

NHS Workforce: Trans Survey

Have you ever wanted to work in the NHS but never had the opportunity? Perhaps you have dreamed of a career in health and social care but felt put off from applying? If so, we would like to hear from you. We are also wanting to hear from people who have worked in the NHS.

TREC are currently working with NHS North West to find out why trans people may not decide to pursue a career in the NHS. This one-page survey will help NHS North West to develop their workforce.

Thank you for your time! To access the survey, please click [here](#).

This short survey comprises 10 questions. Please ensure that you provide as much detail as you can.

If you have worked in the NHS, please go directly to question 10.

Please note that this survey is anonymous; your participation is strictly confidential. All material will be kept on a secure database, and any identifiable information will be anonymised.

List of Questions:

- 1. How do you identify (trans woman, trans man, gender neutral etc)?**
- 2. Have you ever wanted to work in the NHS?**
- 3. If yes, have you tried applying for jobs in the NHS?**
- 4. If yes, how far into recruitment did you get?**
- 5. If no, what put you off applying (lack of qualifications, experience etc)?**
- 6. Given the opportunity, would you consider (re)applying to work in the NHS?**
- 7. If yes, what role/area are you interested in?**
- 8. In what ways, if any, does your trans status play a part in your decision?**
- 9. How easy do you think it is for people to reveal their trans status in a NHS working environment?**
- 10. If you do work in the NHS, would you be willing to become a 'role model' for NHS North West?**

If yes, please send an email with 'Role Model' in the title to the TREC research team: [board \(at\) transcentre.org.uk](mailto:board@transcentre.org.uk), and we'll be in touch with you soon.

Introduction to Survey:

20 respondents in total.

Demographics:

Range of gender identities – trans woman (5), trans female (1), woman with a transsexual past/medical history (2), female (2), and trans man (8). FTM-spectrum people made up 44% whilst MTF-spectrum people made up 56% of the known survey participants.

NHS Workforce:

68% of respondents have wanted to work in the NHS but only 35% have tried applying for jobs in the NHS.

Of those who had already applied to work in the NHS, a quarter made some initial enquiries but did not pursue their application, 44% completed an application, and 34% attended an interview.

Those who wanted to work in the NHS but who did not apply cited a number of reasons for their reluctance. A quarter had not considered the NHS as a career move, whilst 42% felt that they either lacked relevant qualifications/experiences or that the jobs available did not match their skills set. 1 person felt put off by, what they felt, were 'poor working conditions for nurses'.

Interestingly, a quarter people who answered this question stated that their reluctance was due to perceived ignorance of trans people and issues within the NHS environment ("Not an inclusive enough environment", "fear of intrusive / inappropriate questions about my medical history"; "Lack of NHS info. on trans").

When asked if they would (re)apply to work in the NHS, 78% felt that they would whilst 22% would not. Those who said 'yes' stated their interest in the following areas/roles – management, research and development, administration, social care, sexual health, clinical psychology, and counselling.

Asked whether their trans status plays a part in their decision to work or not work within the NHS, the respondents presented mixed views. 44% felt that their trans status has not impacted their decision ("if I felt suited to a role then I would apply regardless of my status"), whilst others felt that was no longer an issue since they had 'fully transitioned'. Interestingly, one responded initially claimed that it had not affected their experiences but then stated that 'I am out as being trans and I believe I was refused an interview on several occasions because of this'. Other respondents, especially those who are early transition, worried about other people's reactions. One respondent felt 'uncertain if things would be confidential, not convinced that

appropriate support would be forthcoming e.g. from managers, staff etc' because of, what they deemed to be, 'very low levels of awareness in the NHS of trans issues'.

In anticipation, another respondent made the following recommendation: 'I would need to be sure that I was entitled to authorised absence for appointments and paid sick leave for surgery, although this is less important than it used to be. I would also need to be sure that there were strong anti-discrimination policies in place in case of problems'. Whilst one respondent felt that being trans 'makes me unemployable in many instances', another felt that 'my trans status has given me an insight into the mental health service' and that this has, in part, influenced their decision to work 'with a wide range (sic) of mental illnesses' and 'working directly with trans people at some point during my career'.

When asked how easy it is for people to reveal their trans status in a NHS working environment, respondents felt that, in the main, it was not easy and that the consequences of doing so could be detrimental. Respondents went so far as claiming that they would expect it to be 'terrifying' and 'extremely difficult'. As one respondent stated: 'Judging from my interactions with NHS staff, I would expect that transphobia is about as prevalent within the NHS as it is elsewhere, so I would avoid revealing it unless necessary'. Similarly, another respondent claimed that: 'Clinicians have a poor reputation for care of trans people and this transfers to the expectations that trans people like me have about managers'. The following response was particularly hard-hitting: 'Very hard as I believe there is some really entrenched transphobia in the NHS. Everyone I know who is trans and works in the NHS hides the fact that they are trans and believe they would have real problems if they let it be known'. However, whilst a few respondents felt that it would be 'no worse than anywhere else', others felt that, depending on the situation, they would not have an issue with revealing their past. One respondent summarised how mixed the experience might be: 'For me, fairly easy as I'm out in a lot of places anyway, but can see that it might be hard for others, especially when working within mental health services as there can be a crossover as a service user and professional'.

1. How do you identify (trans woman, trans man, gender neutral etc)?

Trans Woman
Woman with a transsexual past
A woman with a transsexual medical history
Trans woman
Female
Trans man
Trans person, man
Trans man
(Trans) man
Trans Man
transman
Trans man
transman
gg lady
Trans woman
Trans Woman
Transwoman
Trans female

(2 skipped this question)

2. Have you ever wanted to work in the NHS?

Yes - 68.4% (13)

No - 31.6% (6)

(1 person skipped this question)

3. If yes, have you tried applying for jobs in the NHS?

Yes - 35.3% (6)

No - 64.7% (11)

(3 skipped this question)

4. If yes, how far into recruitment did you get?

- Made enquiries about the job - 25.0% (2)
- Completed an application form - 44% (4)
- Attended an interview - 34% (3)
- Was offered the job but turned it down - 0.0% (0)

(12 skipped this question)

5. If no, what put you off applying (lack of qualifications, experience etc)?

Not an inclusive enough environment

Fear of intrusive / inappropriate questions about my medical history

It's not an area of work I've considered.

Never thought of it as a career

Poor working conditions for nurses

Have never seen a job available that matches my skill set in the area I want to work in.

Never thought about it

No relevant jobs available when looking for work

Not enough experience or qualifications as of yet

Lack of nhs info on trans

Not qualified enough even though I have a counselling diploma

Lack of experience, qualifications.

(8 skipped this question)

6. Given the opportunity, would you consider (re)applying to work in the NHS?

Yes - 77.8% (14)

No - 22.2% (4)

(2 skipped this question)

7. If yes, what role/area are you interested in?

Management

Management

Not sure what would interest me

Care assistant, auxiliary nurse

R&D

Performance Information, data management, performance management etc

Administration, ward clerk etc

Admin & Sexual Health

Sexual health education and prevention

Clinical psychology

Trying to make docs ,surgerys trans aware

Counselling

Counselling, addiction

music therapy

(6 skipped this question)

8. In what ways, if any, does your trans status play a part in your decision?

It makes me unemployable in many instances

None at all

It shouldn't play any part but the stories from other people suggests it could be a minefield

It has no part, if I felt suited to a role then I would apply regardless of my status

It doesn't

Worried about peoples reactions, surgery time off

None

I'm in early transition and would be uncomfortable doing so in a new & unfamiliar enviroment. Male nurses are considred odd anyway, being trans would just make me even more odd.

I would need to be sure that I was entitled to authorised absence for appointments and paid sick leave for surgery, although this is less important than it used to be. I

would also need to be sure that there were strong anti-discrimination policies in place in case of problems

None, but I am out as being trans and I believe I was refused an interview on several occasions because of this.

no

It doesn't play a part

Uncertain if things would be confidential, not convinced that appropriate support would be forthcoming e.g. from managers, staff etc. Very low levels of awareness in the NHS of trans issues.

I want to work with a wide range of mental illnesses, I feel my trans status has given me an insight into the mental health service and has partly influenced my decision, I am thinking about working directly with trans people at some point during my career

I am a committee member of UNIQUE north wales largest trans group ,iam trying going around schools to educate on trans..i run a support phone line

It doesn't any more now I've fully transitioned

None

none

(2 skipped this question)

9. How easy do you think it is for people to reveal their trans status in a NHS working environment?

Not easy without the chance of discrimination!!

Judging from my interactions with NHS staff, I would expect that transphobia is about as prevalent within the NHS as it is elsewhere, so I would avoid revealing it unless necessary.

Clinicians have a poor reputation for care of trans people and this transfers to the expectations that trans people like me have about managers

I'm not sure, though on a personal level I wouldn't be too bothered 'outing' myself

quite easy compared to a lot of companies

I do not think its easy

It is probably difficult for a trans person to be open about their status because of the attention it would bring. I also don't know of any institutional support available for trans people in the NHS

Not at all. In fact I would expect it to be terrifying.

No idea having never worked in one.

Very hard as I believe there is some really entrenched transphobia in the NHS. Everyone I know who is trans and works in the NHS hides the fact that they are trans and believe they would have real problems if they let it be known.

don't know

For me, fairly easy as I'm out in a lot of places anyway, but can see that it might be hard for others, especially when working within mental health services as there can be a crossover as a service user and professional.

Extremely difficult

I'm not sure, but I would like to find out how easy it is for others

not at all ,because there was not one doctors surgery i went to that had any trans info

It's easy to reveal your status, but should you really have to reveal it?

It would depend on the person. Personally, I have no qualms with people knowing about my past.

no worse than any where else

(2 skipped this question)

10. If you do work in the NHS, would you be willing to become a 'role model' for NHS North West?

If yes, please send an email with 'Role Model' in the title to the TREC research team: board (at) transcentre.org.uk, and we'll be in touch with you soon.

Yes - 0%

No - 100.0% (4)

(16 skipped this question)