**The aim of this current awareness bulletin is to provide a digest of recent guidelines, reports, research and best practice on Equality, Diversity and Inclusion topics related to the LGBTQ+ staff network. Originally produced by United Lincolnshire Hospitals NHS Trust Library and Knowledge Services**

**House of Commons Library [2021 Census: What do we know about the LGBT+ population](https://commonslibrary.parliament.uk/2021-census-what-do-we-know-about-the-lgbt-population)**

[https://commonslibrary.parliament.uk/2021-census-what-do-we-know-about-the-lgbt-population/](https://commonslibrary.parliament.uk/2021-census-what-do-we-know-about-the-lgbt-population)

Historically, there has been limited official data about people who are LGBT+ in the UK. The most recent censuses in England and Wales, Northern Ireland and Scotland collected data on this topic for the first time. In the Wharf & University area of Lincoln, more that 13% of respondents identified as LGB+, with 8% identifying as bisexual – the 5th highest in the country.

**House of Lords Library [Pride in the UK: From its roots to today](https://lordslibrary.parliament.uk/pride-in-the-uk-50-years/)**

<https://lordslibrary.parliament.uk/pride-in-the-uk-50-years/>

On 1 July 1972 the UK’s first Pride march was held in London. This date was chosen as the nearest Saturday to the anniversary of the riots, or uprising, at the Stonewall Inn in 1969. Pride marches have since become annual events throughout the UK and around the world. This LGBT+ history month, this article explores 50 years of Pride.

**Hospice UK [I Just Want To Be Me](https://hukstage-new-bucket.s3.eu-west-2.amazonaws.com/s3fs-public/2023-02/I%20Just%20Want%20To%20Be%20Me.pdf)**

<https://hukstage-new-bucket.s3.eu-west-2.amazonaws.com/s3fs-public/2023-02/I%20Just%20Want%20To%20Be%20Me.pdf>

This report, based on first-hand research with the trans and gender-diverse community and those working in end-of-life care, explores the barriers faced by trans and gender-diverse people when accessing end-of-life, hospice and palliative care, and sets out recommendations for how to tackle them.

**The HR Director [How to test if your organisation has homophobic/transphobic attitudes](https://www.thehrdirector.com/business-news/diversity-and-equality-inclusion/test-organisation-homophobic-transphobic-attitudes/)**

<https://www.thehrdirector.com/business-news/diversity-and-equality-inclusion/test-organisation-homophobic-transphobic-attitudes/>

[Blog] With 1 in 8 LGBTQ+ people revealing they don’t feel confident reporting homophobia in the workplace, Joanne Lockwood argues how to test for, identify and uncover these often hidden prejudices in the workplace and how to action change.

**Just Like Us** [**Positive Futures report**](https://www.justlikeus.org/wp-content/uploads/2023/05/Positive-Futures-report-by-Just-Like-Us-compressed-for-mobile.pdf)

<https://www.justlikeus.org/wp-content/uploads/2023/05/Positive-Futures-report-by-Just-Like-Us-compressed-for-mobile.pdf>

This report surveyed 3,695 young people, including 1,736 LGBT+ young adults, from across the UK and identified a link between lack of LGBT+ inclusive support in childhood and poorer outcomes for mental health, wellbeing and career prospects in early adulthood. This report shows how crucial early support is, even impacting LGBT+ young adults’ outlook on their careers.

**The Kings Fund [LGBTQ+ staff and patients deserve better from the NHS](https://www.kingsfund.org.uk/blog/2023/02/lgbtq-staff-patients-deserve-better-nhs)**

<https://www.kingsfund.org.uk/blog/2023/02/lgbtq-staff-patients-deserve-better-nhs>

[Blog] More than a quarter of lesbian, gay, bisexual and queer NHS staff and three in five trans staff considered their work experiences serious enough to amount to unlawful discrimination, abuse or harassment.

**Live Through This** [**Best for My Chest: an LGBT+ breast screening campaign**](https://livethroughthis.co.uk/bestformychest/)

<https://livethroughthis.co.uk/bestformychest/>
[Blog] Pink. That’s what we associate with breast cancer campaigns. But with screening rates lower in parts of the LGBTQ+ community, this approach may not be resonating. In co-production sessions held in a queer bookshop, they commented that existing campaigns were too focused on ‘bras, boobs and fear’. Instead, they wanted to feel empowered and informed, ideally by people who looked like them. The Best for My Chest campaign is a resource for LGBTQ+ people accessing breast screening.

**myGwork** [**3/4 of LGBTQ+ Women Still Fear Coming Out at Work**](https://www.mygwork.com/en/my-g-news/3-4-of-lgbtq-women-still-fear-coming-out-at-work-reveals-new-mygwork-research)

<https://www.mygwork.com/en/my-g-news/3-4-of-lgbtq-women-still-fear-coming-out-at-work-reveals-new-mygwork-research>

[Research] An overwhelming three-quarters of LGBTQ+ women and non-binary professionals are reluctant to fully come out in the workplace.

**Pink News [LGBTQ people are more likely to experience imposter syndrome at work – here’s how to manage it](https://www.thepinknews.com/2023/02/15/imposter-syndrome-work-lgbt/)**

<https://www.thepinknews.com/2023/02/15/imposter-syndrome-work-lgbt/>

[Blog] Many people feel like they’re not good enough at work, and those in the LGBTQ+ community could feel this more. Imposter syndrome involves feelings of self-doubt and failure that overtake work achievements. These feelings are one of the workplace’s most common mental health issues.

Communication about sexual orientation and gender between clinicians, LGBT+ people facing serious illness and their significant others: a qualitative interview study of experiences, preferences and recommendations

**Pink News** [**UK was once ranked the most LGBTQ-friendly nation in Europe. This year, it’s not even close**](https://www.thepinknews.com/2023/05/11/uk-lgbtq-rights-ilga-europe-rankings-rainbow-map-tories/)

<https://www.thepinknews.com/2023/05/11/uk-lgbtq-rights-ilga-europe-rankings-rainbow-map-tories/>

 [News] The UK has once again plummeted down the rankings of the annual Rainbow Map that reveals how LGBTQ-friendly European countries are – a development activists have branded shameful and chilling.

**Personnel Today [Managers not confident dealing with complaints from trans staff](https://www.personneltoday.com/hr/handle-complaints-from-trans-staff-survey/)**

<https://www.personneltoday.com/hr/handle-complaints-from-trans-staff-survey/>

[Blog] One in six managers would not feel confident dealing with a complaint about a trans employee’s treatment at work.

**BMJ Quality and Safety** [**Monitoring patients’ sexual orientation and gender identity: Can we ask? Should we ask? How do we ask?**](https://qualitysafety.bmj.com/content/qhc/32/2/73.full.pdf)

<https://qualitysafety.bmj.com/content/qhc/32/2/73.full.pdf>

[Blog] There is a growing body of research which evidences that LGBT+ people experience significant health inequalities. At a broad level, monitoring sexual orientation and gender identity is known to be important. However, to date, such monitoring is not consistent.

**Healthtalk** [**Experiences of trans and gender diverse young people**](https://healthtalk.org/Experiences-of-trans-and-gender-diverse-young-people/overview)and[**Experiences of parents and carers of young trans and gender diverse people**](https://healthtalk.org/Experiences-of-parents-and-carers-of-young-trans-and-gender-diverse-people/overview)

<https://healthtalk.org/Experiences-of-trans-and-gender-diverse-young-people/overview>

<https://healthtalk.org/Experiences-of-parents-and-carers-of-young-trans-and-gender-diverse-people/overview>
[Patient narratives] Find out about the experiences of trans and gender diverse young people and their parents/carers by seeing and hearing them share their personal stories on film, audio and in text.

**BMJ Quality and Safety [Communication about sexual orientation and gender between clinicians, LGBT+ people facing serious illness and their significant others: a qualitative interview study of experiences, preferences and recommendations](https://qualitysafety.bmj.com/content/qhc/32/2/109.full.pdf)**

<https://qualitysafety.bmj.com/content/qhc/32/2/109.full.pdf>

LGBT+ people continue to experience and anticipate discrimination in health and social care. Skilled communication is vital for quality person-centred care, but there is inconsistent provision of evidence-based clinician education on health needs and experiences of LGBT+ people. This study aimed to identify experiences, preferences and best practices for communication regarding sexual orientation, gender identity and gender history in order to reduce inequalities in healthcare.

**BMJ Open, February 2023**[Demographic characteristics, long-term health conditions and healthcare experiences of 6333 trans and non-binary adults in England: nationally representative evidence from the 2021 GP Patient Survey](https://bmjopen.bmj.com/content/bmjopen/13/2/e068099.full.pdf)

<https://bmjopen.bmj.com/content/bmjopen/13/2/e068099.full.pdf>

What are the demographic characteristics, health conditions and healthcare experiences of trans and non-binary adults in England? In this research, trans and non-binary adults reported higher prevalence for 10 out of the 15 long-term conditions.

**Archives of Disease in Childhood, April 2023**[Staff competence in caring for LGBTQ+ patients in the paediatric emergency department](https://adc.bmj.com/content/archdischild/early/2023/04/25/archdischild-2022-325151.full.pdf)

<https://adc.bmj.com/content/archdischild/early/2023/04/25/archdischild-2022-325151.full.pdf>

This study demonstrates positive attitudes towards LGBTQ+ patients among PED staff. However, there was a gap in knowledge and clinical preparedness. Increased training in caring for LGBTQ+ young people is necessary.

**Knowledge and Library Services**

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://gehswft.wordpress.ptfs-europe.co.uk/new-users/how-do-i-keep-up-to-date/>

Can’t find the information you need? We can do literature searches for you: <https://gehswft.wordpress.ptfs-europe.co.uk/new-users/how-do-i-request-a-literature-search/>

We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find: <https://gehswft.wordpress.ptfs-europe.co.uk/training/>