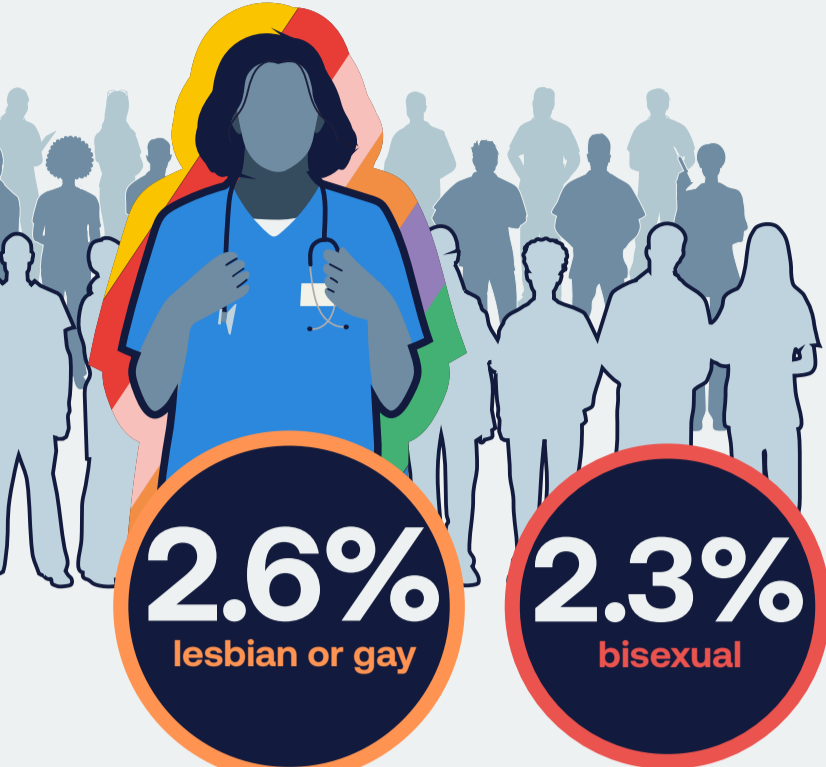


Exploring LGBTQ+ staff experience in the NHS

At least one in every 20 NHS staff is LGBTQ+, but the latest NHS Staff Survey results show that they are more likely to have a worse experience working in the NHS than their colleagues. The growing experience gap represents a recruitment and retention risk for the NHS.



1 in every 20 NHS staff identifies as LGBTQ+

2.6%
lesbian or gay

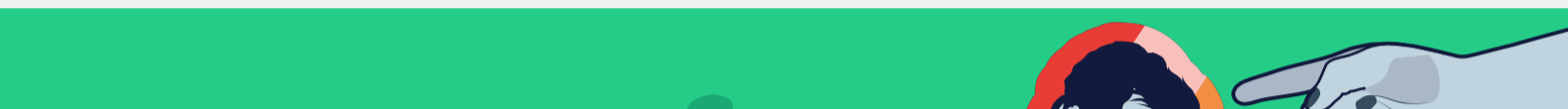
2.3%
bisexual

6%
preferred not to say

0.4%
transgender

LGBTQ+ staff are **more likely** to experience bullying and harassment, discrimination and unwanted sexual behaviour compared to their heterosexual colleagues.

This **experience gap widens** for transgender and non-binary staff.



Bullying and harassment at work



35%
transgender staff

34%
bisexual staff

32%
gay and lesbian staff

23%
heterosexual staff



Discrimination from patients, relatives and visitors

18%
transgender staff

14%
gay and lesbian staff

12%
bisexual staff

8%
heterosexual staff



Unwanted sexual behaviour from other colleagues



15%
transgender staff

9%
bisexual staff

7%
gay and lesbian staff

3.4%
heterosexual staff



Unwanted sexual behaviour from patients, relatives and visitors

19%
bisexual staff

15%
transgender staff

12%
gay and lesbian staff

8%
heterosexual staff



LGBTQ+ staff are less likely to recommend the NHS as a place to work



63%
heterosexual staff

60%
bisexual staff

58%
gay and lesbian staff

56%
transgender staff

One in five gay, lesbian and bisexual staff and one in four transgender staff are thinking of leaving the NHS.