

Freedom of Information Act 2000 – Request Reference FoI/23/561
Gender Identity Training

Information Requested:

What training has been delivered to staff within the Health Board relating to gender identity, within the period 1st August 2022 to 1st August 2023?

I would like a list of all the sessions delivered to staff. If a course has been delivered multiple times, please list each instance separately. For each one, I would like to know:

- What was the session title or topic (if known)?
- Was the session delivered (even if only partially) by someone external to the Health Board?
 - If so, who?
 - How much was paid to them for this?

For “gender identity”, please include any training which is likely to include a significant amount of content about transgender and non-binary people (and related LGBT+ issues). Therefore, if the training is entitled “Why is Pride important?”, or “Supporting LGBT+ patients”, or “Using pronouns”, these are each likely to include information about gender identity, and I would like you to include them.

Response Details:

Following investigation with the Clinical Boards of Cardiff and Vale University Health Board (the UHB), there has been no specific training delivered in the above timeframe that relates to your request.

There was one information session held within Children and Women’s Clinical Board. A Q&A awareness session was held on 5 August 2021, discussing use of pronouns, behaviours and language within Maternity Services to support staff in providing care for a transgender family. This was facilitated by an internal Consultant Midwife and the session was held only once.

There is an Equity and Inclusion module within the UHB’s management development programmes, but this is focused on general expectations around diversity and inclusion and does not specifically address the question posed above. All colleagues complete the ‘Treat Me Fairly’ Equality and Diversity module, Level 1, on the UHB’s Electronic Staff Record as part of Statutory and Mandatory Training.