



**University Hospitals
Coventry and Warwickshire**
NHS Trust

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Our ref: FOI – 5166

Date: 18th February 2019

By email only

Dear

We write further to your request for information under the Freedom of Information Act dated 22nd January 2018. We have set out your request, together with our response below.

Would you please tell me which groups you have consulted regarding care of transgender patients and/or the formation of transgender policy and/or that provide your staff training on transgender patient care/policies.

Would you please specify also if you have consulted any groups or individuals representing other patients protected under the Equality Act 2010 with regard to the impact on those groups of transgender policies, specifically under the characteristics sex, age and religion or belief.

There have been numerous attempts to engage with the Transgender community, but unfortunately they have either not responded to our enquires or not attended the meetings they have been invited to/agreed to attend. However, the Head of Diversity has supported Transgender individuals and their colleagues through transitioning period.

All our staff and volunteers must attend the mandatory Equality training which has Transgender as one of the areas covered; we also provide staff with Transgender awareness training either on request or as open sessions.



We **Care.** We **Achieve.** We **Innovate.**

Our Independent Advisory Group(IAG) Equality, Diversity and Human Rights is made up of members from both the Trust and the wider community. They represent the majority of the protected characteristics including sex, age and religion/belief. Members of the IAG include patient representatives and community groups. Our Trust faith member represents our Faith Centre where we have a number of chaplains from various faith groups.

As we have provided the information that we do hold your request is now closed. We trust that this is satisfactory but if you are dissatisfied with the way that it has been handled you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Geoff Stokes, Director of Corporate Affairs, UHCW, Clifford Bridge Road, Coventry CV2 2DX.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Andrea Phillips
FOI & Access to Health Records Manager

