



Better for business

Finally feeling like themselves

Gender dysphoria



Embrace diversity business-wide

Your employees' wellbeing is important, so we want to make sure they've got the right support in place if they're experiencing gender dysphoria.

What is gender dysphoria?

Gender dysphoria is a condition where a person experiences discomfort or distress because there's a mismatch between their biological sex, which is assigned at birth, and their gender identity. Gender identity is the gender that a person 'identifies' with or feels themselves to be.

Source: www.nhs.uk/conditions/gender-dysphoria/

Our experience

We've been supporting a number of large clients with our optional gender dysphoria benefit, in response to demand. This has given many employees the freedom to be themselves, showing a true commitment to diversity in the workplace.



Provision in the UK

Treatment for gender dysphoria is highly specialised, so there are a limited number of gender dysphoria specialists nationwide across the NHS and in the private sector. This means an employee may need to travel further or wait a little longer than usual for treatment. But the good news is, we're constantly working to increase service availability.

Support

We have experienced nurses on hand to support your employees at every step in their journey.



For more information, please speak to your account manager or intermediary partner.

Your options

Choose between two levels of cover for employees who are aged 18 and over. Tier 1 provides support up to diagnosis, while our more comprehensive option, Tier 2, offers employees full support throughout their transition, including gender affirmation surgery.

What we do and do not cover	Tier 1	Tier 2
Consultation with a Bupa-recognised psychiatrist and Bupa-recognised psychologist	✓	✓
An initial consultation about hormone therapy with a Bupa-recognised endocrinologist	x	✓
Prescription costs for hormone therapy	x	x
Telephone support from a nurse	✓	✓
Mental health support (included as part of your cover, please see your scheme documentation for details)	✓	✓
Pre-operative consultations with a Bupa-recognised psychiatrist, psychologist, endocrinologist and surgeon	x	✓
Speech therapy – maximum of 12 hours, including pre and post-surgery	x	✓
Hair removal from face – maximum of 50 hours	x	✓
Hair removal for surgical donor site – maximum 35 hours	x	✓
Surgery for all genders, including:		
■ removal of the penis and testes ■ creation of the vagina, clitoris and labia ■ breast augmentation (only covered if following a course of hormone treatment, and consultant approval) ■ voice modifying surgery (subject to restrictions and usually not required) ■ removal of breasts and chest reconstruction (excludes pectoral or other implants)	x	✓

What we do and do not cover (continued)	Tier 1	Tier 2
■ creation of penis and scrotum using skin and muscle tissue from another site eg abdomen, forearm or thigh ■ join-up of urethra ■ placement of an appropriate penile prosthesis – either inflatable or malleable (metal) ■ testicular implants	x	✓
Egg or sperm storage	x	x
Liposuction	x	x
Reversals	x	x
Enhancements	x	x
Facial surgeries, including:		
■ brow ridge reduction ■ jaw contouring ■ chin/jaw augmentation ■ tracheal shave (Adam's apple reduction)	x	✓
All other facial surgeries	x	x
Hair transplantation surgery	x	x
Hair removal from anywhere on the body (excluding the face)	x	x

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