

### Evidence for Equality Delivery System Grading

<p><b>Name of organisation:</b>                  The Newcastle upon Tyne Hospitals NHS Foundation Trust</p>
<p><b>Protected characteristic</b>                  Sexual Orientation</p>
<p><b>Date</b> Nov 2011</p>
<p><b>General Points:</b>                  It is estimated that between 13,500 and 18,900 people in Newcastle would identify as Lesbian, Gay or Bi-Sexual based on Government estimates of between 5 and 7 percent of the population. These estimates are accepted by Stonewall but no full survey/census has yet been completed.</p> <p>Attitudes have undergone a sea change over the last few decades, with much greater understanding and tolerance. However, the fact is that LGB people feel that they can't be open about their sexual orientation in their local neighbourhood, that LGB students still experience unacceptably high levels of bullying, and that LGB people would not even consider certain jobs for fear of other people's reaction, is a worrying sign that prejudice and discrimination still limit people's choices and chances in life.(Beyond Tolerance CEHR 2011)</p> <p>The implementation of sexualities and trans equalities policies was assessed as uneven within by participants in a recent national study. Participants perceived that there has been significant progress in building the importance, and the vocabulary, of lesbian, gay, bisexual and trans equalities into the local government modernisation process. However, the general sense is that organisational cultural change is slow. Participants highlighted the importance of having a committed individual to champion the sexualities and trans equalities agenda and bring others on board. (LGBT Equalities in Local Governance, McNulty et al 2010)</p> <p>In a study of over 6000 lesbian women in 2007 half have had negative experiences in the health sector in the last year. (Prescription for Change Lesbian and bisexual women's health check 2008)</p> <p>Stonewall's <i>Serves You Right</i> reported that one in 14 lesbian and gay people expect to be treated worse than heterosexuals when accessing healthcare</p> <p>With the marked exception of gay men's sexual health, the specific health needs of Lesbian women are almost invisible. Lesbians are more likely to have smoked and to drink heavily than women in general. At various ages they are less likely to have had a smear test and more likely to have had breast cancer. Levels of self harm and suicide are significantly higher than in the wider population. Half have had negative experience of healthcare within</p>

the last year alone and a similar number feel unable to be open about their sexual orientation to their GP.

When lesbian and bisexual women said that they had had some positive experiences when accessing healthcare, this made a difference to how they felt about themselves and their relationship with the health sector.

One in fifty, equivalent to 37,000 lesbian and bisexual women, have been refused a smear test even though they requested one. (Prescription for Change 2008)

Bisexual people can suffer from both homophobia and heterosexism and bisexuality is often not accepted as an identity, because it is assumed they can choose to be either gay/lesbian or heterosexual (DoH 2007c). Many of the health needs of bisexual people relate to their experience of discrimination (Dobinson et al 2003).

For some LGB staff, discrimination and discriminatory attitudes are part of the job, and managing these issues is a key aspect of successful career development. (Being the Gay One 2009)

Monitoring staff and patients on the grounds of sexual orientation can be invaluable to protecting them from discrimination, if introduced correctly, and with due regard for the views and experiences of staff. (Monitoring sexual orientation in the health sector Hunt and Cowan 2007)

### **Points related to Age**

Bullying is experienced by 30-50% of LGB young people compared to 10-20% of young people in general (Hunt 2007). Mason and Palmer (1996) found that 78% of LGB under 18 experienced verbal abuse and 23% have been attacked by other pupils.

Most people, including friends at school, are fine about children having gay parents. They think it is a good thing, or don't really care.

Some people make judgements about what it's like to have gay parents. They think children will have a certain type of life and not as good an upbringing. Children with gay parents can find these judgements upsetting.

( Different families The experiences of children with lesbian and gay parents April Guasp 2010)

Older people are often assumed to be heterosexual, and the needs of older LGB are frequently overlooked.(DH Briefing 2007)

### **Points related to Disability**

No statistically significant differences have been found between gay, lesbian and heterosexual respondents around the prevalence of disability (Ellison and Gunstone 2009).

Disabled people often have difficulty getting their right to sexual relationships acknowledged, regardless of their sexual orientation (National Disability

Authority 2005). They may face the double discrimination of being disabled and LGB (Davidson-Paine and Corbett 1995).

Few organisations and NHS workers are effective or efficient in working with LGBT deaf people. (Mackereth and Ash 2010)

Young gay and bisexual men are seven times more likely to have attempted suicide (Remefedi et al, 1998)

Around half of lesbians (47 per cent), four in 10 gay men (42 per cent) and a quarter (24 per cent) of bisexual women and men reported that they had suffered stress in their lifetime as a result of prejudice and discrimination linked to their sexual orientation. Ellison and Gunstone found that 9 per cent of gay men and 14 per cent of bisexual men in the survey reported a current mental health condition, as did 16 per cent of lesbians and a substantial 26 per cent of bisexual women. This contrasts sharply with just 4 per cent of heterosexual men and 6 per cent of heterosexual women. (cited in .Beyond Tolerance CEHR 2011)

#### **Points related to Race**

There is no evidence to show any difference between BME and white men as to whether they are likely to have sex with men (Hickson et al 2004). African-Caribbean men who do so are twice as likely as the ethnic majority to be diagnosed with HIV (Keogh et al 2004), but are less likely to use outpatient services (Malebranche et al 2004).

BME LGB communities experience a disproportionate amount of homophobic violence, harassment and abuse.

Deportation of asylum seekers who have had to leave particular countries because their sexual orientation or gender identification has been stopped as puts them at proven risk of imprisonment, torture or execution. (Working for Lesbian, Gay, Bisexual and Transgender Equality, Gov Equalities Office June 2010).

#### **Points related to Religion and Belief**

Ellison and Gunstone (2009) found that 53% of their survey reported to belong to a religion, but only 37% of gay men and lesbians. They found a smaller proportion of gay and lesbians to be from an ethnic minority group (1.4% compared to 3.5% of white respondents).

Stonewall's report, *Living Together*, a survey with over 2,000 nationally representative people in the UK, found that people of faith are no more likely to be prejudiced against lesbian and gay people than anyone else.

Organisations are confident that they are able to take steps to prevent and respond to discrimination against lesbian, gay and bisexual people. They are less confident about tackling negative attitudes and responses when these are justified and motivated by religion and belief. They acknowledge that incidents are very rare and that working to prevent such incidents is a priority. (Religion and Sexual Orientation in the workplace).

Many conventional religions conform to 'the heterosexist-norm', most being oppressive to LGBT people. (Mackereth and Ash 2010)

Many LGBT people struggle in society to reconcile sexuality, culture and faith. (Macaulay,RJ) Ethnicity and Inequalities in Health and Social Care • Volume 3 Issue 3 • September 2010 © Pier Professional Ltd)

**Points related to Marriage and Civil Partnership**

National Statistics indicate that there were 231,490, marriages and 5,536 civil partnerships in England in 2010 (Office for National Statistics 2010)

**Points related to Pregnancy and Maternity**

If LG parents are not the birth parent, they are now automatically named as the joint parent on their child's birth certificate if they are civilly partnered, or conceived their child through a licensed fertility clinic. They no longer have to adopt their child.

Lesbian couples can approach fertility clinics with confidence. The law now protects them on this because 'the need for a father' requirement has been re-phrased to 'the need for supportive parenting.'

**Points related to Transgender**

Research suggests that trans people have a diverse range of sexual orientations and it should not be assumed that they are also LGB; they may be heterosexual. (Mitchel, M.Howarth,C. *Trans research review, Equality and Human Rights Commission, Research report 27*)

**Current activity across the city**

MESMAC North East works throughout the North East of England with gay and bisexual men and other men who have sex with men to increase the range of choices open to them. They provide support and advice through individual and group work and have produced and resources including anti-homophobic bullying toolkit and health resources.

LGB Community Development Worker

Lesbi Healthy and Sexi web site to address the gap in access to sexual health information for lesbian and bisexual women and thereby in the long term contribute to the improvement of sexual health for L/Bi women.

Gay Pride

**Examples of how do we contribute**

- CQC evidence in relation to quality services for all
- Equality Strategy
- EDHR group
- Equality policies, practices, training of staff
- Partnership working between sexual health services and MESMAC to develop services and resources
- Public health work around the needs of young people, teenage pregnancy and Chlamydia screening

- Psychological services provide support/training in discussing sexuality & sexual behaviour, screening for HIV & preparation and train others – medical students
- School Health Advisors providing health education that takes into account of the needs and issues that of LGB young people face
- Contribute to the Gay Pride day

**Examples of other things we could do**

(cited in Beyond Tolerance CEHR 2011)

Specific actions that should be taken by the health and social care sectors include:

- providing more effective equality training in relation to sexual orientation and more learning opportunities for staff on LGB health and equality issues
- developing involvement and consultation strategies with LGB people to inform policy and service delivery developing an environment within health and social care services that is conducive to people being able to be open about their sexual orientation encouraging health and social care staff
- to use language that respects LGB people, acknowledges same-sex relationships and does not make assumptions about sexual orientation
- considering the needs of LGB people in policy and practice from commissioning and planning through to delivery, including developing targeted LGB interventions where appropriate
- building an understanding of the impact of discrimination on grounds of sexual orientation in mental health services
- introducing monitoring of sexual orientation, where this is not already in place, and taking action as appropriate to address the differing needs of lesbians, gay men, bisexual women and bisexual men.
- promote better recording of hate crimes against homosexual and transgender people, which are frequently not centrally recorded. (Working for Lesbian, Gay, Bisexual and Transgender Equality, Gov Equalities Office June 2010)
- understand lesbian health needs
- don't make assumptions
- tell lesbians what they need to know
- increase visibility
- make complaints procedures clear
- develop tailored services  
(Prescription for Change 2008)
- people in senior management positions across organisations to exercise leadership and give a clear message about the importance of the sexualities and trans equalities agenda in relation to employment opportunities and all areas of service provision. (LGBT Equalities in Local Governance, McNulty et al 2010)
- positive and proactive, rather than reactive, approaches to sexualities and trans equalities
- internal review of consistency across service areas, in relation to the implementation of sexualities and trans equalities.