

Trans Inclusion in health & care

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Switchboard



Connecting you to LGBTQ support

Who am I?



Switchboard

Connecting you to LGBTQ support

What do Switchboard do?

Helpline

Health
Inclusion
Project

Older
Peoples
Project

Trans &
Non-Binary
Link
Worker

LGBTQ
Inclusion
Award

Grief
Encounters

Rainbow
(Dementia)
Cafe

Trans
Survivors
Project

Disability
Project

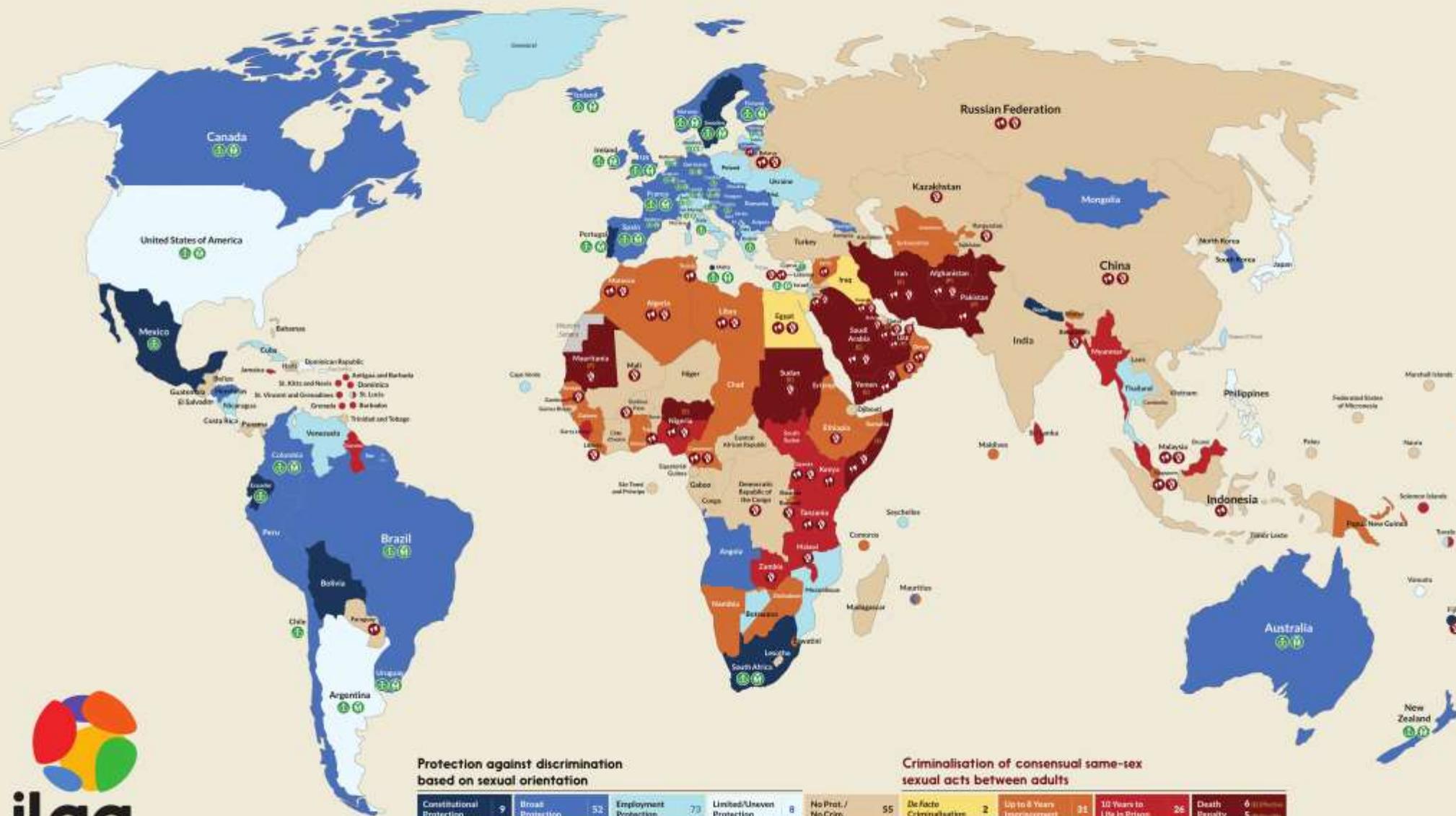
For more information about what we do
and how you can support our work
visit www.switchboard.org.uk

Why is focusing on trans inclusion important?

- Recognising that trans people exist, have a right to access services and jobs, and to have their needs met safely and effectively.
- Recognising the myriad of health inequalities that impact outcomes.
- Sharing the required tools to afford dignity and respect to trans patients.
- Ensuring service users have a positive experience and shaping health-seeking behaviour.
- Ensuring trans colleagues are welcomed and supported
- Ensuring all colleagues are supported to learn, deliver quality care, and work in a culture where inclusion is taken seriously.

SEXUAL ORIENTATION LAWS IN THE WORLD - 2019

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



Protection against discrimination based on sexual orientation

Constitutional Protection	9	Broad Protection	52	Employment Protection	73	Limited/Uneven Protection	8	No Prot./No Crim.	55
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Legal recognition of families

- Marriage or other forms of legal union for same-sex couples
- Adoption open to same-sex couples

Criminalisation of consensual same-sex sexual acts between adults

De Facto Criminalisation	2	Up to 8 Years Imprisonment	31	10 Years to Life in Prison	26	Death Penalty	6	Other	5
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Legal barriers to the exercise of rights

- Legal barriers to freedom of expression on SOGIESC issues
- Legal barriers to the registration or operation of sexual orientation related CSOs

The data presented in this map is based on State-Sponsored Homophobia, an ILGA report by Lucas Ramon Mendoça. This map can be reproduced and printed without permission from ILGA, as long as it is properly cited and not modified or altered. <http://ilga.org>

Trans people wait up to 5 years to be seen by NHS gender services

Aversion therapy was offered as a cure by NHS until 1980

Being trans was listed as mental illness by WHO until 2018

There is a 16% pay gap between trans people & the general population

1 in 3 employers say they are 'less likely' to employ a trans person

Press coverage of trans issues has increased 23-fold since 2012

There is still a spousal veto for legal gender recognition.



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Connecting you to LGBTQ support

Gender

- Trans / Transgender
- Trans Woman
- Trans Man
- Non-Binary
- Cisgender / Cis

Trans Woman

Somebody whose gender identity is woman and who was assigned male at birth. *(A woman who is trans)*

Trans Man

Somebody whose gender identity is man and who was assigned female at birth. *(A man who is trans)*

Non-Binary

Somebody who identifies as neither a man nor a woman, or as both. May refer to themselves as: genderqueer, genderfluid, agender, or in a number of other ways. *(A person who is non-binary)*

Queer

An umbrella term for sexual and gender minorities who are not heterosexual and/or not cisgender.

Health risk factors for LGBT People

Substance Use

- 37% of LGB people used drugs in the past month compared to 5% of the general population
- 86% of LGB people reported binge drinking at least once in the past month
- 62% of trans respondents to AUDIT-C questions gave answers which suggested alcohol dependency
- 30% of LGBT people smoke compared to 21% of general population

Sexual Health

- Risk of HIV infection is nearly 50 times higher for trans women compared with all adults of reproductive age.
- Every week in London, 15 gay and bisexual men are diagnosed with HIV
- Forthcoming research from PHE shows that around half of all trans people surveyed had never had an STI test.

Health risk factors for LGBT People

Mental Health

- 60% of all trans people have considered or attempted suicide, and 80% have experienced depression.
- LGBT people have significantly lower quality of life metrics
- 1 in 20 LGBT people have been pressured to access conversion or aversion therapies when accessing healthcare.

Data Scarcity

- Sexual orientation monitoring, trans status monitoring and intersex monitoring have all been linked with improved experiences or outcomes.
- There is limited data globally about these communities.

Health risk factors for LGBT People

Erasure of women who have sex with women from discourse

- 40% of LB women attending a GUM clinic receive positive diagnoses compared to 19% of straight women.
- 1/3 of lesbian and bisexual women report having their female partner excluded from maternity care and/or birth at some point.
- 40% have been told they don't need cervical screening.

Understanding of trans health issues

- Waiting list of up to 5 years for treatment via specialist services in the UK and over 20% of trans people are self-medicating with hormones bought online.
- 40% have experienced a negative reaction from a health service because of their trans identity, and 20% have avoided healthcare for fear of discrimination.

What Goes Unsaid

- Perceived barriers to care
- Fear of homophobia, transphobia or breach of confidentiality.
- Discrimination increases when LGBT people inhabit multiple marginalized identities:
- Across all primary care services, Black, Asian and Minority Ethnic (BAME) respondents were 14% less likely to have their needs met as LGBT people.
- Disabled LGBT people were twice as likely not to be registered with a GP practice compared to non-disabled LGBT people.



But...

- 90% of LGBT people are happy to talk about sexual orientation.
- People using services displaying LGBT posters and literature are 25% more likely to say those services met their needs.
- Patients in services that ask appropriate questions about sexual orientation and trans status are significantly more likely to say that service meets their needs...

“A patient noticed my NHS rainbow badge on my staff lanyard and it allowed him to feel safe enough to ‘come out’ to me.

First person he’s told.

Hiding his sexuality has been a major cause of his anxiety and depression for years.

A tiny badge has changed someone’s life.”

Small Steps, Major Impact

Signalling & Visibility

- Lanyards
- Posters
- LGBT Leads
- Representative resources & materials
- Pride in Practice Plaque
- Language

Knowledge & Resources

- Training
- Clinical Guidelines
- Inclusive Policies
- Relevant resources
- Access to up to date guidance

Support & Services

- Good LGBT social prescribing links
- Screening reminders
- Avenues for patient voice
- Links with specialist services (CliniQ)

Monitoring & Data

- Sexual Orientation Monitoring
- Trans Status Monitoring
- Intersex monitoring
- Appropriate questioning & disclosure



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