

## Further information

### Sexual Orientation and Gender Identity Advisory Group

The Sexual Orientation and Gender Identity Advisory Group is a group of stakeholder individuals and organisations assisting the Department of Health with the development and delivery of a programme of work to promote equality and eliminate discrimination for Lesbian, Gay, Bisexual and Transgender (LGBT) people in health and social care (as both service users and employees). The group has four work streams: Reducing Health Inequalities, Better Employment, Inclusive Services and Transgender Health. The Group has commissioned a number of resources to support the strategy, including:

- *Real Stories, Real Lives: LGBT People and The NHS*: a DVD to be used as a practical tool in training staff and raising awareness;
- *Core Standards for Training on Sexual Orientation* (by Diverse Identities);
- *Monitoring of Sexual Orientation in the Health Sector* (by Stonewall); and
- *Harassment and Sexual Orientation in the Health Sector* (by Stonewall).

All of these, plus further resources currently under development, can be found on the Department of Health's sexual orientation and gender identity pages at:

[www.dh.gov.uk/EqualityAndHumanRights](http://www.dh.gov.uk/EqualityAndHumanRights)

### Equality Act (Sexual Orientation) Regulations 2007

The Equality Act (Sexual Orientation) Regulations 2007, which came into force on 30 April 2007, prohibit sexual orientation discrimination in the provision of goods, facilities and services. The Regulations have important implications for health services. In particular, it is expected that they will lead to an improvement in the level of healthcare and uptake of services by Lesbian, Gay and Bisexual people. This has built on the existing legislation, which protects Lesbian, Gay and Bisexual people from discrimination in employment.

### The Civil Partnership Act 2004

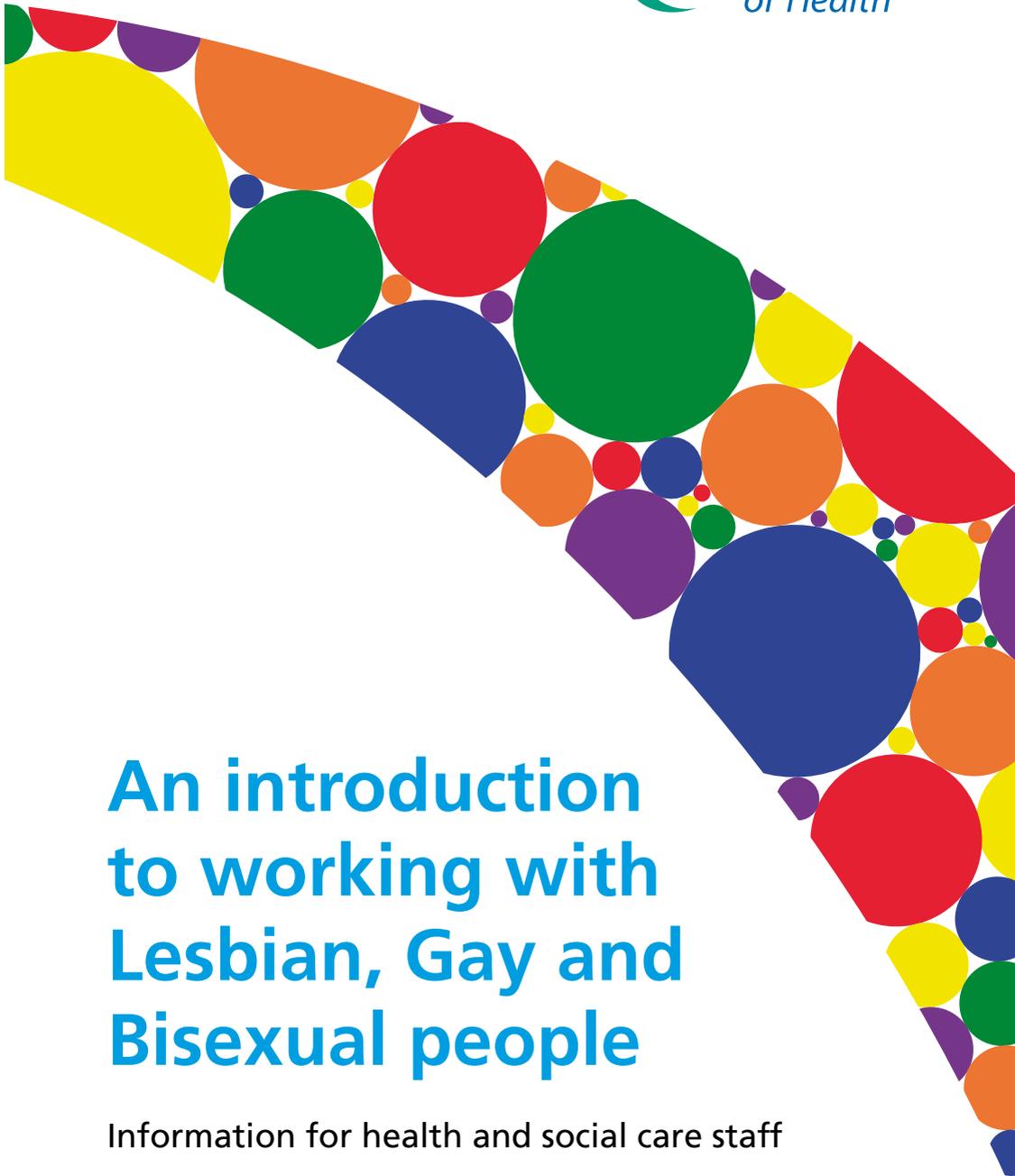
The Civil Partnership Act 2004 came into force on 5 December 2005. Civil partnership is the new legal partnership which can be formed by two people of the same sex. Civil partners have parity of treatment with spouses, as far as possible, in the rights and responsibilities that flow from forming a civil partnership. NHS and social care organisations need to ensure that their policies, procedures and practices for staff and patients/service users are inclusive in their language and content.

### Lesbian, Gay, Bisexual and Transgender History Month

LGBT History Month is in February each year and provides an opportunity to celebrate and recognise the contribution made by Lesbian, Gay, Bisexual and Transgender people to history. In previous LGBT History Month events, the NHS Chief Executive and Chief Medical Officer have spoken publicly about the Department of Health and NHS' commitment to tackling homophobia in the health service and improving health services for LGBT people. More information on LGBT History Month can be found at:

[www.lgbthistorymonth.org.uk](http://www.lgbthistorymonth.org.uk)

*This leaflet was developed by the Department of Health's Sexual Orientation and Gender Identity Advisory Group's Reducing Health Inequalities work stream.*



# An introduction to working with Lesbian, Gay and Bisexual people

Information for health and social care staff

To deliver a patient-led NHS, services must be fair to everyone and recognise the needs of each individual. The Equality Act (Sexual Orientation) Regulations 2007 make it unlawful for health and social care staff to discriminate unfairly against Lesbian, Gay and Bisexual (LGB) people. This leaflet is intended to support you to ensure that LGB people do not experience discrimination and prejudice in service delivery. It is part of a more detailed package of resources to help you to improve the quality and uptake of health and social care services for LGB and Transgender people.

