**LGBTQ+ Youth-led Commissioning Design Group: DRAFT Specification**

**What is the project?**

This project will be a pilot aiming to address the inequalities in wellbeing experienced by LGBTQ+ young people. The pilot will use the #BeeWell data to ask more questions, and will operate at a GM-level in the first instance. The project commits £50-60k for a delivery partner to support youth-led commissioning to support LGBTQ+ young people.

The pilot will seek to build on positive examples and best practice across GM, to share this insight and see if these offers and experiences can become more consistent across GM.

The bidder will demonstrate how their bid shows sustainability in the pilot and making a lasting impact in communities, one example highlighted was that this could be in peer mentoring.

**Research**

The pilot is funded due to findings in the #BeeWell data, that show inequalities in wellbeing for LGBTQ+ young people. More detail can be found in the [#BeeWell inequalities evidence briefing.](https://gmbeewell.org/wp-content/uploads/2022/03/BeeWell-Inequalities-Evidence-Briefing.pdf)

The pilot will also link with a qualitative research project at the University of Manchester to understand what is driving the data. This research will be ongoing alongside the project, rather than provide data to inform it. There could be the capacity for further investigation of the #BeeWell data by the University of Manchester team, to see how LGBTQ+ young people’s experiences vary.

The design group acknowledged that this is a smaller pot of money, and it may be better to focus in on one of the domains/drivers of wellbeing or a particular cohort for the pilot.

Prospective delivery partners would be able to specify within their application if they would design their work with a specific cohort, using their own work, an understanding of services in the area, or #BeeWell data, to justify this. Particular focuses highlighted as examples by the design group include:

* Data suggests bi and pan sexual young people report lower wellbeing scores
* Provision for transition age and younger pupils is anecdotally less common, as is provision for ages 18+
* #BeeWell data is tracking Year 8s from 2021/22 for three years – working with this cohort would enable the evaluation to see the impact of results in #BeeWell Year 3 data
* Mentoring provision could be used to reach multiple age groups, or work could reach parent/families too

This list is **not** prescriptive and delivery partners would be welcome to submit alternate plans, as long as it is supported by evidence as to why this should be the focus. The design group also recognised that support for certain cohorts (e.g. outside of the 13-18 age group) are less likely to find funding opportunities. Delivery partners would be expected to work with young people to understand who would benefit most from their intervention.

**Engaging with young people**

The group was clear that engaging with young people to understand what is driving the data is the key first step of the pilot. An important part of engaging with LGBTQ+ young people will be for the pilot to reach young people who aren’t often involved in these projects, who do not necessarily have the confidence to visit obvious places of support for LGBTQ+ young people. Organisations should display that they can do this consultation process with young people and engage them throughout the design of their pilot.

The group understood that this is a GM-wide pilot, and lots of initiatives for cross-GM work usually end up centred in the city centre. The group wants to see action that means young people from all 10 boroughs can access the pilot and the support, or a specific cohort if there is further justification provided.

The delivery partner will need to factor in time and finances to support young people to share their views and get involved with the project. The partner may want to consider training for young people to play a significant role in the process and enable peer-to-peer support as part of the pilot. The partner should be able to demonstrate clearly how they will equip young people with a leadership journey.

The delivery partner should consider and outline if/how they would include schools in the pilot. It is not a necessity for this work to take place in schools. There are benefits, that the #BeeWell survey takes place in schools and it is a good way to reach many young people, however it is understood that this is not always the space where LGBTQ+ young people feel they can talk about these issues. The focus of the pilot should be on a community-based programme.

**What does success look like?**

The examples below were collated by the design group, to indicate possible targets/outcomes the delivery partner could look to include in any tender application.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Systems** | **Communities** | **Young people** |
| **6 months** | (TBC with delivery partner)% of organisations who have an LGBTQ+ Champion, which could be a young person.  (TBC with delivery partner)% of organisations who have accessed training to support LGBTQ+ young people.  Increased provision trained in LGBTQ+ inclusion.  Funders and networks to be agreed on outcomes. | Focus given to key themes of family, relationships, belonging.  Sign-posting available from neighbourhoods/ boroughs to GM-level support.  Third-sector commissioning is taking place in wider areas.  Hubs and support are accessible/on the doorstep. | Large cohorts of young people are engaged.  Young people in education know where to get support and information.  NEET young people are involved in conversations.  Disengaged young people feel a part of something.  Youth worker networks are diversified to reach young people.  Young people are asked what success looks like, too.  Targets are set based on numbers of LGBTQ+ young people in GM.  Young people could possibly decide where they would like to focus efforts of the pilot.  Links made to universal offers and other targeted and specific work.  Trained Peer Young Researchers |
| **12 months** | Reduce incidents of bullying in settings that have received training/have identified a Champion.  Creation of a central point of opportunities for LGBTQ+ young people.  Clear qualitative evidence that LGBTQ+ young people have felt the benefits of the programme in settings that have taken part. | Work is sustainable after the timed projects come to an end, with longevity built into projects. | We want to see changes in the results of the #BeeWell survey over the next two years of the programme.  Young leaders will be empowered by the programme.  LGBTQ+ young people experience improved mental wellbeing.  Support offered also engages with parents/carers, wherever possible. |

**What desirables do we want to see in a delivery partner?**

*Logistics*

* The design group would welcome applications from a larger or GM-wide organisation that could support smaller VCSE organisations that may not be able to bid on the project but can reach the audience for the pilot and support LGBTQ+ young people
* Applications would be welcome from a collaboration between organisations
* The group will design necessary training levels or willingness to develop their team, above and beyond standard safeguarding/first aid requirements, to support LGBTQ+ young people

*Values*

* Youth-centred, with consultation and co-production with young people
* Bids should have evidence of listening to the community they want to serve
* Values of trust, empowerment and willingness to be flexible to respond to learning and the young people they are working with

*Ways of working*

* A creative approach to gathering evidence throughout the project and undertaking research
* A collaborative approach to develop pieces of work
* Bids should outline how a delivery partner will make sure their engagement with young people is meaningful
* Expertise in youth leadership, participation and voice
* Willingness to work with schools and settings at different stages in establishing support for LGBTQ+ young people
* Bids should outline how they will measure impact from the work
* The partner should ensure they have ways to facilitate and support young people to showcase the work on behalf of the pilot
* Good stakeholder engagement links

In terms of experience, the group recognised that there is not a lot of evidence in this space, but we would like to see a delivery partner outline their work in GM and how that is relevant to this area. We want to know how they are going to use that experience to shape their project design and how it is delivered in practice, whilst building on positive work across Greater Manchester. Applications should be strength-based.

**How will we engage with potential delivery partners?**

* Organisations will be given a long period of notice
* Promotion through partner organisations working in this space
* Young people will help identify organisations they trust
* Targeted through core/statutory/cultural organisations
* Co-design will begin from the beginning of the pilot and commissioning process
* Engagement for the pilot will look to places where work is already ongoing, to build on good practice, e.g. sexual health & wellbeing work in schools
* The group also considered targeting locations/partners who can work with places in which we know there may be less support or experience in this area, e.g. faith schools
* An ‘engaging the market’ event will be held for prospective applicants to hear more about the tender, along with opportunities for organisations to meet others who they may want to collaborate with for the bid

**Learning & evaluation**

The design group wants to ensure the pilot can support building evidence in this space. The delivery partner will need to collect case studies and qualitative data to support future work.