

# LGBT Action Plan and LGBT Health Team

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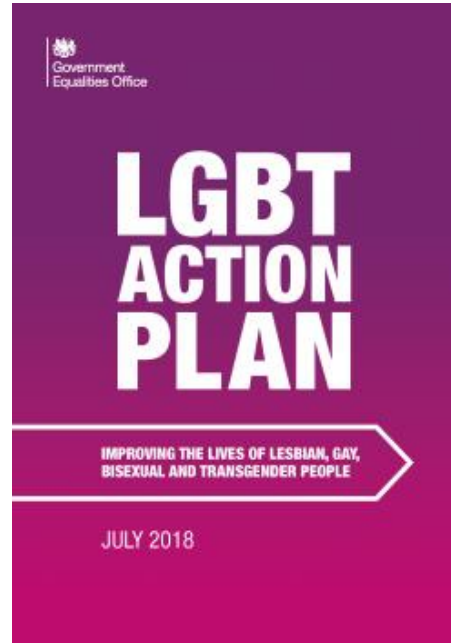
Significant progress has been made towards LGBT equality. However research and survey evidence demonstrates that:

- 1. LGBT people face considerable barriers to leading happy, healthy, and fulfilling lives
- 2. LGBT people face discrimination, bullying, and harassment in education, at work in the media and on the streets
- 3. LGBT people face greater inequalities in health satisfaction, access, experience and outcomes

# National LGBT survey and Action Plan



108,000 responses<sup>1</sup>



75 commitments<sup>2</sup>

## Health

Education

Safety

Workplace

Rights and the Law

Data and Monitoring

Representation

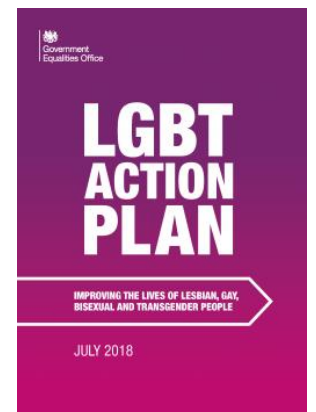
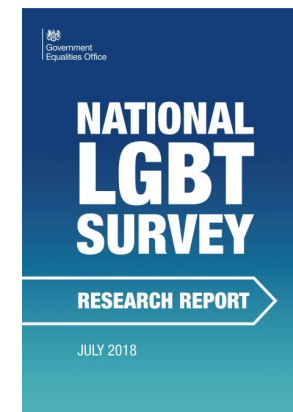
International

1. <https://www.gov.uk/government/publications/national-lgbt-survey-summary-report>

2. <https://www.gov.uk/government/publications/lgbt-action-plan-2018-improving-the-lives-of-lesbian-gay-bisexual-and-transgender-people>

# LGBT Action Plan: Health commitments

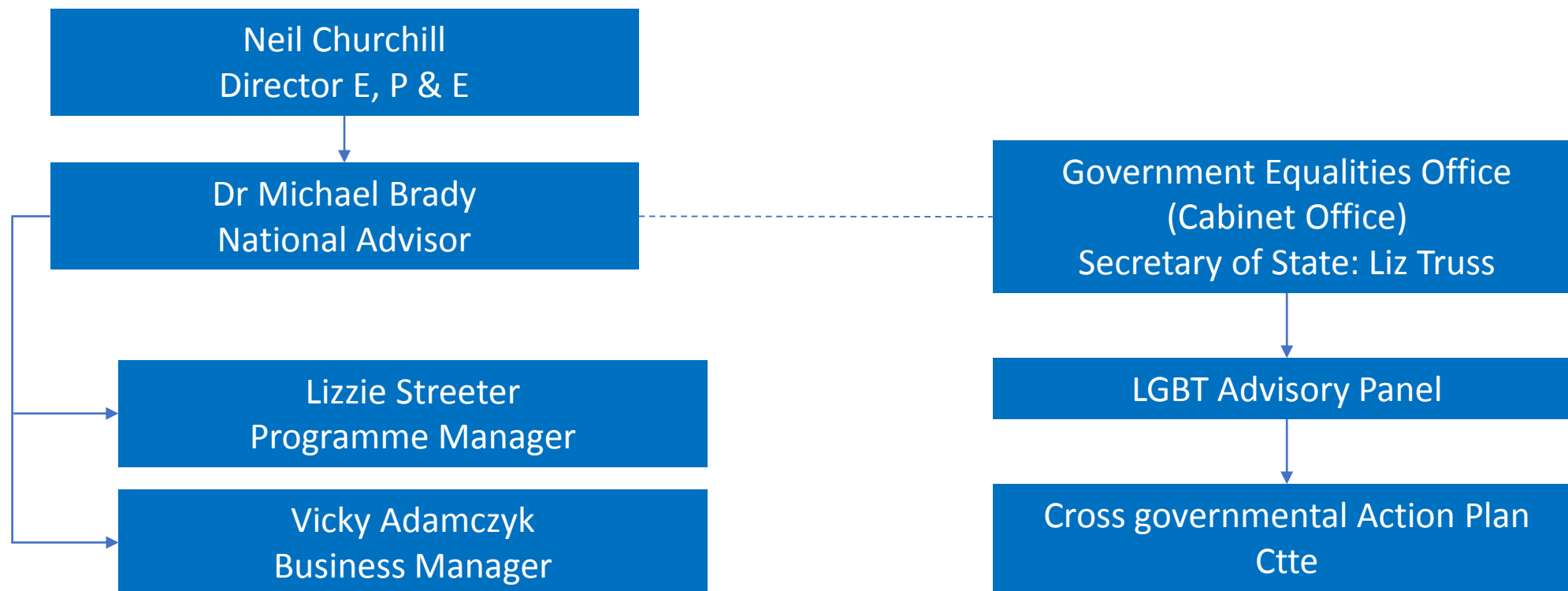
1. Appoint a National Advisor to lead LGBT improvements in healthcare
2. Improve the way gender identity services work
3. Improve understanding of the impacts on children and adolescents of changing their gender
4. Improve mental health care for LGBT people
5. Enhance fertility services for LGBT people
6. Ensure LGBT people's needs are taken into account in health and social care regulation
7. Support improved monitoring of sexual orientation and gender identity in healthcare services
8. Continue to review the blood donation referral period for MSM
9. Committed to tackling HIV/AIDS transmission
10. Improve support for LGBT people with disabilities



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# National Adviser for LGBT health: Directorate of Experience, Participation and Equalities



# Inclusive Healthcare

## Advice and influencing

- Working to ensure the needs of LGBT people are considered and inequalities are addressed within the implementation of the Long Term Plan.
  - Specific work:
    - Primary care
    - Mental health
    - Specialised Commissioning
    - Cancer
    - Children and young people
    - Maternity
    - Older people and ageing
    - Personalised care
- Provide visibility and a voice for LGBT people, representing and advocating for the LGBT health sector and communities within NHS England.



The NHS Long Term Plan



[www.nationallgbtpartnership.org](http://www.nationallgbtpartnership.org)

## Sexual orientation and gender identity monitoring

- *“If you don’t count us, we don’t count”*
- Sexual orientation and gender identity monitoring are essential to fully understand inequalities and experience
- Standards for sexual orientation monitoring exist and have been included in NHS patient experience surveys – but have not been fully rolled out across the NHS and social care
- We are committed to rolling out sexual orientation monitoring
- We have begun work on gender identity / trans status monitoring



## Education and Training

- Supporting workforce development and improving training is key
- Training needs to be for all staff :
  - Understand experience and inequalities
  - Challenge hetero-normative and cis-normative culture
  - Gender affirming and supportive of preferred pronouns
- We will:
  - Influence education and training at all levels
  - Share examples of best practice of LGBT inclusive training initiatives and produce a toolkit / how to guide.
  - Bring together the evidence base for LGBT health inequalities and care and identify gaps.
  - Use the **evidence** to inform policy, commissioning and training



# Inclusive workplaces and workforce equality



## The Interim People Plan<sup>1</sup> commits to:

- Create a healthy, inclusive and compassionate culture by:
  - Valuing and respecting all
  - Promoting equality and inclusion and widening participation
  - Tackling bullying and harassment, violence and abuse
  
- Organisations that are inclusive and support their LGBT staff are more inclusive and supportive of their LGBT patients
- LGBT staff networks have often been the instigators of changes that improve their care of LGBT patients



- There are clear inequalities in access, experience and physical and mental health outcomes for LGBT individuals
- The lack of routine monitoring for sexual orientation and gender identity / trans status means we don't fully understand the scale of the problem
- Awareness raising, education and training of all health and social care professionals is essential to improve experience
- A consistent and committed approach across the system is needed to make real change
- As we address health inequalities we need to better understand the impact of intersectionality between disadvantaged groups

# Contact us

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NHS England and NHS Improvement

