



Surrey and Sussex Healthcare
NHS Trust

Trust Headquarters
East Surrey Hospital
Canada Avenue
Redhill
RH1 5RH

Tel: 01737 768511
www.sash.nhs.uk

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Freedom of information request

- 1) What Equality and Diversity training does Surrey and Sussex Healthcare NHS Trust provide to its healthcare professionals staff? All staff are required to attend a Equality and Diversity training session as part of their trust induction; and are then expected to update this every three years. It is also available as an e-learning module.
- 2) What refresher training if any do healthcare staff receive in regards to Equality and Diversity? The refresher period for Equality and diversity is 3 years
 - a) Does this include an elements relating to LGBT issues and LGBT patients? All nine protected characteristics are covered in the training sessions, with scenarios referring to LGBT issues.

We don't specifically cover LGBT patients, as currently the training material used is not tailored to the healthcare industry. All staff are expected to live Surrey and Sussex healthcare (SASH) values and behaviours, which include treating all patients, carers and the public with dignity and respect ensuring a patient focused approach, e.g. treating patients as individuals and respecting individual needs.

SASH is in the process of reviewing and updating Equality and Diversity training to include examples of good practice relating to the protected characteristics.

- 3) I wish to request information relating to the number of complaints made to Surrey and Sussex Healthcare NHS 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.
- Zero

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. Zero

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

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. Zero

4) I would also like the outcomes of these complaints in regards to: N/A

a) closed with no further action

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

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