

## Title

# Staff Gender Identity Training

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Reference Number: RDF1761-23

Date of Response: 29/08/2023

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1<sup>st</sup> April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

What training has been delivered to staff within the Trust relating to gender identity, within the period 1<sup>st</sup> August 2022 to 1<sup>st</sup> 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:

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.

- LGBTQ+ Network session as part of Royal Devon Week – Friday 21st October 2022
- LGBTQ+ Panel Discussion and Q&A - Trans and Non-Binary Matters - Tuesday 30th May 2023
- Culture Club – LGBTQ+ focus – Monday 27th February 2023
- The Trust continues to run inclusion training across the organisation which includes matter relating to gender identity amongst other elements.

• What was the session title or topic (if known)?

- LGBTQ+ Network session as part of Royal Devon Week, this was an open forum where discussions took place regarding all matters relating to LGBTQ+ staff needs
- LGBTQ+ Panel Discussion and Q&A titled Trans and Non-Binary Matters
- Culture Club – titled LGBTQ+

• Was the session delivered (even if only partially) by someone external to the Trust?

- Session one was an internal session run by the Trust

- Session two was run with support from colleagues in the wider Devon system
- Session three was run internally with support from the Trust's LGBTQ+ Staff Network

[If so, who?](#) - Section 40 (2)

We do not have express permission to share the names of presenters' The disclosure of staff names would breach the first data protection principle and fail to meet any of the relevant conditions set out in Schedule 2 of the Data Protection Act (DPA) 2018. The first principle in the DPA requires that disclosure must be fair and lawful, and personal data shall not be processed unless at least one of the conditions in Schedule 2 is satisfied. The staff concerned would not have expected their names to be disclosed in the public domain and so disclosure would not be 'fair' in the manner contemplated by the DPA. Furthermore, disclosure would not satisfy any of the conditions for data processing set out in Schedule 2 of the DPA. We do not consider that there is a legitimate interest in disclosure in this case. There is no public interest in making information about our staff available in this way contrary to what would have been their legitimate expectation at the time the information was gathered. The Trust does not release the names of staff below a Director under Section 40 (2) of the Freedom of Information Act 2000 Personal Information, where disclosure may contravene the Data Protection Act 2018 and therefore applies an exemption under Section 40 (2) - Personal Information of the Freedom of Information Act 2000 and Section 10 of the Data Protection Act 2018.

[How much was paid to them for this?](#) No payments were issued for anyone to run these sessions as they were run either internally or with support from volunteers in the system