



Supporting an LGBTIQ+ Young Person Coming out



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Coming out is an ongoing process for people in the LGBTIQ+ community. LGBTIQ+ is an umbrella term used for Lesbian, Gay, Bisexual, Transgender, Intersex and Questioning people. There are many ways that they can share their identity.

LGBTIQ+ young people already exist in rugby, although some young people may not feel comfortable to be open about their sexual orientation or gender identity.

Scottish Rugby has worked in partnership with LEAP Sports Scotland to provide some ways you can support LGBTIQ+ people when they come out to you or to those that have not taken that step yet.

LISTEN TO THE YOUNG PERSON WITHOUT JUDGEMENT OR PRECONCEPTIONS.

Let them know you hear them and that they have your support. Always remember: it can be a big moment when someone chooses to disclose their sexual orientation or gender identity. They trust that you will not react judgmentally or with disbelief, so make sure not to misplace their trust.

DO NOT DISCLOSE A YOUNG PERSON'S SEXUAL ORIENTATION OR GENDER IDENTITY TO ANYONE, UNLESS THE INDIVIDUAL HAS GIVEN YOU PERMISSION.

Be guided by the young person — do they want other people at the club to know? Do they need support coming out? Keep in mind that some young people's parents may react negatively to their child's LGBTIQ+ identity.

ASK THE YOUNG PERSON IF THEY ARE COMFORTABLE AT THE CLUB AND IF THEY HAVE EXPERIENCED ANY BULLYING OR DISCRIMINATION.

If this is the case, you should take action. This will help create a more inclusive environment and build trust.

ALWAYS FOLLOW BEST PRACTICE SAFEGUARDING PROCEDURES WHEN SPEAKING TO THE YOUNG PERSON.

Conversations with young people, where possible, should take place in open spaces and not alone behind closed doors. Always tell another adult in the club if you need to take time away from the rugby session/event to speak with a young person. It is important to look after yourself too and seek support when needed.

KEEP AN EYE FOR ANY BEHAVIOURAL CHANGE IN THE YOUNG PERSON.

Check in with them regularly, as it can sometimes feel isolating.

TAKE TIME TO EDUCATE YOURSELF ON LGBTIQ+ ISSUES AND HOW TO BE A GOOD ALLY. THERE ARE PLENTY OF RESOURCES AVAILABLE.

There are plenty of resources and support available that are included in this guidance.

MAKE SURE THE PERSON KNOWS HOW TO REPORT ANY INCIDENTS THEY WITNESS OR EXPERIENCE AND WHO THE SAFEGUARDING/WELFARE OFFICER AT THE CLUB IS.

An individual being a member of the LGBTIQ+ community is not a safeguarding concern unless there are additional factors that come to light which puts the young person at risk e.g. bullying at the club, mental health concerns, discrimination by other young people or adults. In this instance, please speak to your club Child Protection Officer for support and follow your clubs safeguarding procedures.

ENSURE THAT THE YOUNG PERSON IS GETTING THE RIGHT SUPPORT, BOTH WITHIN AND OUT WITH RUGBY.

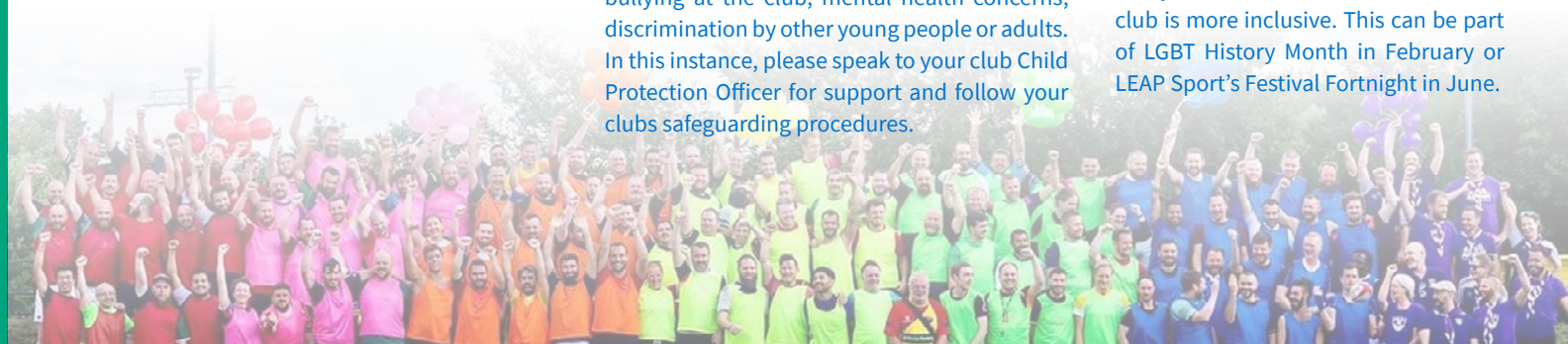
There are organisations and resources you can signpost them to, included in this guidance.

IF THE YOUNG PERSON IS SHARING THEIR GENDER IDENTITY WITH YOU, ASK WHICH NAME AND PRONOUNS THEY WOULD PREFER TO GO BY.

If they do not wish to come out to others yet, make sure to use their preferred name and pronouns privately. After they have come out to other people make sure to use their preferred name and pronouns publicly. If you make a mistake, apologise, correct yourself and move on.

CONSIDER WHAT YOUR CLUB CURRENTLY DOES TO SUPPORT THE INCLUSION AND VISIBILITY OF THE LGBTI COMMUNITY.

Highlight your support on social media, get involved with awareness days and campaigns, review and update policies, and ensure a robust discrimination reporting system is in place. A pride event or pride dedicated match is the most effective way to make and show that your club is more inclusive. This can be part of LGBT History Month in February or LEAP Sport's Festival Fortnight in June.



FURTHER RESOURCES



LEAP SPORTS SCOTLAND RESOURCES

www.leapsports.org/stay-informed/resources

COMING OUT GUIDES

[LGBT Youth Coming Out Guide for LGB Young People](#) | [LGBT Coming Out Guide for Trans Young People](#)

[Stonewall Scotland Coming Out Guide](#) | [Stonewall Scotland Coming Out Advice for Parents](#)



FURTHER ORGANISATIONS



LEAP SPORTS SCOTLAND

www.leapsports.org

LGBT YOUTH SCOTLAND

www.lgbtyouth.org.uk

CHILDREN 1ST

www.children1st.org.uk

SCOTTISH TRANS ALLIANCE

www.scottishtrans.org

STONEWALL SCOTLAND

www.stonewallscotland.org.uk

LGBT HEALTH AND WELLBEING

www.lgbthealth.org.uk

EQUALITY NETWORK

www.equality-network.org

SCOTTISH RUGBY

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