

## **FOI 0402/2025 Request**

**Dear Birmingham and Solihull Mental Health NHS Foundation Trust,**

**Please provide:**

- 1. Any policies, staff guidance, or safeguarding documents addressing attempts to change/suppress sexual orientation or gender identity.**

The Trust currently have the Equality, Inclusion and Human Rights Policy and the Trans and Non-Binary Equality Policy for Employees (some changes may come into place due to the Supreme Court Judgment around clarity 'sex' in the Equality Act 2010).

Please note that we do not have explicit safeguarding policies addressing attempts to change/suppress sexual orientation or gender identity. If there were concerns regarding parents and safeguarding, or safeguarding concerns of any nature, including those involving a child's identity, would be addressed through existing statutory safeguarding frameworks. These include The Children's Act (1989/2004) and Working Together to Safeguard Children (2023) and our Trust wide safeguarding policies.

Any behaviour or practice that may constitute harm (physical, emotional, sexual, neglect) is managed under these procedures.

Please see attachments for the aforementioned policies and note that an exemption Section 40 of the Freedom of Information Act 2000 has been applied. This therefore means that names and signatures have been removed as we do not routinely release staff members personal information.

- 2. Records of staff disciplinary actions or concerns involving staff promoting or encouraging any form of identity-change practice.**

NIL (0)

- 3. Details of any mandatory or optional staff training covering conversion practices or LGBTQ+ safeguarding.**

Safeguarding training is mandatory for all staff (level 1-3 depending on role as per Intercollegiate Document(s)). whilst conversion practices are not specifically covered the level 3 training for staff covers recognising all types of abuse and understanding abusive practices, regardless of the context in which they occur. Any behaviour that may constitute harm would be identified and managed within our existing policies and procedures and training.

The Trust offers Trans Awareness Training and further support is available through our LGBTQ+ Staff Network.