



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board

Cadeirydd/Chair: **Emma Woollett**  
Prif Weithredwr/Chief Executive: **Tracy Myhill**

**gofalu am ein gilydd, cydweithio, gwella bob amser**  
**caring for each other, working together, always improving**

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 9<sup>th</sup> September 2020  
Ein Cyf / Our Ref: 20-H-023

☎ 01639 648363  
✉ FOIA.Requests@wales.nhs.uk

Corporate Services  
Headquarters  
1 Talbot Gateway  
Baglan  
Port Talbot, SA12 7BR

Dear

I refer to your Freedom of Information Act Request acknowledged by ourselves on 13<sup>th</sup> August 2020. Your request sought information relating to support for LGBT+ staff.

**1. Does your organisation allow staff to use their pronouns in their email signature?**

Yes. A number of staff within the organisation include their pronouns on their email signature.

**2. If not, would you consider allowing staff to use their pronouns in their email address?**

Not applicable.

**3. What support is available for your LGBT+ staff?**

- Calon is a well-established LGBT+ & Allies Staff Network within Swansea Bay UHB. The network was founded in 2016 and currently has over 100 members. The purpose of the network is to:
  - Promote LGBT+ inclusivity and equality and diversity in general. Increase visibility.
  - Host network meetings
  - Offer advice and signpost members of staff to the correct places for information.
  - Host Health Board Campaigns – No Bystanders (members of staff had photos taking making a pledge to call out discrimination, in line with Stonewall's campaign)
  - Offer peer support.



**Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR**

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe  
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

- Arrange events, such as Sharing Personal Stories events. We have had events in relation to stories from LGBT+ members of staff and the importance of allies.
  - Share news of other events taking place in the wider LGBT community.
  - Work with other networks and organisations in the area (Members have spoken at Swansea University's LGBT Symposium, a Marie Curie event and have arranged for LGBT film showings in Cinema & Co in Swansea.)
- Delivery LGBT+ inclusive sessions – sessions have been developed and delivered by members of Calon about LGBT+ inclusivity and how staff can support LGBT+ colleagues in the workplace. This session has been delivered to a number of departments as well as the Health Board's Wellbeing Champions at their development days.
- Stonewall – As a Diversity Champion, SBUHB have access to Stonewall as a resource for advice and support.
- Policies & Procedures
  - Transitioning at Work – The Health Board have developed a policy and guidance to support staff who transition at work. The policy includes guidance for the employee, colleagues, and line manager.
  - Dignity at Work
  - Maternity, Adoption, New Parent Support and Ordinary Parental Leave and Pay Policy – This policy was reviewed by members of Calon to ensure it was inclusive of LGBT people and includes gender neutral language.
- Wellbeing Through Work
  - The Wellbeing Through Work team offer support to all colleagues and have supported LGBT colleagues in the workplace. They will often contact Calon for advice and support when situations involve LGBT specific issues to ensure that the individual is best supported.
- Visible LGBT role modelling – the Health Board profiles LGBT role models in the organisation.
- Visible LGBT inclusivity – SBUHB sought to increase the visibility of LGBT+ inclusivity in the organisation by purchasing 1,500 rainbow lanyards that was distributed amongst staff. The Health Board have also flown the rainbow flag over the past few years, including LGBT History Month, IDAHOBIT, and Pride.
- This is Me with Tea (COVID-19) – During COVID-19, Calon hosts a weekly virtual 'cuppa and a chat' session open to LGBT+ colleagues and allies who may benefit from a safe space.
- Social events – every year the Health Board supports both Swansea Pride and Pride Cymru, joining colleagues from across NHS Wales. This year the organisation have been involved in the planning and are helping to host NHS Virtual Pride.
- Advertise jobs inclusively – all jobs on our NHS Jobs pages are advertised as being inclusive and include the Stonewall Diversity Champion's logo.
- Induction – as part of the Staff Experience & Organisational Development's session at Health Board induction, new members of staff are made aware of



Calon and the support that they offer and that we are an organisation who are proud to promote LGBT+ inclusivity.

I hope this information is helpful. If you require anything further please contact us at [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via [FOIA.Requests@wales.nhs.uk](mailto:FOIA.Requests@wales.nhs.uk).

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2<sup>nd</sup> Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger  
**Director of Corporate Governance**

