

27 September 2021

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Our Ref: FOI/03755  
Your Ref: NHS-LGBT -18

Thank you for your request concerning Public Sector Equality Duty (PSED).

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

Under the Freedom of Information Act 2000, please provide the following information:

- 1. For 1 April 2010 to 31 March 2020, information provided by financial year, your Public Sector Equality Duty (PSED) compliance policy and reports on how you've met this policy.**

Please see attached our Annual Reports where you can find information regarding equality and diversity contained within.

2010/11  
2011/12  
2012/13

Please follow this [link](#) for the 2014/15 to 2020/21 annual reports<sup>1</sup>.

- 2. For 1 April 2010 to March 2020, information provided by financial year, provide a list of all LGBT organisations (eg Stonewall, Mermaids, Gendered Intelligence, GIRES, Action LGBT, Transhealth) you have:**
  - a. consulted;**
  - b. received training from/ helped formulate training for Trust staff – including classroom based and e-learning;**
  - c. paid monies to for goods and services, advertised on your website or intranet, links or print outs of information;**
  - d. granted permission to display/share/use Trust logo.**

We have had and continue to have a relationship with Stonewall.

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<sup>1</sup> This information is available through other means

3. For 1 April 2010 to 31 March 2020, information provided by financial year, provide a list of all women's organisations (e.g. local or national domestic abuse or rape crisis charities, Women's Budget Group, Timewise, Pregnant then Screwed, Woman's Place UK, Fair Play for Women) you have:
- consulted;
  - received training from/ helped formulate training for Trust staff – including classroom based and e-learning;
  - paid monies to for goods and services; advertised on your website or intranet, links or print outs of information;
  - granted permission to display/share/use Trust logo.

We have not had a relationship with any women's organisations.

4. The money spent annually, during this same period, on supporting and promoting LGBT groups and causes including:
- LGBT/rainbow merchandising, such as involvement in diversity champion schemes, lanyards, flags, posters and other materials;

We spent £2,130 in 2019/20 and £2,257 in 2020/21 on polyester woven rainbow lanyards.

- attending conferences and events and training for Trust staff - including classroom based and e-learning;

In 2018-19 the Stonewall conference spend was £1,220.40.

- subscriptions and donations to LGBT organisations such as Stonewall, Gendered Intelligence and Mermaids, GIRES, Action LGBT, Transhealth.

- In 2017/18 we spent £7,260 with Gendered Intelligence.
- Subscriptions to Stonewall for the years 2018/19, 2019/20, 2020/21 & 2021/22 were £3,000 per year.

5. The money spent annually, during this same period, on supporting and promoting women's groups and causes including:

- International women's day, domestic violence merchandising, such as involvement in champion schemes, lanyards, flags, posters and other materials; Please separately list schemes to tackle domestic violence from the overall spending.

In 2019/20 we spent £170.79 on Women's Day.

- attending conferences and events and training for Trust staff - including classroom based and e-learning;
- subscriptions and donations to women's organisations such as local or national domestic abuse or rape crisis charities, Women's Budget Group, Timewise, Pregnant then Screwed, Woman's Place UK, Fair Play for Women.

Not applicable

6. Can you forward all of your official policies, including your staff/patient equality policy, Women's policy, LGBT policy and Transgender policy, any patient treatment guidelines and patient literature/posters written in conjunction with the LGBT groups. Please detail the contribution each LGBT group made to each policy/guideline.

Please see attached the below policies:

- Equality, Diversity and Inclusion Policy v2.
- Equal Opportunities Policy v5.1

Our Supporting Gender Identity Policy is currently under review

We do not have separate Women's policies.

We do not have a separate Transgender Policy.

- 7. Can you forward all of your official policies, including your staff/patient equality policy, Women's policy, LGBT policy and Transgender policy, any patient treatment guidelines and patient literature/posters written in conjunction with the women's groups. Please name and each women's group and detail the contribution each made to policy/guidelines.**

The attached policies identify the Executive Lead and Lead Author who would have contributed to the policy, along with the approval and ratification process.

- 8. Did your Trust obtain legal advice to determine the legality of the Transgender policy, specifically in terms of the Equality Act (2010) and single-sex exemptions? If so, what law firm did you consult with and what were the associated costs?**

No we did not obtain legal advice.

- 9. Which staff roles and other NHS organisations - include name of NHS organization, date and policy referred to - provided input to your transgender policy, who is the executive owner of the transgender policy and of the approved committee consultation comments, where were they taken from and reviewed by which role? Please name any internal networks, committees or groups consulted.**

Please see the answer to question 8. We do not have a separate Transgender Policy.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

*Sue Smith*

**Sue Smith  
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

