

## **FOI 0177/2021 Response**

### **Request**

Please provide copies of all official policies and/or guidance, whether developed for use by Trust staff or patients, relating to patients with transgender identities including policies and/or guidance regarding accommodation for patients with transgender identities on wards.

Please also include details of any internal or external groups or organisations which had input into these policies and/or guidance, as well as copies of equality impact assessments for these policies and/or guidance.

### **Response**

Please see the attached Transgender and non-binary Policy and note that an exemption Section 40 of the Freedom of Information Act 2000 has been applied. This therefore mean that the Executive sign off signature and staff members names have been removed as it pertains to personal information.

We are unable to provide a Patient/ Service user policy at this moment as it is currently being developed.

The Transgender and non-binary policy has been constructed and reviewed with the assistance of the following:

- Trust wide level review
- The Trust's LGBT staff network
- Service users and staff focus groups.
- Trade Union - (JOSC)
- Trade Union -UNISON

Furthermore, as the Trust is a member of Stonewall Diversity Champion Programme our policies were reviewed by Stonewell's in-house team of experts for LGBT inclusion.

Comments and feedback from the mentioned groups were incorporated into the final version of the policy by the Trust's Workforce subcommittee.

Please note that the Trust is also currently working on a policy in relation to the care provision for transgender adults. Which is being developed as a co-production piece of work with Service Users Carers and the Transgender Team at the Birmingham LGBT Centre.

It is anticipated that the policy will be developed as part of the work that is currently in motion in the development of the Trust's Transgender and Non-Binary Service User Policy.