



# Suicide Prevention Guidelines for LGBTQA+ Young People

## How to use the guidelines

**Step 1: Read through “Suicide prevention in LGBTQA+ young people: best practice guidelines for clinical and community service providers”**



**Step 2: Put together your implementation team**

Consider who might have the skillset and availability to help apply these recommendations within your service. Do you need to speak with a manager, human resources, or other administrative staff? Do you require approval from people within your organisation? You may like to nominate one or two ‘champions’ within your team or organisation to take a leading role in implementing change and communicating with others within your service. Your team might choose to meet periodically to ensure that your implementation plan stays on track.

**Step 3: Audit your current service**

Identify things that you are doing well, and areas in which you could improve. The changes that can be made may depend on the context of your service and established requirements of practice, as well as your capacity and resources available. You may choose to focus on one area of your service, or one set of recommendations, at a time. Areas to review may include the physical areas of your service environment, current procedures, intake forms, and the knowledge and inclusive practices of existing staff.

**Step 4: Set goals**

Decide which recommendations to implement within your service. Each of the action statements outlined within these guidelines are grouped together by common themes, such as communication, for ease of comprehension and reference. They are not ranked in order of importance. All recommendations provided are important to preventing suicide in LGBTQA+ young people and can be implemented in any order. You may choose to prioritise what changes you make to your practice by considering which of the changes would be easiest to implement (such as providing plain envelopes to keep paperwork confidential), or which changes you feel may have the greatest impact in improving your service (such as arranging service-wide inclusivity training). These decisions may also be guided by cost and availability of resources.





## Step 5: Assign tasks and set a timeframe

Allocate roles and responsibilities to people within your service and develop a schedule with realistic estimates for the completion of tasks. Provide people with enough time to obtain any resources needed, develop and approve new paperwork, and organise training, while also holding each other accountable and lending support when needed. You may also like to arrange time to practice areas of communication that you would like more confidence in with a colleague or friend, such as asking permission to broach the topic of someone's sexuality or gender, or sharing and asking about pronouns. Ensure that planned changes are compliant with your organisation's policies and quality assurance requirements. Use appropriate pathways to develop policy revisions and feed into policy development to enable changes.

## Step 6: Communicate

You may decide to hold a meeting or send an email to others in your service to explain why changes are being made, and to celebrate greater inclusivity within your service. You may like to put up posters in staff areas such as tea rooms to communicate changes, such as outlining new protocols, or to share further information, such as examples of inclusive language they can use. Create a safe space within your service for staff to ask questions and have any concerns addressed. Offer support if staff find reflecting on and adapting their practice challenging.

## Step 7: Review

Nominate timeframes within which to regularly evaluate your service provision and environment in relation to inclusive practice, and nominate which team members will do so. You may wish to schedule routine audits of your service, arrange ongoing opportunities for inclusivity training, and to organise acknowledgement and celebration of important LGBTQA+ days within your service.

