

Freedom of Information Request

Ref: 23-968

20 February 2024

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

1. Please can you confirm if you (lgbtq network lead(s), human resources and equality departments) have had any correspondence with any organisations promoting lgbtq equality and inclusion Specifically Stonewall ,gendered intelligence, GIRES, the diversity trust. employers network of equality and inclusion(ENEI), NHS rainbow badge scheme. Lgbt foundation, health and care leaders lgbt network. Between 1st December 2021 and 18th January 2024

Yes

2. If you (as defined above) have had correspondence with any of the above-mentioned please supply correspondence that has resulted in changes to policy, such as the use of inclusive language, ensuring that staff share their pronouns, recording of sexual orientation and gender identity etc.

In 2023 the Trust participated in the NHS Rainbow Badge phase 2, an assessment and accreditation model allowing NHS Trusts to demonstrate their commitment to reducing barriers to healthcare for LGBTQ+ people, whilst evidencing the good work undertaken.

As a result we received from the LGBT Foundation a report (please see the attached document) with recommendations that have not been implemented or resulted in changes to policy; nor as the use of inclusive language, neither ensuring that staff share their pronouns, or recording of sexual orientation and gender identity, etc.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust