



Primary Care bulletin

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Welcome to the Primary Care bulletin LGBT+ special edition

Dear friends and colleagues,

For this special edition of the Primary Care Bulletin, I'm handing over the reins to Michael Brady, NHS England's National Advisor for LGBT Health. It is a jammed packed issue full of help, guidance and resources around the LGBT community so please enjoy.

As ever,

Nikki

Dr Nikki Kanani
Acting Director of Primary Care
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Michael Brady National Advisor for LGBT Health at NHS England

I'm Michael Brady, the National Advisor for LGBT Health at NHS England. It's a real pleasure to have the opportunity to introduce this special LGBT+ edition of the Primary Care Bulletin for Pride 2019.

The national advisor role takes up half of my working week – the rest of the time I'm a HIV and sexual health consultant in South London and the Medical Director of the Terrence Higgins Trust. I've been in this new role for three months now and am really excited about both the opportunities and challenges that lie ahead.

My role, in a nutshell, is to reduce health inequalities for LGBT people and to improve their experience of the NHS. It is clear that working in partnership with primary care to deliver this will be essential.

The evidence that LGBT people have disproportionately worse health outcomes and experiences of healthcare is both compelling and consistent. With pretty much every measure we look at, LGBT communities fare worse than others. This is unacceptable and we need to increase our efforts to address these health inequalities.

The 2017 [National LGBT survey](#), with over 108,000 responses, described a situation where LGBT communities face discrimination, felt their specific needs were not being met, had poorer experiences and had major concerns about accessing healthcare that should be a right for all.

The survey findings echo and repeat those of numerous other studies and surveys and have great weight; if only because of the large number of respondents (making it the largest survey of its kind in the world). From all of this work mental health is consistently raised as a particular concern. LGBT individuals are more likely to experience depression, anxiety, eating disorders, substance use, self-harm and suicide and yet report real difficulty in accessing the mental health services they need. In my clinical work I have met many young trans men and trans women whose needs are not being met by the NHS. Often they are struggling with mental health problems and finding it difficult to access the support they need. This is further exacerbated by long waits to be seen in Gender Identity Services.

Having said all this, there are many examples where the NHS and community organisations deliver services and projects around the country that provide incredible support and care to LGBT communities and I want to work to ensure we share best practice throughout the NHS so all can benefit from their expertise.

We have made great strides in the UK to address LGBT inequalities but there remains so much more work to be done. I want to ensure that at every point of contact with the NHS LGBT individuals are asked simple and appropriate questions about how they define their gender and sexuality and feel confident they will be treated fairly when they access NHS services.

We cannot begin to address the problems and improve experience until we collect robust data about all populations, understand the inequalities and ensure all healthcare professionals are able to use appropriate language and understand the diverse needs of LGBT people. I also want to ensure that we embed the equality agenda at every level of training of the NHS workforce and I will be a visible and vocal advocate for LGBT rights in healthcare.

I welcome the recently published [RCGP position statement](#) on the role of the GP in the care of transgender people which highlights the principles of high-quality clinical care but also identifies the areas of work where there is more to do. Training and workforce development are key areas that myself and my team will be working on and it's good to see the commitment to address this in the GP curriculum alongside the work that RCGP is already doing to develop e-learning modules on LGBT Health.

I recognise that there are some ongoing concerns about the safe prescribing of hormones in primary care to trans individuals and Dr Nikki Kanani and I are working on some detailed guidance that we hope will help in this area and we'll promote them through this bulletin when they are done.

I'm genuinely delighted and excited to be taking on this role. I look forward to working with LGBT individuals, community groups and all partners across government and the NHS on the important work that needs to be done to improve the health and wellbeing of LGBT communities.

I hope you find the information in this bulletin useful and wish you all a Happy Pride! Please look out for a podcast being created by the team later in the year. To get in touch please email england.lgbtadviser@nhs.net

News

What it's like to be a transgender patient and a GP

Dr Kamilla Kamaruddin is a GP partner at East One Health Surgery in London. She said: "Revealing my status in public is a privilege and also a cause of anxiety. A sense of privilege because I am grateful for all the support that I get and a cause of anxiety because there is always a fear of ridicule due to prejudice, beliefs, transphobia and social conditioning.

"I am proud to work in the NHS where people from different race, colour, sexual orientation and gender work in harmony.

"We still have a lot of work to be more inclusive for LGBT+ people but I am pleased to know that many in the NHS work very hard, are caring and have respect for LGBT+ people."

Dr Kamarruddin has blogged about her experiences [here](#).

NHS and Pride

More than 70 staff from NHS England and Improvement will be joining this weekend's Pride March in London.

This year marks the 50th Anniversary of the Stonewall Riots which started the modern Pride movement.



This year the biggest numbers of NHS England and NHS Improvement staff will be marching alongside colleagues from across the NHS including Central and North West London, Great Ormond Street Hospital, Mid and South Essex University Hospitals Group, the Whittington, and East London NHS Foundation Trust.

More information about London Pride can be found [here](#).

Expo 2019

Have you signed up for this year's Expo event taking place in Manchester from September 4 to 5? The People Zone will look at culture and how to make the NHS the best place to work.

More information and details on how to register [here](#).

Initiatives

Pride in Practice

GP practices are being urged to get involved in the Pride in Practice initiative to help them better understand their LGBT+ patients.



The initiative, which has been developed by the LGBT Foundation, aims to support LGBT people access primary care services including GP practices, dentists, pharmacists and optometrists.

The Pride in Practice award demonstrates a practice's commitment to inclusive patient care and offers on-going support and resources to help GPs and practice staff care for their patients. For more information and to register visit [here](#)

Do you have your rainbow badge?

The Rainbow Badge initiative is being used across the NHS, including GP practices, to emphasise workplaces as open, non-judgemental and inclusive places for people that identify as LGBT+. The initiative was developed by Evelina London Children's Hospital, supported by Guy's and St Thomas NHS Foundation Trust.

[One in seven LGBT+ people choose not to access NHS care](#) because of worries about discrimination from NHS staff.

Simple symbols like the rainbow NHS badge signal to LGBT+ patients that they can be confident that they will receive the care they need.

Further information [here](#)



RCGP and LGBT

The RCGP has launched a new LGBT+ focused programme of work, funded by a grant from the Government Equality Office.

The work is being led by a steering group of grassroots LGBT+ GPs and stakeholders, with new e-learning resources, events and a media campaign all under development, to help create a more inclusive primary care environment and improve health outcomes for LGBT+ patients.

Members of the college will also be marching at London, Brighton and Manchester Pride over the summer, becoming the first medical royal college to take part in a Pride march. The steering group are actively seeking additional members. Anyone interested should contact Anthony.James6@nhs.net.

Pride in Care

Organisations providing quality care to older LGBT+ people can gain a quality standard accreditation.

The Pride in Care standard is awarded by Opening Doors London, a charity providing support services for LGBT+ people aged over 50 in the UK.



**OPENING DOORS
LONDON**

Research shows older LGBT+ people can be relatively vulnerable and may have limited family support.

There is a clear organisational advantage for care providers engaging with the needs of older LGBT+ people. Pride in Care assists this by directing older LGBT+ people to their services and giving them extra assurance of an inclusive welcome.

The quality standard is gained through policy and staff reviews, staff surveys and site-visits.

Further information [here](#).

Wellbeing

Sexual Orientation Standard

NHS England worked with the LGBT Foundation and NHS Digital to put together the Sexual Orientation Monitoring Information Standard.

The standard provides categories for recording sexual orientation, although collection is not mandatory.

The benefits of recording sexual orientation are that policy makers, commissioners and providers are better able to identify health risks, support targeted intervention and early intervention.

Further information [here](#).

How to be a LGBT+ ally

A guide on how to be an LGBT+ ally to trans people has been launched by the LGBT Foundation.

The guide includes information on asking about someone's pronouns, how to support a friend if they come out as trans and how to show support for trans people.

It also covers what to do if you make a mistake and what to do if you have a friend or relative who makes jokes about trans people.

It was launched in May as part of International Day Against Homophobia, Biphobia and Transphobia

The full guide can be found [here](#)



LGBT staff and wellbeing

There are more than 100,000 NHS staff who identify as LGBT+. The NHS Wellbeing Commission has heard of a wide disparity of experience for these staff.

The Commission recognises more needs to be done for the NHS to lead the way in becoming more inclusive. They advocate for each employer to have a transparent and public policy regarding LGBT+ issues, and a zero-tolerance policy towards discrimination.

As well as every employer being openly supportive of grassroots movements to promote equality and diversity and this should be for all levels of NHS Leadership.

Further information about the commission and the Mental Wellbeing Report can be found [here](#).

Guidance

Guidance for delivering care

The Royal College of GPs in Northern Ireland (RCGPNI) has produced guidelines for family doctors to support them in delivering care to LGBT patients.

The work was commissioned by the Public Health Agency NI and the development and design of the guidelines has involved members of the LGBT community, The Rainbow Project, HereNI, SAIL, The

Regional Gender & Identity Clinic, GPs, nurses, consultants and lay patient representatives with an interest in health and social care in Northern Ireland.

Further details [here](#).

Sexual Health

The British Association for Sexual Health and HIV has produced some guidance around sexual health for trans and non-binary people.

The guidance highlights how individuals may face barriers when accessing sexual health services and contains recommendations to promote an inclusive environment for trans and non-binary people; many of which are relevant for all services.

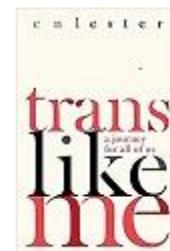
Full details can be found [here](#)

Book recommendation

For this edition the book recommendation comes from Anthony James, GP Trainee in North London and RCGP LGBT+ steering group member

Trans Like Me by CN Lester

Blending personal experience with the wider historical and social context, CN Lester breaks down the myths and misconceptions about trans people and politics with clarity and calm.



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Gateway ref: 000831.

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