

<b>Reference:</b>	FOI.3794.20
<b>Subject:</b>	Support for lesbian, gay, bisexual, and transgender (LGBT)+ staff
<b>Date of Request:</b>	13 August 2020

**Requested:**

1. Does your organisation allow staff to use their pronouns in their email signature?  
If not, would you consider allowing staff to use their pronouns in their email address?
2. What support is available for your LGBT+ staff?

**Response:**

1. Hywel Dda University Health Board (UHB) confirms it does allow staff to use their pronouns in their email signature.
2. The UHB confirms that it is a long-standing member of the Stonewall Cymru Diversity Champions Programme, which provides staff access to training and development opportunities through the Stonewall training and development portfolio. In addition to awareness raising sessions for non-lesbian, gay, bisexual, and transgender (non-LGBT) staff, Stonewall provide development programmes specifically targeted towards LGBT staff to build on their personal and professional development.

The UHB has a LGBTQ+ Staff Network (Enfys), which is open to staff who identify as LGBTQ+ and allies, which provides support for LGBTQ+ staff. A dedicated Equality, Diversity and Inclusion webpage is also available on the UHB's intranet website, providing links to guidance and information on LGBT+ issues.

The UHB's induction programme for new staff includes a session presented by the Strategic Partnerships, Diversity and Inclusion Team, which provides opportunities for discussions around LGBT+ issues and attendees are informed of the Enfys network.

In addition, the UHB has an Equality and Diversity Policy, covering all protected groups and a Supporting Transgender Staff in the Workplace policy, the links provided below will take you directly to the policies:

<http://www.wales.nhs.uk/sitesplus/documents/862/133-EqualityDiversityPolicy-v3.pdf>

<http://www.wales.nhs.uk/sitesplus/documents/862/350-Supportingtransgenderstaffpolicy-v4.pdf>