

Freedom of Information Request: Our Reference CTHB_323_19

You asked:

Do you consider yourselves to be now or have you been in the past "Gay Friendly?"

Please provide examples or explanations.

Our response:

We have been developing a support network for LGBT staff and allies for the last 2-3 years. Our network has steadily grown and we have developed many resources including a newsletter, coaching mentoring and mindfulness. We have a trans* staff policy and LGBT helpline and consistently raise awareness via events and roadshows.

The Stonewall Employers Index is launched annually and employers compete for a place on the index to signal that they offer LGBT* friendly recruitment and employment to help attract and retain staff. Last year we reached a half way point on the index.

It has also had a beneficial effect on services e.g. Sexual Health have introduced changes to make their services more LGBT friendly.

In terms of examples, the following activity has been undertaken in the last couple of months:

Equality and Human Rights Week/IDAHOBIT Day

We delivered roadshows in Royal Glamorgan Hospital and Keir Hardie University Health Park. We focussed on the LGBT helpline and network. Both were well attended, network membership increased and new links were established.

Pride Cymru 24 August 2019

We marched with the other South Wales health boards in the biggest ever Pride Cymru to date – 15,000 people marched and 50,000 attended and we contributed to a great message of solidarity with LGBT rights in the NHS.

LHBTea Coffee Morning 4 September 2019

We held this as part of our Stonewall requirement to support an LGBT charity through fundraising and also to hold social events, involve Board members etc. We raised nearly £120 for a local LGBT charity, the event was very well attended and included visitors from other organisations (RCT Local Authority and the Centre for Equality and Human Rights) and also an Independent Member. A further 30 members of staff joined our LGBT network on the day.

Stonewall Index Application

This builds on previous years' applications. We have nominated five network members for individual awards.

NHS Wales Awards

We were finalists for an NHS Wales award for our work in this area. Judges visited in July and Jim Hehir, Independent Member and network members presented many examples of progress which were commended.

Trans* Patient policy

A working group has been established for a new policy for trans* patients and links made with Velindre NHS Trust for its development. The focus is dignity but also health and safety issues and touch points as more patients will access our services as part of the new Gender Dysphoria pathway in Wales to which we contributed. The group includes service leads and a trans* service user who is temporarily employed by the health board. In addition to the policy we are also developing trans* awareness training initially for Primary Care staff but this will be rolled out for other staff in due course.