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Iechyd Cyhoeddus
Cymru
Public Health
Wales

Freedom of Information request to Public Health Wales

FOI Reference:	FOI 480
Date request received	24th October 2020
Date information is due to be sent	20th November 2020

Information Requested:

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.
 - a. Does your Equality Monitoring policy reflect the protected characteristics in the Equality Act (2010); Age, Disability, Gender reassignment, Marriage or civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation? If not, what changes have you made to wording, when were the changes made and what external organisations did you consult to make the change?
2. For 1 April 2010 to 31 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:
 1. consulted;
 2. received training from/ helped formulate training for Trust staff – including classroom based and e-learning;
 3. paid monies to for goods and services, advertised on your website or intranet, links or print outs of information;
 4. granted permission to display/share/use Trust logo.
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:
 1. consulted;

2. received training from/ helped formulate training for Trust staff – including classroom based and e-learning;
 3. paid monies to for goods and services; advertised on your website or intranet, links or print outs of information;
 4. granted permission to display/share/use Trust logo.
4. The money spent annually, between 1 April 2010 to 31 March 2020, on supporting and promoting LGBT groups and causes including:
1. LGBT/rainbow merchandising, such as involvement in diversity champion schemes, lanyards, flags, posters and other materials;
 2. attending conferences and events and training for Trust staff - including classroom based and e-learning;
 3. subscriptions and donations to LGBT organisations such as Stonewall, Gendered Intelligence and Mermaids, GIRES, Action LGBT, Transhealth.
5. The money spent annually, between 1 April 2010 to 31 March 2020, on supporting and promoting women's groups and causes including:
1. 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.
 2. attending conferences and events and training for Trust staff - including classroom based and e-learning;
 3. 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.
6. Can you forward all of your official policies, including your staff/patient equality policy, Women's policy, LGBT policy and Transgender policy, children's transgender policy, any inpatient school materials, 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.
7. Can you forward all of your official policies, including your staff/patient equality policy, Women's policy, LGBT policy and Transgender policy, children's transgender policy, any inpatient school materials 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.
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?
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 which role reviewed them? Please name any internal networks, committees or groups also consulted.

10. Have you completed any Equality Impact Assessment to ensure any transgender policy does not conflict with, or is consistent with NHS professional codes of conduct? If so, please provide it.

Information provided for the answer:

1. Please find attached a copy of our Equality and Diversity Strategy.

2.

2010/11	No records
2011/12	No records
2012/13	No records
2013/14	Unique Transgender – Trans Workshop
2014/15	GIRES – consult on “It’s just good care” Cardiff Mardi Gras – pitch and website
2015/16	Unique Transgender – Trans Launch Pride Cymru - stall
2016/17	Unique Transgender – rail ticket Rainbow Research – NHS Direct pages Report on Trans issues GIRES – Gender variance options exercise
2017/18	Stonewall – Diversity Champions Scheme Rainbow Research – rewrite NHS pages - Advice on Trans issues GIRES – Treat me fairly training Unique Transgender - training
2018/19	Stonewall - Diversity Champions Scheme Stonewall – Senior Leaders training Dec 2018
2019/20	Stonewall – Diversity champions Scheme Stonewall – 4 spaces in Annual conference Mermaids – Strategic Equality Plan consultation Stonewall – Strategic Equality Plan consultation
2020/21	Stonewall – Diversity Champions Scheme

3.

2010/11	No records
2011/12	No records
2012/13	No records
2013/14	Chwarae Teg – conference tickets
2014/15	Welsh Women’s Aid Chwarae Teg membership fee
2015/16	Welsh Women’s Aid – safeguarding meeting Integrate Bristol – safeguarding meeting BAWSO – Safeguarding Meeting

2016/17	
2017/18	BAWSO – Safeguarding meeting Chwarae Teg – supporters fee Women Connect First- International Womens Day
2018/19	Women Connect First – positive action website Welsh Women’s Aid
2019/20	Chwarae Teg – Strategic Equality Plan consultation Women Connect First – interfaith tour and refreshments BAWSO (Black Association of Women Step Out) – FGM talk Henna Foundation - forced marriage talk
2020/21	Chwarae Teg – Stakeholder Group

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2010/11	No record
2011/12	No record
2012/13	No record
2013/14	Unique Transgender - £250
2014/15	Cardiff Wales Mardi gras - £500 GIREs - £250
2015/16	Unique Transgender - £83.25 Pride Cymru - £250
2016/17	Unique Transgender - £40.95 Rainbow Research - £450 GIREs - £250
2017/18	Stonewall Membership - £2500 + VAT Stonewall Conference tickets £500 Rainbow Research - £2575 GIREs - £2950 Unique Transgender - £1000
2018/19	Stonewall Membership - £2500 Flags and merchandise - £3645.80 Pride stall - £454
2019/20	Pride stalls - £800 Flags and merchandise -£6660.34 Stonewall Membership - £2500 Stonewall Conference tickets (x3) - £675 Fyne Times - £1050
2020/21	Stonewall Membership - £2500 Fyne Times - £700

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2010/11	No records
2011/12	No records
2012/13	No records
2013/14	Chwarae Teg - £75
2014/15	Chwarae Teg - £250
2015/16	Nil
2016/17	Chwarae Teg - £95 Women Connect First - £60 WAVE - £350
2017/18	BAWSO - £150 BAWSO £150
2018/19	Welsh Women's Aid (Lip balms & Coffee Cards) - £1908 Women Connect First - £4950
2019/20	BAWSO - £100 – FGM Talk Women Connect First - £512
2020/21	Nil

6. Transitioning at Work Guidance attached. Stonewall reviewed the policy and advised to update the information on dressing/clothing which was updated.

Trans Screening information attached

7. Screening information attached

8. No legal advice was sought.

9. No other NHS Organisations provided input into the Transitioning at Work guidance, although we consulted with the Welsh Government, Stonewall Cymru and our LGBT+ Staff Network.

The Acting Director of People & OD is now the Executive Owner of the Policy.

The Policy was approved by our Senior Leadership Team, Executive Team, Trade Union Partnership and in a Policy Review Workshop which is open to all staff to attend. It was also on our Consultations Database for 28 Days.

10. Equality Impact Assessment attached.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of the decision, you should write to the

Corporate Complaints Manager, Public Health Wales NHS Trust, 3, Number 2, Capital Quarter, Tyndall Street, Cardiff, CF10 4BZ.

If you are not content with the outcome of your complaint or review, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust. The Information Commissioner can be contacted at:

Information Commissioner for Wales

2nd Floor
Churchill House
Churchill Way
Cardiff
CF10 2HH

Telephone: 029 2067 8400

Email: wales@ico.org.uk