

Policy review

UHBW's workforce Diversity and Inclusion Strategy 2020-2025, sets out the ambition to be 'committed to inclusion in everything we do'. This means promoting equality and preventing discrimination, bullying and harassment with due regard to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Please provide copies of the following policies, these may have different names within your organisation, if you are uncertain about what documents to provide please contact your NHS Rainbow Badge Assessor.

REQUESTED	FOUND ON CONNECT
Adoption Policy	AdoptionAndSharedParentalLeavePolicy-6
Special or Compassionate Leave Policy	FamilyCompassionateAndOtherLeavePolicy-1_1
Maternity Policy	MaternityAndSharedParentalLeavePolicy-6
Paternity Policy	NewParentSupportLeaveAndPayPaternityPolicy-2_3
Shared Parental Leave Policy	MaternityAndSharedParentalLeavePolicy-6
Trans Inclusion Policy	
Uniform/dress Code Policy	DressCodeAndUniformPolicy-11_1
	EqualityDiversityAndHumanRightsInEmploymentPolicy-3_0
Discrimination, Bullying and Harassment Policy	DignityAtWorkPolicy-6_2 (incorporating Bullying & Harassment at Work)

You may also like to supply copies of any other policies that have been reviewed to ensure that they are inclusive of LGBTQI+ people

- 1. Does the Trust have a public-facing policy or statement that bans biphobic, homophobic and transphobic discrimination in its services?**

No

- 2. Does the Trust have an employee policy (or statement within an employee handbook) that includes the following?**
 - Explicit ban on discrimination, bullying and harassment based on sexual orientation**

- **Explicit ban on discrimination, bullying and harassment based on gender identity and gender**

Yes - Currently in draft from People Equality, Diversity and Inclusion Policy v4.
The Staff Conduct Policy says:

5.1 Treatment of other Staff – We are Respectful

UHBW is committed to creating a culture where all individuals are treated with dignity and respect. Any actions which prevent this or are against UHBW's values are unacceptable and can be challenged.

UHBW does not tolerate any acts of discrimination, bullying or harassment and any such acts are treated very seriously and may lead to dismissal.

- **Clear information about how to report an incident and how complaints are handled.**

Yes - The Dignity @ Work Policy has a clear process for reporting and handling complaints.
HR Web has dedicated pages and resources to support colleagues with their concerns.

Patient support and complaints team information available online, link:

[REDACTED]

Relevant policy: Complaints Policy-7_2