

## HEADLINE FINDINGS FROM OUR TRANSGENDER E-SURVEYS

### Survey One: Key findings

#### **Overview**

- The first survey was launched in April 2011 and received 1,275 responses.
- Health was identified by respondents as being the top area of concern for the transgender community, with nearly half of respondents (49%) selecting this as their priority.
- Employment was identified as being the second top area of concern for the transgender community, with around a third (31%) of respondents selecting it as their priority.
- This was followed by education, safety and support, access to services and then public and political participation.

#### **Health**

- Nearly half of respondents (40%) thought that delays in treatment were the greatest challenge they had experienced with regard to transgender health issues.
- Just over half of respondents (53%) thought that GPs were doing an excellent or good job in addressing their health needs.

#### **Employment**

- Difficulty in gaining and retaining employment was considered the most important challenge that transgender people face, with two-thirds of respondents (66%) identifying it as the most important challenge.

#### **Education**

- Almost half of respondents (44%) thought that the behaviour of other children presented the most challenges to gender variant children;
- Nearly two-thirds of respondents (47%) thought that intervention, such as guidance or training, would be best focussed in secondary school;
- Nearly half of respondents (45%) thought that teachers did not have the tools to tackle the bullying of gender variant children in schools.

#### **Safety and support**

- Respondents feared most for their safety on the streets and using public transport.
- Nearly half of respondents (47%) said they were most worried about being a victim of a violent crime or harassment.
- Around three-quarters of respondents (76%) had never brought a complaint to the police, and nearly half of respondents (47%) cited police lack of understanding/sensitivity as being the greatest challenge in bringing about a complaint.

### ***Access to services***

- Going out in public, followed by healthcare were cited as the areas where transgender people had faced the most discrimination.
- Half of respondent said ignorance was the most important factor contributing to challenges accessing services.

### ***Public and political participation***

- Over two-thirds of respondents (70%) said they were not involved in public and/or political life.
- 43% of respondents said they had experienced challenges because of their transgender status which prevented them from participating.

## **Survey Two: Health**

### ***Overview***

- Survey two was launched in June 2011 and received 485 responses.
- A large majority of respondents (86%) had accessed treatment for gender dysphoria.

### ***Delays***

- Three-quarters of respondents (75%) said they had experienced delays in trying to access treatment for gender dysphoria.
- Respondents experienced the greatest delay when trying to obtain a referral to a psychiatrist.

### ***GPs***

- Almost half of respondents (47%) thought awareness-raising of transgender issues would be most important amongst GPs.
- Respondents felt that awareness-raising was most needed on the gender reassignment process itself, followed by general healthcare treatment for transgender people.

### ***Primary Care Trusts***

- Around a third of respondents (31%) said that the greatest challenge they had experienced with primary care trusts was their lack of awareness of trans issues.
- Almost a quarter of respondents (24%) had their treatment for gender dysphoria refused to them.

## **Survey Three: Employment, Identity and Privacy**

### **Overview**

- Survey three was launched in August 2011 and received 412 responses.

### **Awareness of transgender issues**

- A majority of respondents (88%) said ignorance was the biggest challenge transgender people faced in employment.
- Over a third of respondents (37%) said ignorance was the biggest problem amongst colleagues and other employees in their organisation.
- A majority of respondents (86%) cited employers fearful of possible customer/client reaction towards a transgender employee as an additional barrier in employment.

### **Discrimination and harassment**

- Half of respondents (50%) said they had been harassed or discriminated against because of their gender identity in their previous or current job.
- Around a third of respondents (32%) said the main source of discrimination or harassment came from their colleagues or other employees.

### **Challenging discrimination and harassment**

- Nearly two thirds of respondents (63%) raised the discrimination and/or harassment they experienced within their organisation, with most going to their senior manager.
- Nearly a third of respondents (30%) said their complaint was handled poorly.

### **Employers' transgender policy**

- Over half of respondents (57%) said their current or last employer did not have an employment policy to support transgender employees.
- Most respondents (93%) said their employer has never asked to see a Gender Recognition Certificate, regardless of whether the respondent had one.

### **Job seeking**

- Most respondents (96%) said they had never been given any support because of their gender identity in finding a job.

### **Privacy and Identity**

- Approximately a third of respondents (31%) said that gossip, as a threat to their privacy, had the greatest impact on their life.
- Nearly three-quarters of respondents (72%) did not feel their current identity secure from disclosure.
- Nearly half of respondents (46%) said they did not have any difficulty living in their current gender identity in their local community.

## **About the surveys**

- There were more than 2,100 responses from across the UK to our online surveys.
- The completion rate was good, with 63% completing the first survey, rising to 86% completing the third.
- Response rates to individual questions varied considerably. However, this is not surprising given the sensitive nature of the questions, and there were a number of questions which only applied to certain individuals. For those questions that applied to all respondents, levels of response varied from 70% to almost 100%.
- The figures quoted here exclude non-responses.
- The sample was drawn from a snowballing technique. This is where existing routes of contact with suitable respondents are used. Those people who responded to the survey are then asked to forward details of the survey on to anybody else who may be eligible for the survey.