

## Freedom of Information Request

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**Reference Number:** [EPUT.FOI.23.3286 \(001\)](#)  
**Date Received:** [17<sup>th</sup> of January 2023](#)

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### Information Requested:

1. Please can you confirm if you (lgbtq network lead(s), human resources and equality departments) have had correspondence with gendered intelligence, GIREs and the diversity trust. Employers network of equality and inclusion (ENEI), NHS rainbow badge scheme. Lgbt foundation, health and care leaders' lgbt network.

In 2018, EPUT purchased a supply of the [NHS Rainbow Badge](#) in collaboration with the launch of our LGBTQ+ Network. We as a Trust do not have access to the original emails.

*"LGBTQ+ Awareness Training"* was developed in-house in 2020 with staff lived-experience volunteers, with special thanks provided to *Beaumont, Essex Pride* and *Outreach Youth* for feedback on an early draft, the responses were provided below. At present, the training and rainbow campaign are no longer delivered to staff.

2. If you (as defined above) have had correspondence with any of the above-mentioned please supply correspondence that has resulted in changes to policy, such as the use of inclusive language, ensuring that staff share their pronouns, recording of sexual orientation and gender identity etc.

These interactions listed did not inform the development of our Equality and Inclusion Policy and Procedure, which was developed based on the Equality Act (2010), Public Sector Equality Duty and best practice from other NHS organisations and [NHS Employers](#).

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### Publication Scheme:

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