BSUH@Pride 2018
Midwives at Trans-pride
National LGBT Survey
BSUH LGBTQ+ mentoring
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www-bsuh.nhs.uk/work-and-learn/ @BSUH_NHS

Proudly diverse, proud to care
Come and join us!

EQUALITY • DIVERSITY • INCLUSION
What a summer, with three major Pride events in Brighton & Hove over four weeks!

It was also a great opportunity for new partnerships.

We had some amazing help from the Prince’s Trust team/students at GMBC (Greater Brighton Metropolitan College), who designed the candles and helped build the float as their community project – and fundraised over £180 to pay for the paints. We were delighted a number of the students could join us on the day. We were also so touched to have been invited to their celebration evening at the end of the 14 Prince’s Trust week development programme – and to see the amazing video of their work, created by GBMC film student George Callow.

We also worked with design/graphics students at the University of Brighton on the float design. And a huge thank you to Jess Turvey in BSUH Clinical Media Centre for creating a beautiful suite of artwork, designs, posters, banners and flyers. You’ll read some of the reaction to the float later in this edition!

Thank you so much to everyone who volunteered their time and energy to make it such a brilliant event, and to have BSUH so proudly represented. But particular thanks to Nicky Caley (Quality Assistant, and BSUH@Pride2018 Lead), who did an amazing job in bringing us all together, organising us, and drawing on an impressive network of designers and artists to help make our float look so amazing!

Nick Groves
LGBTQ+ Network Convenor

Disability Pride was celebrating its second year and was a huge success.

The event is organised to raise awareness of the diversity and value of disabled people with all (visible and invisible) impairments or conditions and is organised by a diverse committee of disabled people – it came about after a disabled participant experienced discrimination at one of the venues at the Brighton Pride event the previous year. We met some of the organising team and were pleased to publicise the event – and hope to be able to offer some practical support in 2019.

Pride After a break for a few years, this is the second year in which BSUH has formally participated (again led by CEO Marianne Griffiths).

With Laing O’Rourke’s donation of truck and driver, support from BSUH Charity (and Fundraising Manager Jess Burgess), and funding from HR and 3Ts, we created a fantastic NHS70 ‘birthday cake’ float. Over 100 staff took part on the day. It was also a chance to promote recruitment opportunities at BSUH – we handed out over 6,000 recruitment flyers (up from 1,000 last year!)
Trans-Pride 2018

Well... that was a day to remember!

Thank you so much to the 20 volunteers from BSUH for helping make it happen.

Trans Pride Brighton 2018 was the most attended so far. There were estimated to be 3000 people on the march and well over 6000 people attended the park during the afternoon. We saw nothing significant in terms of anti-trans protestors. The march was handled perfectly. The park event was set up and taken down with skill, determination and goodwill from all those involved. The charity boxes came back full. The park was clean, and... we recycled for the first time ever!

The BSUH Volunteers helped support a vital event that raises awareness and empowers many minority groups, and we touched people’s hearts and minds in the process.

And it was fun!

Thank you to Michelle Steele from Trans Pride Brighton, Deborah Wolf, Nicky Caley and everyone else who turned up on the day, wore their (very fashionable) hi-vis jackets with pride and helped ensure it was such a great day for so many.

We also need to mention that Clinic T had a fantastic stall again that was a great success (again) and for the first time our Midwives had a stall where advice and information were given to the wider trans+ community – their message of support has been shared nationally as a prime example of forward thinking, Trans inclusive clinical care. Our thanks to both teams for adding so much to the event.

Roll on next year!

Keith Thomson
Network Member and Lead for BSUH@Trans-Pride2018

Dr. Kate Z Nambiar (Clinical Research Fellow and Specialty Doctor in Sexual Health & HIV Medicine, The Lawson Unit) and colleagues at the Clinic T stall at Trans-Pride 2018.
Midwifery Stall

'The Midwifery stall at Trans-Pride was a HUGE success! I was completely overwhelmed by how well received it was. Many said it was their favourite stall – and such a source of hope and positivity. There was huge admiration and many were surprised we were there – they thought it was unbelievably progressive!

There was lots of interaction with potential gestational parents (both locally and others who had travelled some way), and lots of people completed the questionnaire. It was a really emotional day, with lots of (happy) tears all round.

One trans man I met even said the stall and talking with us was a 'life changing moment' for him, that he had never had anyone validate his desire to carry a baby or express that it was a positive or beautiful thing to do. He and his wife had been searching high and low for support and were feeling isolated and rejected, and our presence made them think that they really could have a baby one day, and be cared for with love and compassion. They didn’t even know it was possible.

As well as lots of 'service user' interaction, I had lots of researchers, health care professionals, management people, charity workers etc. approach the stall and want to talk about what we’re doing. Many said they would follow up about the wider policy/strategy work for trans and non-binary people – hopefully this will benefit us as a Trust. Lots of discussions around how trailblazing this work is, and how innovative we’re being!

To Keith, Nicky, Nick and the BSUH@Prides2018 Committee, I just wanted to say the HUGEST THANK YOU to you all; for your kindness, support and enthusiasm about the stall, and all the hard work you did in your own time – it absolutely wouldn’t have happened without you. I was blown away to realise (only the other day!) that you don’t get paid for this and do it in your own time. I feel so emotional just thinking about it!

’Here’s to lots more trailblazing work and supporting our local LGBTQ+ community!'

Helen Green
Midwife

Above: Helen Green (right) with colleague on the Trans-Pride Midwifery stall
Right top and bottom: leaflet and questionnaire
This year’s Brighton Pride theme was ‘Colour my world’. The parade was an amazing experience for all of us involved, with over 100 people representing BSUH – proudly taking our place alongside other health and public sector services. We were also delighted to be able to include colleagues from NHS Brighton & Hove CCG, and Maidstone & Tunbridge Wells NHS Trust.

To celebrate NHS70 and the amazing contribution of LGBTQ+ NHS staff and our allies, we designed our float as a giant birthday cake, with candles painted to represent the array of gender and sexuality identities. From the moment our float arrived at Hove Lawns, the reaction from the public was incredible – people thanking BSUH for saving their lives, and thanking us and the NHS for the care they and their relatives/loved ones have received over the years.

Once the parade started, we were met with regular chants of ‘NHS, NHS, NHS’ from the thousands of spectators lining the streets of the city. Taking part reminded us all just how special and valued the NHS is, and how proud we were at BSUH to represent the LGBTQ+ community we serve and our LGBTQ+ staff. Here’s to next year!

If you’d like to find out more about the BSUH LGBTQ+ Network, would like to sign up for the newsletter or get involved, please email nick.groves@bsuh.nhs.uk

Nicky Caley
Quality Assistant and BSUH@Pride2018 Organiser (LGBTQ+ Network)

‘Thanks so much for... the amazing opportunity you were able to offer our young people.

For many of them, I’m sure it will be a once in a lifetime opportunity to be involved in something like this, and all of our students have had such a positive experience. Everyone here at the college and the wider Prince’s Trust network agree it is one of the best Community Projects that has been completed!

Once again, thanks for all the support and we look forward to seeing you on presentation night and potentially more opportunities to work together.’

Harry Allen
Prince’s Trust Team Leader
What better way to improve care for patients than by showing our passion and commitment to diversity, inclusivity and love? For the second year in a row, BSUH Charity had the privilege of hosting a float and walkers at Brighton Pride. It was phenomenal – over 100 staff from a huge range of teams joined in the fun at this year’s parade, led by CEO Marianne Griffiths. We were also proud to represent the BSUH staff who were working over the Pride weekend, supporting our local communities and the record-breaking 450,000+ visitors to the city.

Although the parade is an incredibly fun day out, it’s also an important event – representing social justice, equality and the fight for civil rights. At BSUH and BSUH Charity, we’re proud to be part of this movement. It’s a hugely joyous day, but it was hard not to get emotional at the incredible, intense feeling of appreciation and support by the crowds along the route for BSUH and the NHS.

Accompanying our NHS70 birthday theme float, we danced along the 2.3 mile parade route to a heart-pumping playlist of ‘70 Songs for NHS70’ compiled by our fabulous Research Nurses from BSUH staff nominations. The atmosphere was like a fantastic birthday party, and throughout we could hear groups chanting, ‘NHS, NHS, NHS!’.

BSUH Charity hopes to support the event for many years to come. To everyone who took part in the planning, thank you – it was an enormous amount of work, almost all volunteered in our own time. To those who joined us on the day or supported us from the crowds, you are stars! And to our fearless BSUH@Pride2018 Lead, Nicky Caley, we take our (party) hats off! We are reflecting on a day full of colour, smiles and humanity. Thank you all!

**Jess Burgess**
Charity Fundraising Manager,
BSUH Charity

One of the GBMC film studies students, George Callow, filmed the Prince’s Trust student’s work on BSUH@Pride2018 for their community placement:

https://drive.google.com/file/d/1uCUz-YmiRvCrlh0pGd_7tQjr2YVmtdPO2/view?ts=5b7e8d1c
The costumes, the makeup... the tumblers, the clowns...

The scenery, the props... and there's your billing out there in lights...
The music!

Dancing On The Ceiling
Lionel Richie
Relax
Frankie Goes To Hollywood
Vogue
Madonna
Don’t Stop ‘Til You Get Enough
Michael Jackson
Fat Bottomed Girls
Queen ... and much, much more

The spotlight, the people, the audience that lifts you...

The roustabouts that move the show at dawn...
The opening when your heart beats like a drum...

Dance to the whole list here
https://open.spotify.com/user/beccagleig/playlist/5w0d30KpjhZ6rGoM-V4O3AP?si=34Z39NFGScSpXhHsx6AWzQ

Perfect picks for the
pride.songs@bsuh.nhs.uk

Thank you to Alyson Knott, Celia Richardson and the BSUH Research Nurses.
I think it is I who should thank you. I honestly think you did an amazing job for us this year with Pride. Everything was so well organised, so well thought through and run in a positive and inspirational way. You showed real leadership qualities and I am very proud that you work for BSUH.

Thank you for being a wonderful you!

Marianne Griffiths, CEO, BSUH

Thank you to you, Nicky, for all you did to make it a success and thank you to all those who helped out in any way.

It was an amazing day!

Lizzie Peers, Non-Executive Director, BSUH

Thank you for all your efforts and also to all those who went the extra mile to make it a great event.

Have a good rest of the summer.

Mr. V. Kalidasan (Kali) Consultant Paediatric Surgeon & Urologist, Director of Medical Education BSUH

What a great Pride. It was so fun and completely exhausting – but totally worth it! Well done for pulling it off. Amazing!

Alyson Knott, Research Nurse, BSUH

I was on the BSUH float at Pride this year – the giant cake that rocked its way through Brighton! I felt like Fatboy Slim.

We met some amazing colleagues from BSUH. There was an in-cake DJ and I recommend you release the amazing playlist as an album, ‘Now that’s What I Call BSUH@Pride2018!’

I can’t tell you how amazing it was. We LOVED it! I just want to do it all again but with bubbles and pompoms now I’ve had a nap.

Kirsten Raymond, NHS Brighton & Hove CCG

A massive thank you for letting me be part of Pride.

I had such an amazing time it was truly wonderful. It made me proud to be part of BSUH and the NHS. I had several people come up to me: the first was a man who thanked us for saving his life following an appendectomy... he said that BSUH is full of amazing people.

Another lady told me she would not be standing there if it wasn’t for BSUH.

One girl stopped me to say how proud she was that we were giving up our Saturday to represent the hospital.

All in all totally great for the soul! Thank you.

Emma Cockburn, Lead Superintendent Radiographer, BSUH

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All in all totally great for the soul! Thank you.

Emma Cockburn, Lead Superintendent Radiographer, BSUH
I just wanted to say a big thank you for everything you organised for the float for pride this weekend. It was a storming success! My sister was among the crowd and said our float was one of the best this year!

I’m still getting shivers remembering the people who came up to me thanking me for what the NHS has done for them and in saving the lives of family members. It made me hugely proud to work as for such an important organisation and reaffirmed the importance of having BSUH and the NHS represented at Pride.

My favourite part of the day (apart from the hundreds of high fives I gave!) was when the music stopped between tracks and you could hear the crowd chanting ‘NHS, NHS, NHS!’ Something I won’t ever forget.

Thank you.

Alex Catlow, Superintendent Radiographer, BSUH

Thank you for a great day it was fantastic to be able to walk in the Parade along with our colleagues from BSUH. It’s an experience I personally won’t forget.

Michael Stupples, Maidstone & Tunbridge Wells NHS Trust

Thank you – your organisation was amazing!

Caroline Davies, Nurse Director, BSUH

It was a fab experience at the parade – I’m glad I got involved! I’m very happy to hear that you’ve had such a positive response to [the float design]. Thank you for everything. I look forward to seeing all of the pictures and videos!

Ella Shamwana, Student University of Brighton

I just wanted to say a huge thank you for enabling our staff to participate in Brighton Pride this year. They had an absolute ball and I’ve seen a couple of pictures – can’t wait to see the rest! Your organisational skills must have been second to none!

Thanks again!

Jo Garrity, Head of Staff Engagement & Equality, Maidstone & Tunbridge Wells NHS Trust

Thank you for all your hard work on the float. Had such a great time on Saturday! I’ve made a little movie of the parade (13 mins) – https://1drv.ms/u/s!AsPxteBvqUvSlF3_HBXE25gLRpiE (Might need to be viewed from a personal device in case of a BSUH firewall.).

Roger Gustafson, Freedom of Information Manager, BSUH

Thanks again for all your hard work this weekend and in the weeks leading up to Pride. She did an amazing job keeping us all organised, handling logistics, and creating a fun and loving environment for everyone. She even took time to look out for the rainbow baby I’m growing! It was truly a pleasure to support BSUH@Pride in any way I could, and help to make this year even better than last!

Jess Burgess, BSUH Charity Fundraising Manager

Well done (BSUH LGBTQ+ float at Brighton Pride) lots of friends who went to pride have told me the crowd cheered and clapped and made so much noise and support for the NHS float. So proud of you Nicky KNW.

Jess Burgess, BSUH Charity Fundraising Manager

Another sunny summer weekend saw Brighton’s Official Pride Parade. If you haven’t watched the video you can find it here: https://1drv.ms/u/s!AsPxteBvqUvSlF3_HBXE25gLRpiE Thanks for being such a great leader, Nicky! What an important and fun day! #ProudB4U #Pride2018
Worthing Pride

2018 saw Worthing hold its first ever Pride event!
The day exceeded expectations, with nearly 4,000 people buying tickets.

Colleagues from Western Sussex Hospitals LGBT Network hosted a stall. LGBT Lead and Trust Governor, Stuart Fleming (pictured, second from left) said: ‘Worthing PRIDE was a great event for the hospitals. So many of our patients came up to give us feedback, and were delighted to see us representing the Trust.’

If you would like more information about the LGBT Network at WSHFT please email: lgbtnetwork@wsht.nhs.uk
The latest Adult Inpatient Survey was published in June. It received feedback from 72,778 patients who received inpatient care in an NHS hospital during July 2017. The report shows that many aspects of patient experience have remained relatively stable overall since 2009, though there have been some improvements across certain areas. However, patients’ experiences of information and discharge from hospital remain poor. The report also analyses how different subgroups of patients rated their inpatient experience, incl. by Sexual Orientation.

**KEY FINDINGS**

**Sexual Orientation**

Patients who described themselves as heterosexual (or straight) tended to have an above average experience than other patients in:
- Coordination and Integration of care
- Respect and dignity
- Respect for patient-centred values

There is no overarching trend in the specific sexual orientation groups, other than those who respond as ‘I would prefer not to say’ had a poorer than average experience for confidence and trust.

**LGBTQ+ Training & Development**

**Health4LGBTI Materials Now Available**

The final project materials are now available, including:
- Training materials (trainer’s manual, modules) – designed to increase the knowledge, attitudes and skills of healthcare professionals when providing healthcare to LGBTI people.
- Summary report into the health inequalities experienced by LGBTI people and the barriers faced by health professionals.
- Final conference report (February 2018).

[https://ec.europa.eu/health/social_determinants/projects/ep_funded_projects_en#fragment2](https://ec.europa.eu/health/social_determinants/projects/ep_funded_projects_en#fragment2)

LGBTI people continue to experience stigma and discrimination combined with social isolation and limited understanding. This leads to significant barriers in accessing health and social care services, and the experiences can translate into a risk of depression, suicide and self-harm, violence, substance misuse and HIV infection.

The aim of the two-year EU-funded project was to improve the understanding of how best to reduce specific health inequalities experienced by LGBTI people. It focused on overlapping inequalities stemming from discrimination and unfair treatment on other grounds (eg. age, status, income).

Thank you to Network members/BSUH colleagues for helping to test the training materials (along with sites in Belgium, Bulgaria, Italy, Lithuania and Poland).

The website also includes an evaluation report from the pilot.
Local News

Brighton & Hove Triathlon
Sunday 16th September, Hove Lawns

This September hundreds of Brighton & Hove Triathlon participants took on the challenge of a sea swim, a scenic ride along the seafront on the closed road cycle leg, and a flat run along the iconic promenade.

Last year Stonewall was one of the charity sponsors, and the Triathlon continues to strive for LGBT equality and inclusion, even including a ‘Rainbow Wave’. One of the 2017 Stonewall supports said:

‘Racing in the Brighton and Hove Triathlon, whilst proudly wearing my Rainbow Laces, was quite a symbolic moment for me. I know that not all sports can be as welcoming of LGBT people, but I hope that raising awareness and funds for Stonewall will help to promote acceptance in the sporting world.’

‘Triathlon as a sport is inclusive of people of all ages and abilities, with a race distance for juniors to people tackling full-iron distances – everyone can give it a go!’

If you’re interested and would like to find out more about the event:
Billy.Cole@stonewall.org.uk
www.brightonandhovetriathlon.com/
www.stonewall.org.uk/events/brighton-and-hove-triathlon-2018

The Brighton & Hove Triathlon was the first in the UK to host a ‘Rainbow Wave’.

Pictured (from ‘The Argus’, 2016): Transgender ambassador Sophie Cook (left) with race director John Lunt (right)

First Annual Midsummer Network Beach Volleyball & Sunset Picnic

What a fantastic evening, and perfect weather! A huge thank you to Roger Gustafson for organising our first Network beach volleyball friendly last month, followed by a sunset picnic (and a little sea swimming for some). It was great to see so many at the pre-game training and friendly match at Yellowave Beach Sports, all those who came to watch, support and enjoy the evening sunshine, and to everyone who joined us afterwards for the picnic on Brighton beach.

A perfect end to NHS70 week.

If you’d like to find out more about our Network sports and social events, if you have a sports passion you’d like to inspire others to share, or if you could help organise a future event, please get in touch!
LGBTQ+ Policy & Research

A Wake-Up Call for the LGBT Community

Stonewall’s latest LGBT in Britain: Home & Communities research report shows persistent challenges for LGBT people in being open about their sexual orientation or gender identity with their friends and family. It also highlights deep challenges for the LGBT community, with alarming levels of racism experienced by BAME (Black, Asian and Minority Ethnic) LGBT people, and a significant proportion of trans-people, bi people, LGBT disabled people and LGBT people of faith feeling excluded within the LGBT community.

FINDINGS

At home

- 30% of bi men and 8% of bi-women say they cannot be open about their sexual orientation with any of their friends (vs 2% of gay men, and 1% of lesbians).
- Only 46% of LGB people, and 47% of trans people, feel able to be open about their sexual orientation or gender identity to everyone in their family.
- 11% of LGBT people have faced domestic abuse from a partner in the last year. This increases to 17% of BAME LGBT people.

Experiences in LGBT communities

- 51% of BAME LGBT people have experienced discrimination or poor treatment from others in their local LGBT community because of their ethnicity. This number rises to 61% of black LGBT people.
- 36% of trans people have experienced discrimination or poor treatment in their local LGBT community because of being trans.
- 26% of LGBT disabled people whose activities are ‘limited a lot’ because of a health problem or disability have experienced discrimination or poor treatment in their local LGBT community because of being disabled.

Experiences in faith communities

- 32% of LGB people of faith aren’t open with anyone in their faith community about their sexual orientation. 25% of trans people of faith aren’t open about their gender identity in their faith community.
- Only 39% of LGBT people of faith think their faith community is welcoming of LGB people.
- Just 25% of LGBT people of faith think their faith community is welcoming of trans people.

’It’s unacceptable and inexcusable that such discrimination exists in a community so often celebrated – not least by itself – for its diversity and tolerance. But, shocking though these findings are, they also present a huge opportunity – if we’re willing to take it.

This is a wake-up call to reach out. To listen and learn from each other. To ensure that the wealth of different identities within the LGBT community is not only fully represented but truly celebrated. We’ll be a richer, stronger, happier LGBT community when it includes us all. We’re in this together.’

Ruth Hunt, Chief Executive, Stonewall

Want more inspiration for how you can lead the way?

Watch seven short videos by filmmaker Cherish Oteka (left), which share the perspectives of LGBT people and their experiences of acceptance and exclusion.

Cherish Oteka is a London based filmmaker and founder of Scaled Fence Films.

www.stonewall.org.uk/lgbt-britain-home-and-communities
Our proposal to establish a LGBTQ+ Mentoring Scheme at BSUH has been given the green light by Denise Farmer (Chief Workforce and Organisational Development Director) and Helen Weatherill (Director of Human Resources).

This follows an online survey to understand the needs of prospective LGBTQ+ mentees at BSUH, and learning from other LGBTQ+ mentoring schemes:

- Birmingham University’s programme has been running for six years – they have up to 35 mentors available and typically have 20 individuals being mentored at any one time.
- Sussex University, Brighton University and Amex have been running a joint mentoring programme for nine years – students are matched to members of the Amex Pride Network as mentors.

The emerging shape of the BSUH LGBTQ+ scheme:

- Mentoring would be open to all LGBTQ+ staff at BSUH.
- Mentors wouldn’t necessarily be LGBTQ+ (but would have a good grasp of the issues, and mentees could decide whether they would prefer an LGBTQ+ mentor or an ally).
- Mentor/mentee ‘contract’ for 9-12 months, with monthly meetings (arranged between mentor and mentee).
- An external facilitator/trainer will be recruited to:
  - select, and provide tailored training, for mentors (some mentors will already be educational/clinical supervisors, and have experience with coaching/teaching)
  - assess mentees (to make sure mentoring is the best approach for them)
  - arrange mentor/mentee matching
  - provide ‘light-touch’ ongoing management (eg. resolving any problems that arise)
  - undertake the final evaluation.
- Further specialist training for mentors (eg. Sexual Orientation, Gender Identity) as required – either via the external facilitator or BSUH EDI (Equality, Diversity & Inclusion) Team.
- Mentor training, and the mentoring sessions, would be undertaken in paid work time.

**Sign up if:**

- you’re LGBTQ+ and think you could benefit from being mentored
- you’re LGBTQ+ or an ally and think you could be a mentor

please get in touch with Alison.McKinlay@bsuh.nhs.uk
Local News
Brighton is Second Top LGBT-Friendly City According to New Study

The newly released Rainbow Cities Index analyses multiple factors (including work opportunities, community and social scene, safety and tolerance and dating life) to find the most LGBT-friendly cities in the UK.

Topping the Rainbow Cities list is London, thanks to its nightlife and social scene, fair working opportunities and global recognition as one of the most LGBT-friendly cities in the world. Brighton came a close second: ‘world renowned for its vibrant gay village and fantastic nightlife offering… (and) home to a buzzing art and culture scene – having ranked as the UK’s second-most creative city, making it an exciting and lively city to call home.’

Pride News & Discussion

http://pridelife.com

Pride Life Magazine Feature

BSUH/LGBTQ+ Network were featured in Pride Life magazine’s ‘Summer of Pride’ edition. Thank you to Babs Harris (BSUH Head of Equality, Diversity & Inclusion) for getting the coverage arranged, and writing an upbeat ‘Proudly diverse’ cover page.

- This all helps to get BSUH known as an ‘employer of choice’ for LGBTQ+ people – and a Stonewall ‘Top 100’ employer.
- It was reported in the recent national LGBT Survey that ‘[s]ome respondents described feeling safer moving to large cities with a significant LGBT population, like London, Brighton and Manchester.’
- In the recent Rainbow Cities Index, Brighton is considered the second most LGBT-friendly UK city.

We have a huge recruitment opportunity – if we can successfully promote BSUH as a LGBTQ+ positive employer (and Brighton/Sussex as a great place to live and work).

www.youtube.com/watch?v=P938KOolqe8
Pride Flag Reboot?

The original rainbow flag was designed in 1978 as a symbol of hope and inclusion for queer people – so marks its 40th anniversary this year. San Francisco artist Gilbert Baker, a driving force behind the flag, also advocated for its evolution over the years as the LGBT community grew and identities emerged.

In their 2017 and 2018 Pride celebrations, a number of US cities have added two more colours (brown, black) in a bid to open up a conversation about racial inclusion the LGBT+ community. Portland-based designer Daniel Quasar has gone further in proposing a more radical redesign, with five half-sized stripes representing trans individuals (light blue, light pink, white), marginalized POC communities (brown, black), as well as those living with AIDS, those no longer living, and the stigma surrounding them (black).

Whatever your views – aesthetic, cultural, vexillological, meteorological – it feels important to take the opportunity to consider emerging identities, the exclusion that some groups have felt within our own LGBT+ umbrella, and the value in coming together from our diverse perspectives/experiences to address shared challenges around inclusion.

BSUH/LGBTQ+ Network Launches New Recruitment Flyer

We were proud to launch our new BSUH ‘Proudly Diverse / Proud to Care’ recruitment flyer at this year’s Trans-Pride and Pride events. Many thanks to Jess Turvey (Senior Graphical Designer, Clinical Media Centre) for another lovely design.

With over 300,000 people visiting Brighton over the Pride weekend alone, Brighton rated as 2nd most LGBT-friendly UK city (after London) in the Rainbow Cities Index, and the recent national LGBT Survey reporting that ‘[s]ome respondents described feeling safer moving to large cities with a significant LGBT population, like London, Brighton and Manchester’… now is the time to be championing BSUH as ‘employer of choice’ for LGBTQ+ people.

Taking pride in LGBT+ diversity

As corporations roll out the rainbow flags for Pride Month 2018, People Management’s HR Podcast asks:

‘How can we make our workspaces genuinely LGBT+ inclusive?’

The expert panel discusses the importance of allies in a truly diverse and inclusive workplace.

www.peoplemanagement.co.uk /voices/podcasts/that-hr-podcast-lgbt-diversity
LGBTQ+ Policy & Research

National LGBT Survey

The government launched a nationwide LGBT survey in 2017 asking LGBT and intersex people about their views on public services and experiences more generally living as a LGBT person in the UK. The survey received over 108,000 responses, making it the largest national survey to date of LGBT people anywhere in the world.

Although respondents were generally positive about the UK’s record on LGBT rights, some of the findings make for difficult reading:-

- LGBT respondents are less satisfied with their life (avg. rating satisfaction of 6.5/10 vs 7.7/10 for the general UK population). Trans respondents had particularly low scores (around 5.4/10).
- More than two thirds of LGBT respondents said they had avoided holding hands with a same-sex partner for fear of a negative reaction from others.
- At least 2 in 5 respondents had experienced an incident because they were LGBT (eg. verbal harassment, physical violence) in the previous 12 months. However, more than 9 in 10 of the most serious incidents went unreported, often because respondents thought ‘it happens all the time’.
- 24% of respondents had accessed mental health services in the previous 12 months.
- 2% of respondents had undergone conversion or reparative therapy in an attempt to ‘cure’ them of being LGBT, and a further 5% had been offered it.

The survey is wide-ranging, but some of the findings are particularly relevant to us – as BSUH looks to become an ‘employer of choice’ for LGBTQ+ people, and a Stonewall ‘Top 100’ Employer.

Sexual Orientation

- 61% of respondents identified as gay or lesbian, and 26% identified as bisexual. A small number identified as pansexual (4%), asexual (2%) and queer (1%).
- These figures varied by age: younger respondents were more likely to identify as bisexual, asexual, pansexual, queer or ‘other’ (39% of cisgender respondents under 35 vs 14% of cisgender respondents over 35). Work undertaken by the Office for National Statistics (ONS) also shows younger people are more likely to be bisexual than older people.

Gender Identity

- 13% of respondents were trans. 6.9% of respondents were non-binary (ie. they identified as having a gender that was neither exclusively that of a man nor a woman). 3.5% were trans women (ie. they had transitioned from man to woman at some point in their life) and 2.9% were trans men (ie. they had transitioned from woman to man).

Other Demographics

- Younger trans respondents were more likely than older respondents to identify as non-binary: 57% of trans respondents under 35 were non-binary vs 36% of those aged 35 or over.

- Respondents were younger, on average, than the general UK population: 69% were aged 16-34 vs 31% for the UK population as a whole.

- This is consistent with findings by the ONS that younger people are more likely to identify as LGB. In 2016, the ONS estimated that 2% of the UK population (just over 1 million people) identify as having a minority sexual orientation. The proportion was higher for younger people (eg. 4.1% of 16-24 year olds) than older people (eg. 2.9% of 25 to 34 year olds, and 0.7% of those aged 65 and over).
Openness About Being LGBT

- 68% of all respondents with a minority sexual orientation said they had avoided holding hands in public with a same-sex partner for fear of a negative reaction from others. For non-binary respondents the figure was much higher, at 76%.
- Similarly, 70% said they had avoided being open about their sexual orientation for fear of a negative reaction. This was higher for cisgender respondents who were asexual (89%), queer (86%), and bisexual (80%).
- 59% of trans women and 56% of trans men said they had avoided expressing their gender identity for fear of a negative reaction from others.
- Some respondents described feeling safer moving to large cities with a significant LGBT population, like London, Brighton and Manchester.

Openness at Work

- 19% of respondents (with a job in the preceding 12 months) had not been open about their sexual orientation or gender identity with any of their colleagues at the same or a lower level.
- Respondents were even more likely to say that they had not been open with any senior colleagues (30%) or any customers or clients (57%).
- 23% had experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.
- 11% had experienced someone disclosing that they were LGBT without their permission.
- 11% had experienced unspecified inappropriate comments or conduct.
- 9% had received verbal harassment, insults or other hurtful comments.
- With regard to each respondent's most serious incident: - 57% said it was perpetrated by a colleague at the same or lower level (this was often unwanted disclosure of LGBT status or verbal harassment), 22% by customers and clients, and 21% by a line manager, immediate manager or supervisor.
- As with the education and safety questions, most respondents said the most serious incident had not been reported. The main reason was that they had thought it would not be worth it, or that nothing would happen or change.

National Institute of Economic & Social Research evidence review

A 2016 evidence review by the NIESR (National Institute of Economic & Social Research) for the Government Equalities Office (GEO) cited a number of studies suggesting that LGBT people suffer higher rates of bullying and harassment than heterosexual people:-

- 23% had experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.
- 11% had experienced someone disclosing that they were LGBT without their permission.
- 11% had experienced unspecified inappropriate comments or conduct.
- 9% had received verbal harassment, insults or other hurtful comments.

Introducing the LGBT survey/action plan, The Rt Hon Penny Mordaunt MP (Secretary of State for International Development and Minister for Women and Equalities) said:

‘The UK has consistently been recognised as one of the best countries for LGBT rights in Europe. Despite this progress, we cannot get complacent. We know that LGBT people continue to face significant barriers to full participation in public life. Your sexual orientation or your gender identity should not be a barrier to success.’

Commenting for People Management, Jules Quinn (employment partner at King & Spalding) said:

‘Every employer has to answer this question – am I creating an environment in which my employees can be their true and authentic selves?’

Stand Up for Trans-Rights: How You Can Help!

‘Despite so much progress, LGBT people still face discrimination, abuse and stigma throughout our lives. The fight for equality is far from over, and we all urgently need to play our part.

The Government also published an LGBT action plan, and the first major step is a consultation on improving trans rights. We all need to respond to the consultation and show our support. 53% of trans-people responding to the government’s survey had faced abuse and discrimination in the last year.

A lack of support from LGBT people and our allies will send the message that we think the fight’s over. We cannot be complacent. It’s time to speak up for trans rights.

Opposing voices will be loud, spreading myths and misinformation. We need to make sure the voices calling for equality and respect win out.

And that’s where you come in. Trans people’s voices must be front and centre. But it is vital that that all of us who support equality show our support too. The Government needs to hear how the proposals will benefit trans people, and that they are widely supported by communities across the country.

You don’t need to be an expert to speak up. We have created tools to help you, your friends, family and networks answer the questions easily and quickly, and to spread the message among your communities.

The proposed reforms will make it more straightforward for more trans-people to self-determine their gender and have it legally recognised, including for non-binary people. These are not the only reforms that trans communities are calling for, but would be a vital step forward on the road to trans equality.

Today please share your support for trans equality. Tell your friends, your partners, your followers that you support trans rights and you’ll be showing your support for reforming the Gender Recognition Act.’

Submit to the Government Consultation (closes 19th October)

This consultation seeks views on how best to reform the process of changing one’s legal gender.

The consultation focuses on the Gender Recognition Act 2004.

(The government is not proposing any amendments to the Equality Act 2010).


From Stonewall website. For more information:

www.stonewall.org.uk/our-work/campaigns/come-out-trans-equality

I recently came across an interesting article about improving communication with trans and gender non-binary patients, as well as how to better our understanding of their needs when they visit our department.

This article (Sanders V and Pedersen S, 2018) from Canada’s Southern Alberta Institute of Technology is written from a radiography-specific perspective. Although it’s brief (and their proposal isn’t underpinned by a huge amount of research), the article is helpful as it delineates the differences between gender identity, gender expression, biological sex and sexual orientation. It also raises the importance of understanding patients’ preferred names and pronouns.

If you’d like a copy of the article, please email me: Ben.Wilkins@bsuh.nhs.uk

For further information on providing an inclusive service for trans and gender non-binary people, please have a look at the Trust Equality, Diversity & Human Rights Policy, and the Guidelines for Supporting Trans Staff and Patients.

Ben Wilkins – Assistant Practitioner, Imaging

Equalise, the equality and diversity network of the Society of Radiographers, has published guidance (2016) to help understanding around trans equality. The document contains an introduction to the issues around trans equality, information on the legal framework currently in place, and guidance on common workplace issues that are faced by trans members.

Why not follow Equalise to see what radiographers are doing to ensure inclusive service provision! www.sor.org/equalise-application-form

The KSS Leadership Academy has worked with brap, an equality charity, to identify: (a) the challenges those working in health and care are facing around inclusion; and (b) views from different people about the role KSSLA could play in responding to those challenges in the future.

Activities included a desk-based literature review, and various engagement activities. The BSUH LGBTQ+ Network was pleased to be part of the stakeholder workshop led by brap CEO Joy Warmington.

brap has also published a series of posts and a guide on how to make diversity part of an organisation’s fabric, as well as a host of other useful resources. To find out more:

https://www.brap.org.uk/resources

Joy Warmington, CEO of BRAP and Non-Executive Director of Birmingham & Solihull Mental Health NHS FT