



**Report of:** Leeds LGBT+ Hub

**Report to:** Leeds Health and Wellbeing Board

**Date:** 28 September 2017

**Subject:** Unhealthy Attitudes – A ‘one city’ Approach for Leeds

Are specific geographical areas affected? If relevant, name(s) of area(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible for call-In?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

## Summary of main issues

The Unhealthy Attitudes Report (Appendix 1) has identified some key areas to be addressed to move the Health and Social Care sector towards being fully inclusive towards LGBT+ people:

- A need for stronger leadership
- A need for more inclusive information
- A need for more role models

## Recommendations

The Health and Wellbeing Board is asked to:

1. Support the establishment of a Sub Group of the LGBT+ Hub focusing on Health and Social Care and nominate representatives from each partner organisation to attend this.
2. Task the LGBT+ Hub Sub Group on Health and Social Care with developing an action plan to deliver the recommendations of the Unhealthy Attitudes Report.
3. Task the Sub Group with identifying any additional actions that may need to be delivered to ensure Health and Social Care services are fully inclusive for LGBT+ people.
4. Task the Sub Group with consulting and engaging with the LGBT+ community as required to deliver the action plan.
5. Agree to receive regular update reports on progress in delivering the action plan.

## **1. Purpose of this report**

- 1.1 To outline the areas of improvement needed to make the health and social care sector inclusive of LGBT+ people
- 1.2 To seek the support of the Health and Wellbeing Board in the establishment of a Sub Group to consider LGBT+ issues in the Health and Social Care sector.
- 1.3 To gain the support of the Board in nominating representatives from across the sector to the Sub Group who can develop a one city approach to consulting and engaging with the community and delivering the actions identified as needed.

## **2 Background information**

- 2.1 Leeds City Council is a Stonewall Diversity Champion. Its consultation and engagement mechanism with the LGBT+ community is the LGBT+ Hub.
- 2.2 The Hub was re-launched 2 years ago and meets quarterly. It regularly has between 40 and 70 people at its meetings from the LGBT+ community and partner organisations and services.
- 2.3 The Hub has two main aims – to challenge Leeds City Council services and partner organisations on their due regard for LGBT+ issues in their service delivery and highlighting the diversity of the LGBT+ community.
- 2.4 At its last meeting, the Hub had a focus on Health and Social Care. It heard from the Director of Adults & Health, representatives from Leeds Teaching Hospitals Trust on behalf of the NHS and Stonewall regarding the Unhealthy Attitudes Report.
- 2.5 Stonewall commissioned YouGov Plc to carry out an in depth survey looking into LGBT+ issues in health and social care settings.
- 2.6 YouGov asked a representative sample of 3001 health and social care staff about their experiences relating to their employment. Respondents came from a range of backgrounds including doctors, nurses, counsellors, carers, managers, receptionists and porters.
- 2.7 The Hub members would like to establish a work stream and sub group specifically looking at the sector and the issues that have been highlighted within the Unhealthy Attitudes Report.
- 2.8 Establishing the delivery mechanism for the action plan as a sub group of the Hub will enable the Health and Social Care agendas to be joined up with other LGBT+ Hub work streams such as around education, community safety and Housing.
- 2.9 The Hub Co-ordinator Geoff Turnbull attended a Health and Wellbeing Board workshop on the 20<sup>th</sup> of July to have initial discussions around the proposals.

## **3 Main issues**

- 3.1 The Stonewall report highlights the poor experiences of many LGBT+ patients and staff. It identifies a series of recommendations to address these.
- 3.2 Ending LGBT+ bullying and discrimination including:
- Visible campaigns to end homophobic, biphobic and transphobic bullying
  - Bullying and harassment policies that explicitly address LGBT+ issues
  - Complaints procedures that are inclusive of LGBT+ issues
- 3.3 Improving training and development including:
- Mandatory LGBT+ awareness training, including around bullying
  - Professional bodies to ensure they include LGBT+ awareness in their curricula
- 3.4 Supporting LGBT+ staff in the workplace including:
- Clear messages that bullying and harassment around sexual orientation will not be tolerated
  - Support for staff networks
  - Celebrating and supporting LGBT+ role models
- 3.5 Improving LGBT+ patient experiences including:
- Addressing issues relating to so called 'gay cures'
  - Equality monitoring to include sexual orientation
  - Ensure LGBT+ inclusive resources are available for staff and patients
- 3.6 Leadership support for LGBT+ equality including:
- Leaders in organisations should highlight positive work done in their organisation
  - Make boards as fully inclusive as possible
  - Leadership programmes to include LGBT+ awareness

## **4 Health and Wellbeing Board governance**

### **4.1 Consultation, engagement and hearing citizen voice**

- 4.1.1 Work on this agenda has been subjected to public consultation and engagement at previous Hub meetings and the Sub Group will continue to consult and engage as the proposed action plan is delivered as appropriate.

### **4.2 Equality and diversity / cohesion and integration**

- 4.2.1 The report content is directly related to work around equality and diversity and as such no equality impact assessment has been undertaken.

### **4.3 Resources and value for money**

4.3.1 The work of the Hub is supported by Leeds City Council Communities Team. No immediate financial implications in establishing the Sub Group are anticipated other than Officer time however delivering the actions may incur costs for each partner organisation in the future.

#### **4.4 Legal Implications, access to information and call In**

4.4.1 There are no legal implications. All public sector bodies are however bound by the Public Sector Equality Duty and are required to give 'due regard' to equality, including LGBT+ equality, in the delivery of their services and these proposals will assist partner organisations in meeting these obligations.

#### **4.5 Risk management**

4.5.1 There are no specific risk management issues identified for the project at this stage.

### **5 Conclusions**

5.1 The evidence provided by the Stonewall report and other work in this area such as that undertaken by the LGBT+ Foundation in Manchester and the recent LGBT+ Mapping Report here in Leeds supports the desire by organisations across the health and social care sector to do more work to deliver more inclusive employment and customer experiences for LGBT+ people.

### **6 Recommendations**

The Health and Wellbeing Board is asked to:

6.1 Support the establishment of a Sub Group of the LGBT+ Hub focusing on Health and Social Care and nominate representatives from each partner organisation to attend this.

6.2 Task the LGBT+ Hub Sub Group on Health and Social Care with developing an action plan to deliver the recommendations of the Unhealthy Attitudes Report.

6.3 Task the Sub Group with identifying any additional actions that may need to be delivered to ensure Health and Social Care services are fully inclusive for LGBT+ people.

6.4 Task the Sub Group with consulting and engaging with the LGBT+ community as required to deliver the action plan.

6.5 Agree to receive regular update reports on progress in delivering the action plan.

### **7 Background documents**

7.1 None.

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**How does this help reduce health inequalities in Leeds?**

The experiences of patients highlighted within the Stonewall report is of concern. Patient perception and experience links directly to their likelihood in initially seeking early treatment, their likelihood to engage in long term health care treatments and their recovery from ill health. We also know that LGBT+ people face some particular health care challenges such as higher levels of smoking and alcohol consumption, women's health issues and mental health. In addition the Trans community can have significant engagement with health services.

**How does this help create a high quality health and care system?**

The Health and social care sectors are experiencing significant pressures on recruitment. Organisations that provide an inclusive environment for their staff to be themselves at work are more likely to be able to recruit and retain staff to provide the levels of service that we wish to see in the sector in Leeds.

**How does this help to have a financially sustainable health and care system?**

**Future challenges or opportunities**

The model adopted for this work around LGBT+ communities could be adopted for other equality areas if proven to be successful.

<b>Priorities of the Leeds Health and Wellbeing Strategy 2016-21 (please tick all that apply to this report)</b>	
A Child Friendly City and the best start in life	
An Age Friendly City where people age well	
Strong, engaged and well-connected communities	
Housing and the environment enable all people of Leeds to be healthy	
A strong economy with quality, local jobs	
Get more people, more physically active, more often	
Maximise the benefits of information and technology	
A stronger focus on prevention	
Support self-care, with more people managing their own conditions	
Promote mental and physical health equally	X
A valued, well trained and supported workforce	X
The best care, in the right place, at the right time	X