Information Requested:

Please interpret my request in the broadest possible terms. If you have any doubt as to whether any information falls within the scope of my request, please assume that it does and include it in your response.

Please Note: prior to 2019 this information was not centrally recorded. In order for the Trust to collate this information would require a manual trawl of all Trust Departments / staff that would exceed the time and cost limits as set out in the Act. The Trust is therefore applying Section 12 of the Act (where cost of compliance exceeds appropriate limit).

However the Trust can provide responses for this request from 1 April 2019 - 12 October 2020 (extra information has been included where available)

1. For 1 April 2010 to 31 March 2020, information provided by financial year, your Public Sector Equality Duty (PSED) compliance policy and reports on how you’ve met this policy.

Compliance with Public Sector Equality Duty during this period is evidenced by the following documents:

- 1a: EDS2
- 1b: EPUT Equality and Inclusion Strategy on a Page
- 1c: EDS2 Workplan

Please find attached a copy of document 1b.

Documents 1a and 1c are publicly available on the Trusts website. The Trust is therefore applying Section 21 exemption of the Act (Information accessible to applicant by other means).

However in an effort to be helpful the link to the documents is https://eput.nhs.uk/about-us/equality-and-diversity/

2. For 1 April 2010 to March 2020, information provided by financial year, provide a list of all LGBT organisations (eg Stonewall, Mermaids, Gendered Intelligence, GIRES, Action LGBT, Transhealth) you have:

   a) Consulted
   b) received training from/ helped formulate training for Trust staff – including classroom based and e-learning
   c) paid monies to for goods and services, advertised on your website or intranet, links or print outs of information
   d) granted permission to display/share/use Trust logo
- Transpire
- Stonewall
- GIRES
- Transliving International
- Alzheimers.org
- glaad.org
- galop.org
- The Bisexual Index
- Mermaids

3. For 1 April 2020 to 31 March 2020, information provided by financial year, provide a list of all women’s organisations (e.g. local or national domestic abuse or rape crisis charities, Women’s Budget Group, Timewise, Pregnant then Screwed, Woman’s Place UK, Fair Play for Women) you have:

   a) Consulted
   b) received training from/ helped formulate training for Trust staff – including classroom based and e-learning
   c) paid monies to for goods and services; advertised on your website or intranet, links or print outs of information
   d) granted permission to display/share/use Trust logo

During the period of April 2019 – October 2020 EPUT did not consult, receive training from or pay money to any organisations in the ways listed above

4. The money spent annually, during this same period, on supporting and promoting LGBT groups and causes including:

   a) LGBT/rainbow merchandising, such as involvement in diversity champion schemes, lanyards, flags, posters and other materials;
   b) attending conferences and events and training for Trust staff - including classroom based and e-learning;
   c) subscriptions and donations to LGBT organisations such as Stonewall, Gendered Intelligence and Mermaids, GIRES, Action LGBT, Transhealth

During the period of April 2019 – October 2020 EPUT had the following expenditures recorded in this area:

<table>
<thead>
<tr>
<th>Item</th>
<th>Date / Dates</th>
<th>Description</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stonewall Diversity Champions Membership</td>
<td>October 2018 – October 2019</td>
<td>One year Membership as a Stonewall Diversity Champion and access to a member of Stonewall to provide guidance and feedback on how to create an LGBTQ+ Network and Resources</td>
<td>£3358.80</td>
</tr>
<tr>
<td>5000 NHS Rainbow Pins (created by Made By Cooper LTD)</td>
<td>May 2019</td>
<td>Used as part of our LGBTQ+ Rainbow Campaign to replace hand-made Rainbow Ribbons previously made by Staff</td>
<td>£2520.00</td>
</tr>
<tr>
<td>1000 5-Point EPUT</td>
<td>September 2020</td>
<td>For use in LGBTQ+ Awareness</td>
<td>£884.34</td>
</tr>
<tr>
<td>LGBTQ+ Rainbow Lanyards</td>
<td>Training for staff who completes this course, money awarded as part of an NHS Charities Bid made by the LGBTQ+ Network</td>
<td>£6,763.14</td>
<td></td>
</tr>
<tr>
<td>-------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>----------</td>
<td></td>
</tr>
</tbody>
</table>

5. The money spent annually, during this same period, on supporting and promoting women’s groups and causes including:

   a) International women’s day, domestic violence merchandising, such as involvement in champion schemes, lanyards, flags, posters and other materials; Please separately list schemes to tackle domestic violence from the overall spending
   b) attending conferences and events and training for Trust staff - including classroom based and e-learning
   c) subscriptions and donations to women’s organisations such as local or national domestic abuse or rape crisis charities, Women’s Budget Group, Timewise, Pregnant then Screwed, Woman’s Place UK, Fair Play for Women

During the period of April 2019 – October 2020 there is no record of EPUT consulting, receiving training from or paying money to organisations of this nature in the ways listed above.

6. Can you forward all of your official policies, including your staff/patient equality policy, Women’s policy, LGBT policy and Transgender policy, any patient treatment guidelines and patient literature/posters written in conjunction with the LGBT groups. Please detail the contribution each LGBT group made to each policy/guideline.
   The Trust has incorporated the responses for Question 6 and Question 7 together.
   Please see below response for Question 7

7. Can you forward all of your official policies, including your staff/patient equality policy, Women’s policy, LGBT policy and Transgender policy, any patient treatment guidelines and patient literature/posters written in conjunction with the women’s groups. Please name and each women’s group and detail the contribution each made to policy/guidelines.
   Trust Policies and Procedures are publicly available on the Trusts website. The Trust is therefore applying Section 21 exemption of the Act (Information accessible to applicant by other means). The link to the Policy section is https://eput.nhs.uk/publication-category/class-5-our-policies-and-procedures/

However please note the following:

- LGBTQ+ Organisations List (January 2019): Developed as part of the LGBTQ+ Network action list and available to staff and patients on request and on the Trusts Intranet Page. This document has been modified based on the input from the Trust LGBTQ+ Network and Equality Champions to include new content
• Identifying and Supporting Protected Characteristics (September 2020): This was drafted in conjunction with and approved by all Staff Networks (Disability and Mental Health / Black, Asian and Minority Ethnicity / LGBTQ+ / Faith and Spirituality / Staff Carers)

• Supporting LGBTQ+ in EPUT (May 2019): This staff guide was developed in conjunction with our LGBTQ+ Network with feedback from our Equality Champions. Stonewall provided input on the finished documents which were incorporated. Positive feedback was shared by a member of Transpire

• Equality, Inclusion and Human Rights Policy, procedure and Equality Impact Assessment (April 2017): Currently being updated but was put on hold due to during Covid-19. The updated version of this Policy, Procedure and Equality Impact Assessment is due to be approved in November 2020’s Equality and Inclusion Sub-Committee before being sent through the appropriate channels for formal approval within the Trust

• EPUT Rainbow Campaign Pin Poster (May 2019): Developed as part of the LGBTQ+ Rainbow Campaign within the Trust. Pins are available to all EPUT staff and staff are sent a letter with the pin explaining the importance and symbolism of this

• A handout designed to be shared at public events promoting the EPUT rainbow campaign

• LGBTQ+ Awareness Training for EPUT Staff (October 2020): Still currently in development with the pilot session taking place in October. This is the most up-to-date draft of our new LGBTQ+ Awareness Training being made available to all EPUT staff. This was developed in conjunction with our Staff LGBTQ+ Network with feedback from our Equality Champions

• Protected Characteristics Poster (January 2020): A poster encouraging service users and carers to share feedback and to demonstrate our commitment to the Equality Act 2010, senior leads are encouraged to display this in their services in public areas

• Micro-aggressions Poster (October 2019): A poster encouraging staff members to be aware of micro-aggressions and how best to avoid them (as well as how they can find further information on micro-aggressions and unconscious bias on our Staff Intranet Page), senior leads are encouraged to display this in their services in public areas

• Considerations for Protected Characteristics during COVID-19 [May – October 2020], updated monthly based on feedback from our internal channels and any new resources that are available. This was developed based on CQC and UK GOV guidance. This has been shared with the Staff Equality Networks and Equality Champions and Senior Operational leads to identify areas of improvement and for approval. This document is available to all staff and promoted as part of EPUT’s regular COVID-19 updates to staff
• Safeguarding Adults Policy and Domestic Abuse Guidance: Signposts to local organisations including Women’s Aid, COMPASS and SETDAB, as well as UKGOV guidance

• Domestic Violence and Abuse: Supporting NHS Staff: created by the NHS Staff Council. This has reference to multiple organisations that support in this area, and is publicly available

8. Did your Trust obtain legal advice to determine the legality of the Transgender policy, specifically in terms of the Equality Act (2010) and single-sex exemptions? If so, what law firm did you consult with and what were the associated costs?

The Trust has checked its records between April 2019 – October 2020 and no legal advice had been obtained from a third party organisation

9. Which staff roles and other NHS organisations - include name of NHS organization, date and policy referred to - provided input to your transgender policy, who is the executive owner of the transgender policy and of the approved committee consultation comments, where were they taken from and which role reviewed them? Please name any internal networks, committees or groups also consulted.

EPUT does not currently have a Transgender Policy or Procedure. However this is currently recognised as part of the new Equality, Inclusion and Human Rights Policy and Procedure that the Trusts is currently updating and should be completed in November 2020

Applied Exemption:

Section 12 (Exemption where cost of compliance exceeds appropriate limit):

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

(2) Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.

(3) In subsections (1) and (2) “the appropriate limit” means such amount as may be prescribed, and different amounts may be prescribed in relation to different cases.

(4) The Secretary of State may by regulations provide that, in such circumstances as may be prescribed, where two or more requests for information are made to a public authority—

(a) by one person, or

(b) by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign, the estimated cost of complying with any of the requests is to be taken to be the estimated total cost of complying with all of them.

(5) The Secretary of State may by regulations make provision for the purposes of this section as to the costs to be estimated and as to the manner in which they are to be estimated
Section 21 (Information accessible to applicant by other means):

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

(2) For the purposes of subsection (1)—

(a) Information may be reasonably accessible to the applicant even though it is accessible only on payment

(b) Information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment

(3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2)(b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority’s publication scheme and any payment required is specified in, or determined in accordance with, the scheme

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT’s Publication Scheme is located on its Website at the following link https://eput.nhs.uk
Equality Strategy on a Page: “Promoting Inclusion, improving outcomes”

**EPUT Strategic Objectives:**
- To continuously improve service user experience and outcomes through the delivery of high quality, safe, and innovative services.
- To be a high performing health and care organisation and in the top 25% of community and mental health Foundation Trusts.
- To be a valued system leader focused on integrated solutions that are shaped by the communities we serve.

**EPUT’s Equality Objectives:**
Developed as part of our Public Sector Equality Duties (March 2018 – March 2022) in collaboration with Key Stakeholders.
- **Equality Objective 1:** To continuously improve service user experience and outcomes through the delivery of high quality, safe, and innovative services.
- **Equality Objective 2:** We will ensure all staff feel safe, included and have fair access to employment.
- **Equality Objective 3:** We will empower our staff to build strong and healthy communities by being open and compassionate when involving people from all communities and groups.

**How will we achieve these objectives?**
1. Promoting positive behaviours and a positive staff culture, ensuring that the voices and viewpoints of minority and marginalised communities are involved and represented in our decision making.
2. Encouraging those from minority or marginalised communities to participate in these projects and share their lived experience.
3. Working to eliminate discrimination and disparities in our services for patients, carers and staff. Removing disadvantages suffered by people due to their protected characteristics.
4. Working to ensure that there is equality of opportunity for our staff when it comes to training and progression within the Trust.
5. Fostering good relationships with our minority and marginalised communities both within our workforce and in our local population. As well as those who share a protected characteristic and those who do not.

**What benefits will this deliver to the Trust, our Workforce and our Service Users?**
1. Improved access and experience for our service users and better health outcomes for our local populations.
2. A representative and supportive workforce that values and understands equality and inclusion. Leading to better patient, carer and staff experiences within EPUT.
3. Inclusive Leadership, with senior leaders taking accountability for Equality and Inclusion within their services. An executive team that promotes this strategy within the Trust.
4. Compliance with NHS Equality and Inclusion Legislation; including the Public Sector Equality Duties, the Equality Delivery System (EDS2), the Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES).