

Freedom of Information Request

Ref: 24-090

29 January 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. Within your organisation, what policies exist to support staff members who identify as transgender and are transitioning?

We do not have a policy.

2. With respect to the question above, could you please provide a copy of the policies to support staff who identify as transgender?

Not applicable

3. Do you have any information publications or presentations available to staff regarding LGBTQ+ and Transgender, if so please could you provide details and copies of the information.

We have a eLearning video from NHS England that has been temporarily removed by NHS England.

4. How many persons who identify as transgender are employed or volunteer with your organisation, and at what grade or position are they employed?

We do not collect this information.

5. What advice and information do you supply to managers and staff regarding Transgender? Do you provide any specialist training in dealing with colleagues or clients who identify as transgender?

Advice would be provided ad hoc by Human Resources services and divisional Human Resources Business Partners. We do not have specialist training.

If so, please provide copies of the relevant policies and material.

Not applicable.

6. Does your organisation have any connections with Stonewall or similar organisations to support employees from the LGBTQ+ and Transgender community, and if so, please could you provide further details and copies of any documents or policies?

No.

7. Do you have any specific policies to support staff members transitioning/transgender in where they are deployed or employed in the organisation and in dealing with members of the public, if so please could you provide further information?

No.

8. Do you have a specific lead or individual(s) who deal with LGBTQ+ issues or liaison within the organisation? If so, please could you provide details?

We have a LGBTQIA+ Staff Network with volunteering members of staff.

Our Equality, Diversity and Inclusion team, Human Resources team and Human Resources Business Partners provide ad hoc support.

9. Do you have specific policies regarding keeping female, LGBTQ+ and transgender staff safe? If so, could you please provide details and copies of any relevant policies?

The Trust's Respecting Everyone Policy aims to ensure that all matters regarding bullying and harassment, grievances, conduct and capability are dealt with fairly, consistently and with resolution at the heart of the process. Please see the attached policy.

10. Please could you provide details of any education packages or information provided to staff in dealing with patients who are LGBTQ+ / Transgender? And copies of any material?

We do not have education packages to staff in dealing with patients who are LGBTQ+/Transgender.

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