and resources to become an LGBTQ+ inclusive environment.

Glasgow City HSCP Health Improvement service is working towards the Silver charter mark and the NHSGGC Mental Health, Alcohol and Drugs Health Improvement Team is supporting this through active involvement in the process.



This provides opportunity to demonstrate the work already undertaken by Health Improvement, in line with the LGBT Charter standards, alongside critically evaluating the service to make sure that the service is not only meeting legislative needs, but is as inclusive as it can be.

## Training and Learning

This course aims to increase knowledge and awareness of how LGBTQI+ people use substances, the health inequalities they experience, and the specific barriers they encounter when trying to get support.



This module is an introduction to Equality, Diversity and Human Rights. Participants will explore;

- Equality and human rights responsibilities
- Discrimination, harassment and inappropriate behaviour in the work place
- The meaning of key words and why language is important and actions they can take



## Resources



A one-stop platform for teachers to access quality approved materials, resources, and professional learning linked to Scotland's Curriculum to support the implementation of LGBT Inclusive Education.



A Manual For Me: surviving and thriving as an LGBTQ+ person, a toolkit to help plan for times when coping is hard.



Advice from Internet Matters for professionals working with LGBTQ+ young people aged 7-18 around the range of harms they might be exposed to online (e.g. being "outed", online bullying, or hate speech) and supportive responses.

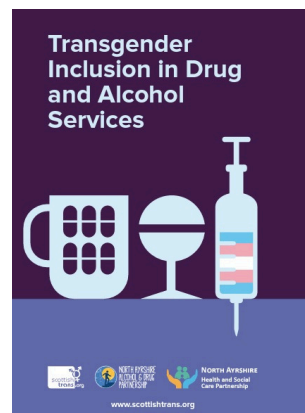


Glasgow LGBTQI+ Substance Use Partnership developed a service guidance resource for any substance use organisation or service on how to ensure that you are as LGBTQI+ inclusive as possible.



The NHS Scotland Pride Badge promotes inclusion for LGBTQ+ people and makes a statement that there's no place for discrimination in NHS Scotland. If you are an NHS employee make the pledge and wear the badge with Pride!

## Further Reading



# How to make your service LGBTQI+ inclusive

Think about how people first encounter your service, be that in physical locations such as an office, or online via email, websites or social media. Are there any obvious signs that your service is LGBTQI+ inclusive? If not, consider how you might add some examples might include:

- Displaying a Pride flag in your reception area
- Adding preferred pronouns to your email signature
- Having a page on your website dedicated to LGBTQI+ communities
- Displaying LGBTQI+ banners on social media/websites around LGBTQI+ awareness months/days if you're running groups or meetings (not just LGBTQI+ specific groups/meetings)
- Ask people to give their preferred pronouns when putting out messages, resources, articles, social media posts specifically aimed at the LGBTQI+ community



[Source](#)

## Websites and Services



LGBT Health and Wellbeing is a National health and wellbeing charity for LGBTQ+ adults. They offer a number of support services including an LGBT helpline.



This website has been developed for and by members of the Glasgow LGBTQ+ community and substance use professionals to provide information and advice to LGBTQ+ people about alcohol and drugs.



Waverley Care is Scotland's leading HIV and hepatitis C charity. Waverly Care provide advice and support for people living with or at risk of HIV and hepatitis, and information about sexual health.



Scotland's national charity for LGBTI young people, working with 13–25 year olds across the country. Offering a range of in-person and digital supports including a webchat and online community, Pride and Pixels.



The Equality Network aims to bring about equality and improve the human rights situation of lesbian, gay, bisexual, transgender and Intersex (LGBTI) people in Scotland.



NHSGGC Sandyford is the specialist sexual health services for Greater Glasgow and Clyde.



Simon Community provides information, advice, care, support, accommodation, and homes to people experiencing, or at risk of, homelessness.