

West Berkshire Council District Needs Assessment

Chapter:	Vulnerable Groups
Subject:	Lesbian, Gay, Bisexual and Transgender (LGBT)
Date:	08/12/2016

1 Introduction

1.1 This section of the Joint Strategic Needs assessment aims to map the needs of LGBT people in West Berkshire as part of a formal process for the first time. It is acknowledged that the quality of evidence used is variable. However this is an important first step in recognising the needs of this group which include the need for further data collection, analysis and use.

1.2 Terminology:

- LGBT stands for: lesbian, gay, bisexual, and transgender.
- Lesbian: a woman who is attracted to other women.
- Bisexual: someone who is attracted to people of the same gender and/or opposite gender.
- Gay: a man or woman who is attracted to people of the same gender.
- Transgender: someone whose assigned sex at birth differs to their psychological gender.
- Gender identity: One's innermost concept of self as male or female or both or neither—how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different than the sex assigned at birth.
- Sexual orientation: a person's sexual identity in relation to the gender to which they are attracted; the fact of being heterosexual, homosexual, or bisexual.
- Heterosexual/straight: someone who is sexually attracted to people of the opposite gender.
- Homosexual: someone who is sexually attracted to people of the same gender.

2 What do we know?

2.1 In considering the needs and experiences of healthcare of LGBT people, it is important not to view LGBT as a singular group but rather as a group of individuals with diverse differences. Within the term LGBT, individuals will identify with many different groups of which just two are based on sexual orientation and gender identity. We also need to consider that within the LGBT population there will be further minorities, including LGB people who have a minority sexual orientation and transgender people who have a minority gender identity (their assigned sex at birth conflicts with their psychological gender, LGBT people who are disabled or from a Black or Minority Ethnic Background.

2.2 There is no robust evidence that will tell us how many LGBT people there are in the population although we can use what evidence we have to make some estimates and these are described below. There is a lack of high quality, large scale research around the needs of LGBT people. However, what is included

West Berkshire Council District Needs Assessment

indicates numerous inequalities in the health and wellbeing of LGBT people compared to the general population as well as inequalities in health and social care service access and provision.

- 2.3 In 2011, the Lesbian & Gay Foundation conducted the “I Exist” survey for lesbian, gay and bisexual people living in the UK.
- 2.4 The findings suggest that LGB people are disproportionately affected by;
 - hate crime
 - discrimination and bullying
 - mental health issues
 - many cancer risk factors such as smoking
 - sexually transmitted infections
 - time off work due to stress and substance use
- 2.5 The data also suggests that LGB people are actively involved in their communities, out to many people about their sexual orientation, and able to take advantage of increased social acceptance and legal protections.
- 2.6 The “I exist” survey respondent characteristics (sample = 2,580)
- 2.7 41% had a religion or belief 6% of whom said they were Christian
- 2.8 68% were in employment (similar to general population)
- 2.9 1/10 identified as carers (similar to general population)
- 2.10 42% said they had realized that they might be LGB between the ages of 13-15
- 2.11 Only 14% had come out by this age
- 2.12 By 25 years old ¼ had not come out
- 2.13 3% have never come out (The Lesbian and Gay Foundation, 2012a)
- 2.14 Research estimates indicate that 5-7% of people are LGB (LGBT Foundation). There will be variation between areas, with sexual minorities more likely to migrate to larger cities. An estimated 1% of the population identify with a gender that is not the same as the sex that they were born with. 0.2% may seek gender reassignment intervention with the median age for presentation for reassignment being 42 years of age. There are now an increasing number of people presenting in adolescence (Varney, 2013).
- 2.15 Data from the Integrated Household Survey, (IHS) 2014, showed that 1.7% of the national population identify as lesbian, gay or bisexual, (LGB). Younger people are more likely to identify as LGB with 2.7% of 16 to 24 year olds. This dropped to 0.5% for people aged over 65. Twice as many males (1.6%) as females (0.8%) in this survey were likely to state their sexual identity as gay or lesbian. Along occupational lines, the survey showed that adults in Managerial and Professional Occupations were more likely to identify themselves as gay,

West Berkshire Council District Needs Assessment

lesbian or bisexual (2.2%) compared with those in either Intermediate Occupations or Routine and Manual Occupations (1.4% for both).

- 2.16 Using the figures for the South East from the IHS to estimate the local LGB population gives the following figures for West Berkshire. These are presented alongside the estimates for LGB people based on the higher 7% estimate reported in other surveys and the 1% estimate for the transgender population.

Table 1: Estimated number of LGBT people living in West Berkshire

Age Group	Population (Mid-2013 estimates)	Estimated LGB population (based on IHS 2013)	Estimated LGB population (based on 7% of total population)	Estimated trans population (based on 1% of total population)
TOTAL	123,836	2,105	8,668	1,238
Source: Office for National Statistics			Source: LGBT Foundation	Source: Varney (2013)

- 2.17 The following table shows the trends in same-sex civil partnerships between 2008 and 2014. It should be noted that the drop in figures during 2014 is partly due to the fact that the first marriages of same sex couples took place on 29 March 2014. Couples have been able to convert their civil partnership into a marriage, if they so desired, from 10 December 2014.

Table 2: Same-sex civil partnership formation in West Berkshire

Area	2008	2009	2010	2011	2012	2013	2014	TOTAL
ENGLAND	6,276	5,443	5,536	5,900	6,103	5,381	1,616	36,255
SOUTH EAST	1,147	1,004	989	1,017	1,067	891	284	6,399
West Berkshire	14	14	15	8	19	16	5	91

Source: Office for National Statistics

Table 2: Experiences of LGBT people relating to healthcare and workplace health

Topic	Experience	Source
Healthcare service quality	38% felt the organisation were lesbian, gay and bisexual friendly	(Stonewall, 2015b)

West Berkshire Council District Needs Assessment

Topic	Experience	Source
(data relates to service using Stonewall's Healthcare Equality Index Tool so are likely to represent the more positive experiences of care)	63% felt they were treated with dignity and respect at all time	
	53% felt comfortable telling healthcare professionals their sexual orientation all of the time	
	68% would recommend services to friends or family if they needed similar care or treatment	
Workplace health and wellbeing	33% of LGB people have not disclosed their orientation to any service user	(Stonewall, 2015c)
	Bisexual men are the least likely to have told any colleagues about their sexual orientation (35% had not disclosed their orientation to any colleague)	
	Older LGB respondents were less likely to be out with anyone at work than younger respondents	
	Those who are out with colleagues are more satisfied with their sense of achievement (86% versus 54%)	
	Those who are out with colleagues are more satisfied with their job security (76% versus 50%)	
	Those who are out with colleagues are more satisfied with the support from their manager (86% versus 51%)	
	Those who are out with colleagues are more satisfied with the training that they receive (76% versus 46%)	

West Berkshire Council District Needs Assessment

Topic	Experience	Source
	3/10 LGB people missed work in the last 12 months due to stress and 7% missed a month or more. 1/10 had missed work due to their alcohol use and 4% had missed work due to their drug use	(The Lesbian and Gay Foundation, 2014a)

3 What is the data telling us?

- 3.1 The figure from the Integrated Housing Survey is lower than the 5-7% estimated from other surveys. This may be due to differences between surveys with some measuring other aspects of sexual orientation such as behaviour and attraction or covering different age groups.
- 3.2 **What are the key inequalities?** There is evidence that particular subgroups of the population are more likely to have poor wellbeing and mental health problems, this includes LGBT. Key areas where inequalities are described are; lifestyle behaviours (e.g. smoking and drug use), sexual health, mental health, workplace health, and service access and quality. Lifestyle, sexual health, and mental health inequalities are discussed in more detail later in this assessment.
- 3.3 It has been demonstrated that commissioners and providers of health and social care services fail to recognise LGBT communities which serves as a barrier to service access (Williams, Varney, Taylor, Fish, Durr, & Elan-Cane, 2013).
- 3.4 The experiences reported by LGBT people in relation to workplace health and services are outlined in the table below.

4 Recommendations for consideration

- 4.1 Services can address the needs of the LGBT community through:
- Proactively engaging with the LGBT community
 - Developing appropriate services for this diverse community
 - Monitoring take up of services and outcomes
 - Working with representative and voluntary organisations for LGBT communities
 - Awareness-raising amongst healthcare professionals and commissioners of the needs of the diverse LGBT communities.

Key WBC services and external organisations: <i>(e.g. those who are involved in</i>	GUM Sexual Health Services, The Florey Clinic Trust House- Counselling and Support Thames Valley Positive Support (TVPS) for HIV testing and support for people living with HIV. C Card Scheme for young people Online Chlamydia testing service via
-----------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

West Berkshire Council District Needs Assessment

<p>providing services)</p>	<p>www.safesexberkshire.nhs.uk Sexual health website www.safesexberkshire.nhs.uk</p>
<p>National and local strategies: (incl. Title and source e.g. web link)</p>	<p>LGBT Foundation Policy Briefing and Factsheets (LGBT Foundation, 2016): summarises key policy documents such as the Care Act and Equality Act and provides links to the original documents.</p> <p>Sexual Orientation: A guide for the NHS (Stonewall, 2012): A practical guide for NHS organisation on meeting the needs of LGBT people – as both employees and patients. It includes an action plan for improving services for LGBT patients and case studies of good practice, and suggestions for meeting the needs of LGBT patients.</p> <p>The Adult Social Care Outcomes Framework Companion Document (The National LGB&T Partnership, 2015) brings together existing evidence on the needs of LGBT people in a similar way to the Public Health Outcomes document but this time with a focus on care and support needs.</p>
<p>Data sources: (incl. Web links and ID if West Berks site)</p>	<p>Department of Health. (2008). <i>Trans: A practical guide for the NHS</i>. Retrieved February 17, 2016, from National Archives: http://webarchive.nationalarchives.gov.uk/20130107105354/http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_089939.pdf</p> <p>LGBT Foundation. (2016). <i>Policy Briefings and Factsheets</i>. Retrieved January 12, 2016, from LGBT Foundation: http://lgbt.foundation/policy-research/policy-briefings/</p> <p>LGBT Foundation. (2016a). <i>Resources Directory</i>. Retrieved January 12, 2016, from LGBT Foundation: http://lgbt.foundation/policy-research/the-lgbt-public-health-outcomes-framework-companion-document/</p> <p>LGBT Foundation. (n.d.). <i>Community leaders: LGB&T population statistics</i>. Retrieved February 16, 2016, from LGBT Foundation: http://lgbt.foundation/Take-Action/community-leaders/community-leaders-lgbt-population-statistics/</p> <p>The Department of Health. (2007). <i>Reducing health inequalities for lesbian, gay, bisexual, and trans people</i>. Retrieved January 12, 2016, from Stonewall: http://www.healthylives.stonewall.org.uk/includes/documents/cm_docs/SOGIAG/DH_078352%20intro.pdf.</p> <p>The Department of Health. (2007a). <i>Disabled LGB people</i>. Retrieved January 12, 2016, from Stonewall: http://www.healthylives.stonewall.org.uk/includes/documents/cm_docs/SOGIAG/DH_078351%20brief%2013.pdf?bcsi_scan_674dd21de832f2c7=0&bcsi_scan_filename=DH_078351%20brief%2013.pdf</p> <p>Varney, J. (2013). <i>Minorities within Minorities - the evidence base relating the minority groups within the LGB&T community</i>.</p>

West Berkshire Council District Needs Assessment

	Retrieved January 12, 2016, from LGBT Foundation: https://lgbt.foundation/get-support/downloads Williams, H., Varney, J., Taylor, J., Fish, J., Durr, P., & Elan-Cane, C. (2013). <i>The Lesbian, Gay, Bisexual, and Trans Public Health Outcomes Framework Companion Document</i> . Retrieved January 12, 2016, from LGBT Foundation: http://lgbt.foundation/policy-research/the-lgbt-public-health-outcomes
Other sections this would link with	JSNA chapters on population, deprivation, child and adult mental health