

# Mental Health Programs for the UK-Based LGBTQ Community Through Education and Employment Opportunities

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## Abstract

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**Background:** This study explores mental health programs designed for the LGBTQ community, focusing on education and employment opportunities as a way to improve mental wellbeing. **Methods:** This Systemic Review evaluate existing mental health programs for LGBTQ individuals in the UK. It considers factors such as economic disparities, social inequalities, and communication barriers faced by LGBTQ individuals. They will draw on demographic data and scholarly research to highlight the importance of inclusive education policies and job opportunities. **Results:** The evaluation plan outlined in this study emphasizes a research design incorporating observational methods and measurement of various factors, such as social behaviour, job satisfaction, and skill enhancement. The researchers will also involve relevant stakeholders, including government agencies and NGOs, for the successful implementation of these mental health programs. **Conclusions:** By prioritizing the needs of the LGBTQ community and collaboration among stakeholders, this study aims to contribute to the advancement of mental health initiatives that promote inclusivity and equity by maintaining equal opportunities.

**Keywords:** Mental Health; Sexual and Gender Minorities; Social Determinants of Health.

## Introduction

This study focusses on mental health programs aimed at the LGBTQ community in the United Kingdom, emphasizing education and employment opportunities and presenting an evaluation plan. The complexity of such interventions stems from the diverse backgrounds within the LGBTQ community, including variations in race, demographics, sociolinguistics, and socio-cultural factors. Economic challenges, particularly low annual incomes among LGBTQ individuals, hinder their purchasing power and limit access to education and employment, exacerbating mental health issues. Moreover, the study also considered a range of factors for analysing the issue (Peryer et al., 2022). introducing the complexities of this intervention and highlights the need to address economic, social, and communication challenges faced by LGBTQ individuals.

Social factors, such as inequality and discrimination, further marginalize LGBTQ individuals, leading to feelings of exclusion and exacerbating mental health concerns like depression and anxiety. Communication gaps between LGBTQ individuals and society hinder their integration and access to support systems. Addressing these gaps requires psychological support from enthusiastic volunteers to rebuild confidence and facilitate access to employment opportunities.

Education and employment opportunities emerge as crucial area for LGBTQ individuals to enhance skills, employability, and economic participation. Inclusive education policies are pivotal for fostering a supportive environment and promoting mental well-being among LGBTQ students. However, implementing mental health programs requires navigating various challenges, including obtaining permission from local authorities.

## Method

**Study Design:** This Review employs a complex intervention framework to address mental health issues within the LGBTQ community based on existing publications in the United Kingdom. The intervention focuses on providing education and employment opportunities to improve mental wellbeing. **Theoretical Framework:** The theoretical foundation for this study is based on addressing the social determinants of health within the LGBTQ community, including economic factors, social inequality, communication barriers, and access to education and employment. The study targets members of the LGBTQ community in the United Kingdom, encompassing individuals from diverse racial, demographic, sociolinguistic, and socio-cultural backgrounds.

## Results and Discussion

Arranging mental health programs for the LGBTQ community through education and employment opportunities can be a complex intervention. The members of the LGBTQ community belong to different races, demographic, sociolinguistics, and socio-cultural backgrounds (Berner et al., 2021). Hence, it can be a challenge to address all the mental health issues of each community member. On the other hand, the lack of opportunities in society regarding education and employment has impacted mental wellbeing (Patel, 2019). The community members face critical challenges in social interaction, which also hampers their employment opportunities. Before arranging the mental health programs, it is necessary to consider the economic factors, social factors, communication gap, education opportunities, employment opportunities, and behavioural traits of the members of the LGBTQ community (Freeman, 2020). Arranging mental health programs in public for the LGBTQ community members can require the permission of the local authority (Kneale and Becares, 2020).

### Economical factor

It has been noticed that the annual income of the LGBTQ community members is significantly low in the United Kingdom. It can also impact their purchasing power in the country. This can be a barrier to implementing the complex intervention plan. The net disposable personal income of LGBT community members in the United Kingdom was 150 billion US dollars, which is significantly less than Germany, China, and the USA. This highlights the lack of employment opportunities for the community members, and this also impacts their purchasing power in the country.

### Social Factors

Inequality and gender discrimination can be the main reason for separating the LGBTQ community members from mainstream society, and for this reason, they feel left behind (Huang, 2021). This condition also raises depression and anxiety for the group members of the LGBTQ community. In many cases, they can hardly receive common treatment and behaviour from society. They also face several problems in travelling (George, 2021).

### Communication Gap

Due to the lack of importance and attention in mainstream society, the members of the LGBTQ community have been facing a communication gap with society (Rubinsky and Hosek, 2020). We should allow enthusiastic people and volunteers to provide psychological support to the members. This can help restore the confidence and potential of the LGBTQ community members. It can also help them to feel free about approaching an Employment opportunity in different organisations and companies in the UK (Abdullayev, 2020).

### Education and Employment Opportunities

Education and employment opportunities can help LGBTQ community members to improve their knowledge and skills (Nowaskie and Sowinski, 2018). It can allow them to develop their employability in the United Kingdom. It also improves the purchasing power parity that can allow them to contribute to the economy of the country. An inclusive education policy can help LGBTQ community members to attain the common classroom (Carlile, 2020). It can contribute to mental wellbeing and satisfaction. Through the complex intervention framework, the members of the LGBTQ community must be provided with an opportunity for education and employment in society for that improvement.

**Weakness of complex intervention**

several factors must be considered, such as social factors, economic factors, communication gaps, and behaviour. Moreover, permission from the authority is needed for arranging the mental health program (Lambert et al., 2019). This can be the weakness factor.

**Evaluation Plan:**

To assess the effectiveness of mental health programs, an observational research design is proposed. This design allows for the monitoring of participants' characteristics, behaviours, and mental health issues throughout the intervention. Key factors for measurement include social behaviour, job and education opportunities, and skill improvement. Stakeholder involvement, including government entities, local education administrations, NGOs, and community leaders, is essential for the successful implementation of the intervention. Their contributions ensure policy alignment, resource allocation, and community engagement. Also, for monitoring the details of the complete intervention plan for ensuring the mental health of the LGBTQ community by improving education and employability factors (Epps et al., 2021, Pingault et al., 2018).

**Range of factors required for measurement:**

There are different ranges of factors that can determine the success of a complex intervention plan. Social behaviour and communication, improvement in job opportunities and education for the LGBTQ community and skill improvement are the range of factors that can be chosen for the measurement in evaluation. Social behaviour and communication can play an important role in the evolution process. Social behaviour and communication can help the community members to establish a positive relationship with society. It can provide them with an opportunity to take part in different activities in society. This factor can provide efficient data to the complete intervention plan for making strategies. It is also necessary to provide job opportunities to the LGBTQ community members (Taylor, 2018). Hence, it is important to monitor the available job opportunities for the community members that can help them to maintain sustainability. Job opportunities can also help them to be independent. This is an important part of the evaluation incomplete intervention plan. Job satisfaction can provide mental satisfaction to the community members and can improve their psychological aspects (Hünefeld et al., 2020). Besides monitoring the job opportunities in society, it is also important to monitor the available education opportunities for the community members. It can reduce the stereotypical social views of the LGBTQ community members. Improvement in skill can contribute to the improvement of employability in society that can help them to find jobs in the United Kingdom.

**Relevant stakeholders and their importance:**

The role of relevant stakeholders is also important for developing a complex intervention plan for providing mental stability to the LGBTQ community (Vanness et al., 2021). The government of the United Kingdom, local education administration, NGOs, public bodies, and the community head of the LGBTQ community of all relevant stakeholders in this complex intervention plan (Lawton, 2018). The Government of the United Kingdom is one of the most important stakeholders in the complex intervention plan (Maine, 2022). The policies regarding the development and education of the LGBTQ community and its members are dependent on the decisions of the government in the United Kingdom. It is also important to take permission from the government before implementing the conflict intervention plan for the development of the LGBTQ community in the country. The local education administration is also important for implementing the inclusive education policy for the community members so that they can avail education in the common classroom with others. This can improve the knowledge about different subjects and improve the decision-making capability (Woulfe and Goodman, 2021). Different school and college authorities are also responsible for implementing inclusive education as a framework for providing education to the LGBTQ community members in the United Kingdom. On the other hand, NGOs can also play a critical role in arranging different activities that can help to improve the participation of the LGBTQ community members in society. These non-government organisations are also responsible for developing communication between different stakeholders associated with the complex intervention land in the United Kingdom.

**Conclusion**

The study undergoes the importance of comprehensive mental health programs tailored to the LGBTQ community's unique needs. By addressing economic, social, and communication barriers and enhancing education and employment opportunities, these programs aim to promote mental well-being and social inclusion. An effective evaluation plan, supported by stakeholder engagement and rigorous research methods, is crucial for assessing program efficacy and guiding future interventions.

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