

22 March 2018

Our Ref: RFI 22747

Dear

**Freedom of Information Act 2000
Information in Relation to Equality & Diversity Training**

I am writing to confirm that the South Eastern Health & Social Care Trust (the Trust) has now completed its search for information relating to the above which you requested on 21 February 2018.

A response to each of the questions raised has been provided by the Human Resources & Corporate Affairs Directorate and is attached in Appendix A.

Under the terms of the legislation, if you are unhappy with this response you have the right to seek a review within the Trust in the first instance. If you wish to do so, please write to me at the address below.

If after such a review you are still unhappy with the response, you have the right to appeal to the Information Commissioner who will undertake an independent review. The Information Commissioner can be contacted at The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

If you have any queries about this letter, please do not hesitate to contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely

**L McAree (Miss)
Head of Information Governance &
Directorate Support**

Enc

Q1). What Equality and Diversity training does South East Health and Social Care Trust provide to its healthcare professionals staff?

A1. The Trust has a robust Equality and Human Rights Training Strategy in place. This Training Strategy provides training for all staff, including healthcare professionals.

All staff attend Equality and Human Rights Training as part of their Corporate Induction. In addition, all staff must attend mandatory 3 yearly refresher training, which can be accessed through face to face sessions or via the E-learning module. The Trust also provides specific bespoke training for staff groups at team meetings, protected training weeks and staff updates.

The training contains information on the equality legislation including the 9 equality categories, case studies and practical examples of how the legislation applies to all staff.

Q2). What refresher training if any do healthcare staff receive in regards to Equality and Diversity?

a). Does this include an elements relating to LGBT issues and LGBT patients?

A2. As stated in A1 above, all staff must attend mandatory 3 yearly refresher training, which can be accessed through face to face sessions or via the E-learning module.

The training looks at the 9 equality categories detailed in the NI ACT 1998. The training addresses elements in relation to LGBT issues for staff and patients through the Gender and Sexual Orientation categories.

Q3). I wish to request information relating to the number of complaints made to South East Health and Social Care Trust relating to LGBT patients and healthcare professionals.

I would like information on the number of complaints relating to:

- a). Allegations of discrimination on the grounds of LGBT status.**
- i. Patients made about practitioners**
 - ii. Staff made against colleagues both medical and non medical.**

A3a

- i. Information in relation to patient complaints is not held by the Trust.
- ii. Within the last 18 months, there were less than five allegations of discrimination on the ground of LGBT status made by staff against colleagues.

b). Allegations of wrongful treatment on the grounds of LGBT status. Complaints made by patients or their friends or family. Treatment received from any healthcare practitioner.

A3b. The information requested is not held by the Trust.

c). Complaints made by LGBT patients in regards to the provision of care.

A3c. The information requested is not held by the Trust.

d). Complaints made by LGBT healthcare professionals on the grounds that they have been discriminated or suffered bullying by colleagues because of their LGBT status.

A3d. There have been no complaints made by healthcare professionals within the last 18 months.

4). I would also like the outcomes of these complaints in regards to:

a). closed with no further action

b). disciplinary action taken against the healthcare professional involved and what action was taken.

A4a. With regard to the response provided in A3a ii – allegations not substantiated.

A4b. Not applicable.

5). I would like to know the details of whether the healthcare professional complained about qualified either in the UK or abroad?

A5. Not applicable.

Please note to provide the information in respect of Trust staff, the term 'healthcare professional' has been designated as any staff within the following areas, Doctor, Dentistry, Midwifery, Pharmacy, Psychology, Nursing or Allied Health Professional.