

Diversity Matters February 2016

Lesbian, Gay, Bisexual and Trans (LGBT) History Month February 2016

What you need to know

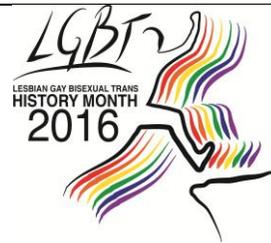
LGBT History Month celebrates the lives and achievements of the LGBT community and aims to promote tolerance and awareness of the discrimination still faced by LGBT people.

This year's theme is Religion, Belief and Philosophy.

Why it's important

Unfortunately LGB and T people still face inequality, discrimination and hate crime. According to the Equality and Human Rights Commission and Consortium of LGB and T Voluntary and Community Organisations in June 2015:

- 88% of LGB and T people had experienced some form of hate incident leaving them with emotional and physical scars.
- 14% of LGB victims reported their most recent experience of hate crime.
- One in eight LGB people have received unwanted sexual contact.



What you can do

1. Make sure hate incidents against patients / carers / visitors / staff are not overlooked and reported on Datix. In respect of hate incidents between members of staff, make sure to report to Management or speak with a Dignity at Work Advisor in the strictest of confidence for further advice.
2. Attend and / or support members of staff to attend training / briefing sessions on LGB and Trans.
3. Monitor sexual orientation as part of your equality data to be sure there is no difference in health outcomes for different groups of people and make sure any uncertainty or issues that are identified or addressed in future plans. The following document from Stonewall explains in plain English why such information is needed

To put the issue of transphobia into perspective:

- 81% experienced silent harassment (e.g. being stared at/whispered about) for being trans.
- 38% experienced physical intimidation and threats for being trans.
- 35% suspected they were turned down for a job because of a trans identity.

[McNeil, J., Bailey, L., Ellis, S., Morton, J., & Regan, M. \(2012\). Trans mental health study 2012. Report for the Scottish Transgender Alliance.](#)

In respect of the delivery of service, according to the Lesbian and Gay Foundation's report "Beyond babies & breast cancer: Expanding our understanding of women's health needs":

- Half of lesbian and bisexual women say they have had a negative experience of healthcare in the last year.
- Lesbian and bisexual women commonly report that healthcare providers assume they are heterosexual and that they are not given a chance to 'come out'. When women do come out this information is commonly ignored and occasionally negative comments are made.

Information taken from:

LGBT History Month website - <http://lgbthistorymonth.org.uk/>

"Vital Statistics 2010: The UK Gay Men's Sex Survey Data Report"

http://www.sigmaresearch.org.uk/files/local/Yorkshire_Humber_2010.pdf

Lesbian and Gay Foundation report "Beyond babies and breast cancer"

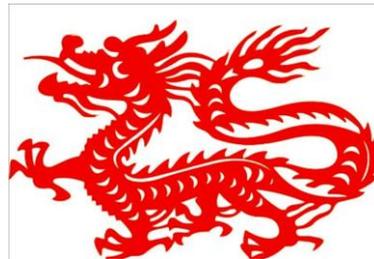
file:///F:/Downloads/FENT_1390566066_Health_care_needs_of_LB_women_.pdf

http://www.stonewall.org.uk/documents/whats_it_got_to_do_with_you.pdf

4. Communicate internally and externally in a non-discriminatory way, without making assumptions about sexual orientation.
5. Information on LGBT issues is available from Stonewall <http://www.stonewall.org.uk>. Their Resources page has free publications that you can download http://www.stonewall.org.uk/what_we_do/resources
6. Yorkshire MESMAC provide various services for LGBT people <http://mesmac.co.uk>
7. You can download the 'Genderbread Person' infographic which explains gender and is available for free from <http://itspronouncedmetrosexual.com/2015/03/the-genderbread-person-v3>
8. The Gender Trust provides help for people with gender identity issues <http://gendertrust.org.uk/>
9. Various events are taking place in York as part of the National Festival of LGBT

History.
<http://yorklgbthistory.org.uk/2015/05/28/second-national-festival-of-lgbt-history-february-2016/>

Chinese New Year



8 February 2016 marks the start of the Year of the Monkey as Chinese people all over the World celebrate New Year. The festivities conclude with the Festival of Lanterns on the 15th day after the New Year - 22 February in 2016

The New Year, or Festival of Spring holds great cultural significance for Chinese as they reconnect with members of their extended family and welcome the Spring for new beginning,



1. Patients may choose not attend appointments on the first day of the New Year Festival (8 February) as they may be visiting relatives or have visitors at their homes. They may cancel or just not attend.
2. Be aware of this when scheduling outpatient appointments, but do not make assumptions
3. It may also be more difficult to book an interpreter for an appointment for Chinese New Year.
4. This is a very important event in the cultural calendar for Chinese people of all religions
5. If you are a member of staff who celebrates this event, make sure you book any annual leave required in plenty of time.

Management Roles

Managers have a duty to accommodate reasonable requests from staff for time off to participate in diversity events. Managers are encouraged to be flexible in managing how this is accommodated within the boundaries of overall Trust Policy and good practice.

Guidelines for staff leave: Time off to attend diversity events is not additional to standard entitlements, but rather can be taken from an employee's annual leave entitlement, flexi leave, and time off in lieu or as unpaid leave.

Additional advice: To ensure that effective working relationships are maintained within teams, where there is an impact on the wider team, Managers are advised to brief all affected employees about the reasons for flexibility being given to colleagues who require time off for cultural events. The minimum amount of detail should be disclosed, advanced notice provided to the employee requiring the time off and where possible an approach agreed with the same individual.

If you require any further information or advice about this briefing, please contact the Equality and Diversity Team on either 0113 2066785/0113 2065218 or leedsth-tr.Diversity@nhs.net.

Briefing produced by Patient Experience.

Information in this document has been obtained from various reliable websites as set out in the content. Any queries regarding the facts are advised to be raised with the relevant organisation.