

FOI_0786_2022-23 – FOI Request Concerning – Transgender Inclusion Policy

1. The Trust's Transgender Inclusion Policy with reference to patients

Solent NHS Trust currently does not have a standalone Transgender Inclusion policy with specific reference to patients. A Transgender Inclusion policy is currently in the early stages of construction and will be co-designed in partnership with our LGBTQ+ Staff Network. More broadly, our policies use terms such as patient, family member, carer, etc.

Solent's Equality, Diversity, Inclusion & Human Rights policy outlines the Trust's position in relation to Equality, Diversity, Inclusion and Human Rights. Everyone has the right to be treated with dignity and respect. The Trust is committed to creating a culture in which equality, diversity, inclusion and human rights are promoted actively and unlawful discrimination is not tolerated. The legislation surrounding this is explained in section 4 of the policy, including a list of the 9 protected characteristics.

The policy also states:

- Everyone has individual needs and the right to have those needs respected.
- Inequality exists and that unlawful discrimination needs to be tackled.
- Employment and Trust services should be accessible to all; and
- It is about treating people fairly where everyone can participate and have the opportunity to fulfill their potential.

It also states that:

A diverse approach aims to recognise, value and manage differences to enable all patients, service users and employees to contribute and realise their full potential. Diversity challenges us to recognise and value all sorts of differences in order to make the Trust a better working environment and to ensure that we provide an excellent service for all people. Inclusion is about embracing people regardless of their characteristics and ensuring equality of opportunity and removal of discrimination.

Solent NHS Trust is also scheduled to deliver a Transgender Inclusion development webinar week beginning 19th September 2022 in partnership with Stonewall – this will be accompanied by a Transgender Inclusion practice recording being added to the Diversity & Inclusion learning & development platform which will be accessible to all Solent staff & volunteers.

The webinar will include learning outcomes:

- Learn more about trans identities, terminology and experiences in order to confidently articulate the need for trans inclusion
- Understand more about practical ways to create a workplace where all trans people can achieve their potential
- Explore practical ways to deliver trans-inclusive services

Other areas of inclusion in this space can be highlighted through our Stonewall Diversity Champions program which includes:

- Providing tailored support and advice
- Listing Solent on the Proud Employers careers site, Stonewall's LGBTQ-inclusive jobs board, enabling Solent to attract diverse talent and position the Trust as an inclusive employer of choice.
- Access to annual series of LGBTQ+ seminars and webinars.
- Gain access to Stonewall resources. These give step-by-step guidance on different areas LGBTQ+ inclusion. From inclusive policy to senior leadership, our suite of resources is always expanding.
- Having Solent policies reviewed for LGBTQ+ inclusion by Stonewall's in-house team of experts
- Stonewall workplace training. Stonewall training will provide Solent with the knowledge and confidence to play their part in creating an inclusive workplace.
- Embed LGBTQ+ Inclusion in Solent workplace and through its delivery of care/services

In addition to the above Solent has recently launched its Inclusive language campaign – attached is one of the posters being used to promote this with a specific focus on LGBTQ+. Solent NHS Trust recognises the role of language in healthcare and the bias present in society and in the healthcare system which harms communication between providers and patients – this can diminish the quality of care causing potentially fatal consequences for some communities, coupled with even shorter patient interactions we have little time to learn about patient stories and circumstances. That's why building trust and ensuring language is inclusive is so crucial. Using inclusive language that acknowledges people and the systems that oppress them is a start. This approach allows us to personalise the care we deliver to people's specific circumstances and reflect on the biases we carry in our own communication.

Evidence has shown that people from minoritized communities do indeed have a higher risk of illness as well as a poorer health outcome – this is another reason why inclusive language can make a big difference to patient and community engagement in healthcare.

Using inclusive language and a persons preferred pronouns in healthcare can help reduce stigma, address social determinants of health, and improve health outcomes. All of this can lead to a decrease in inequitable treatment for patients and health inequalities across our population so keeping our language as inclusive as possible is in all of our interests.

Solent NHS Trust has also embedded national hate crime reporting strands within its incident & sub-cause reporting system including abuse related to Transgender/Gender Identity - Patient on Patient/Patient on Staff/Staff on Patient/Staff on Staff. This work has presented excellent opportunities to maximise the benefits of this work through robust analysis of existing/future datasets; evaluation of existing reporting & recording structures; the identification of best practices; & creation of a template for future action offering significant benefits in terms of ensuring patient safety & staff wellbeing, repeat victimisation & violence risk reduction.

2. The Trust's Equality Impact Assessment Criteria with reference to patients

Yes- please refer to the attached Solent NHS Trust Equality Analysis and Equality Impact Assessment document & embedded digital learning link.

3. The date of the next Transgender Inclusion Policy review.

Please refer to point 1 response above