

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

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**STONEWALL
YOUNG FUTURES**

**Insights from our Trans
Youth Focus Group**

June 2022

Project background

[Stonewall Young Futures](#) has been developed in response to our [Shut Out report](#). Co-production with LGBTQ+ young people is central to the project.

So far, over 60 LGBTQ+ young people have contributed directly to the project, through focus groups and user testing.

We're committed to offering payment or gift vouchers to all young people in return for their participation.

We are sharing these reports so that any setting or service for LGBTQ+ young people can use the insights to understand lived experiences and work to ensure they are LGBTQ-inclusive.

“My biggest worry when applying for jobs is that I’m afraid to apply for anything that’s too public facing as a trans person - I don’t know who might be transphobic - a customer for example.” - youth focus group participant



In June 2022, Stonewall ran a youth focus group for trans young people aged 16-24. The group ran for two hours and took place online, with 12 young people taking part. The session was facilitated by Stonewall staff with support from an external Special Educational Needs and Disabilities (SEND) consultant and a Wellbeing Consultant.

The session aimed to gather information about the specific barriers and challenges that trans young people face when accessing education, training and work, and what resources and support they need to overcome these challenges.

Challenges

The young trans participants shared several challenges they have faced or are facing when accessing education, training or work.

Further and Higher Education:

- When applying for college or university, participants said they have to think about their safety and how trans-inclusive a particular city or particular institution is before making the decision

- University accommodation was highlighted as being particularly stressful. Participants were unsure about the facilities provided or if they would be inclusive
- For aspiring students who are interested in studying abroad, universities don't provide enough information about how safe other countries are for LGBTQ+ people
- One participant said they wished there were more deaf/disability-centric universities where they would be able to explore being LGBTQ+ and disabled without feeling like "a burden" to their non-disabled friends. They want a space where they can be authentically themselves

“Throughout my uni application process, I didn’t feel supported, and I struggled to find information on how accepting they were.” - youth focus group participant

Training, apprenticeships, workplaces:

- Participants feared applying for public-facing and customer service roles, in case they experience transphobia and put themselves at risk
- Participants who have changed their names but not on certain documents were unsure which name to put on job applications
- Job application forms which don't have a non-binary option for gender are off-putting
- Uncertainty over if or when to disclose trans identity in the workplace



“When applying for jobs I have to think about how to apply because my disabilities need a lot of accommodations. With my trans identity and disability, I think what reaction from an employer I might get.” - youth focus group participant

“The issue of healthcare and the actual cost of it. The waiting lists for gender affirming surgery. It means anything I earn by working has to be funnelled back to my trans healthcare.” - youth focus group participant

Overcoming barriers

Participants were asked what resources or support they need, in order to overcome these barriers

Self-advocacy

- Information on deed poll and changing your name
- Understanding what employers are legally required to do to accommodate trans people's needs
- Seeing actual examples of what other accommodations people have had before so they can know what to ask for - additional needs for disabled people as well as trans-related support
- A trustworthy and accurate resource about the rights they have, which could help them to assert their needs

“I don't really know what rights I have. If I had a source that I knew is 100% correct, I would help me feel a lot more assertive.” - youth focus group participant

Mental health

- A directory of trans-friendly therapists – reassurance that practitioners will understand their needs
- Specific mental health resources for disabled people
- Information on LGBTQ+ youth groups and support groups
- Information about trans people's rights in NHS mental health services and how to report transphobia



Exploring options

- Examples of jobs and careers where people can use their trans experience – information about what roles exist in LGBTQ+ charities for example
- Information on how to start working again after being burnt out
- Ensuring that there is LGBTQ+ training at institutions – which would mean there will be more supportive adults around who understand the needs of the trans community

“I'm still figuring it all out because it's early days in my ADHD and autism diagnoses, so it's a challenge to know how to ask employers for the support that I need.” - youth focus group participant