Equality Impact Assessment – COVID 19 and the LGBT Community

We have seen much about the impact of COVID-19 on BAME and Disabled groups, but one seemingly forgotten group is the LGBT Community. This short Impact Assessment will explain the risks this group faces

LGBT Staff at the University (from staff survey data 2019\*)

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| Category | % |
| Lesbian | 1.5 (111) |
| Gay | 2.6 (196) |
| Bisexual | 2.3 (173) |
| Trans | 0.1 (n/a) |

This is 480 (or 6.5%) of staff that completed the survey Additionally 661 (9%) selected ‘prefer not to say’ which should also be considered. A small number of people also chose to describe their gender ‘in another way’. **APR data is also available but this contains 37.2% of unknown data.**

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| Mental Health | |
| **Issue** | **Actions** |
| LGBT people are more likely to suffer from mental health issues compared to non LGBT people – this is in part due to ongoing discrimination and marginalisation from family, neighbours, colleagues and society as a whole. | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance and support * Student Experience issue guidance and support * Messages of acknowledgement from SLT |

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| Isolation | |
| **Issue** | **Actions** |
| Older LGBT people are particularly impacted here as they may have already been experiencing a higher rate of isolation if they have no partner or children. This generation may have also experienced rejection form their immediate family and created their own chosen family from friends – the likelihood being they do not live with these people  APR Data from 2019 shows we have over 30 people aged 56 and above who have declared their sexual orientation | * Line managers to maintain more contact with this group of LGBT staff * Look at other ways of contact rather than email * ALLOUT issue more guidance and support * Student Experience issue guidance and support * Messages of acknowledgement from SLT |

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| Substance Abuse and Eating Disorders | |
| **Issue** | **Actions** |
| LGBT people are more likely to use illicit drugs and consume more alcohol. Boredom and loneliness can trigger relapses. This group is also more susceptible to eating disorders due to body image issues | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance and signposting * Student Experience issue guidance and signposting * Messages of acknowledgement from SLT |

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| Safety | |
| **Issue** | **Actions** |
| This is a chief concern for many LGBT people. This can impact staff and students who are not out to housemates and/or family. Many will now be living and working in hostile environments, putting these people at greater risk of domestic abuse, self-harm and suicide. LGBTphobic housemates and family can ostracise our staff and students and this is a particular issue when we look at intersectionalities of religion and ethnicity.  There is also an elevated chance of hate crime for this group of people – for example – having to wait in longer queues at supermarkets makes trans people feel vulnerable. | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance, support and signposting * Student Experience issue guidance, support and signposting * Messages of acknowledgement from SLT |

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| Financial Impact | |
| **Issue** | **Actions** |
| There are many issue here which are common to all diversity groups in lower socio economic areas and lower graded jobs.  Trans people will encounter greater difficulty in securing employment if made redundant. | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance and support * Student Experience issue guidance, support and signposting * Messages of acknowledgement from SLT |

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| Healthcare | |
| **Issue** | **Actions** |
| People in the LGBT community are finding it more difficult to access non COVID related healthcare. This has been particularly prevalent for those requiring anti-depressant medication and or medication related to hormone therapy for trans staff – in some cases people may have to reveal their LGBT status to a family member or housemate if they require medication collection because they are self-isolating or shielding.  Some may have also had gender reassignment appointments and surgery delayed indefinitely | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance and support * Student Experience issue guidance, support and signposting * Messages of acknowledgement from SLT |

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| Accessing Support | |
| **Issue** | **Actions** |
| LGBT people may find community support groups suspended and having to reply on support from neighbours.  This can put some groups at risk (i.e. older LGT people and trans people) as they could experience discrimination from revealing their sexual orientation or transgender status | * Line managers to maintain more contact with LGBT staff * ALLOUT issue more guidance and support * Student Experience issue guidance and support * Messages of acknowledgement from SLT |

**General Recommended Actions:**

* ALLOUT to survey member on the above and also consider specifics around particular intersectionality issues.
* Student experience/Student union to do a similar survey/interrogation
* Respondents will be asked for other issues not covered above they are experiencing as a result of COVID-19 and being LGBT

References:

[HIDDEN FIGURES: THE IMPACT OF THE COVID-19 PANDEMIC ON LGBT COMMUNITIES IN THE UK MAY 2020 - 3RD EDITION – LGBT FOUNDATION](https://lgbt.foundation/coronavirus/hiddenfigures)