



Trans Awareness



Within Cardiff and Vale UHB we want to ensure that we treat everyone fairly, promote a healthier, more equal Wales with cohesive communities, in line with the Equality Act and the Wellbeing of Future Generations Act, now and in the future.

The benefits of doing this include:

- Putting all patients truly at the centre of care
- Empowering staff to use equality knowledge to improve patient care
- Engaging staff and patients for improvement
- Informing patients of how their feedback has been used to make improvements

Long Term



The Equality Act talks about discrimination, harassment and victimisation in relation to a person's 'protected characteristics'. This includes people who identify as transgender or trans. Our work on trans awareness will help us to meet the diversity of our patients and workforce, which will help improve the level of care we provide.

Prevention



By improving our awareness and knowledge of trans issues this will help our staff to communicate better with patients. This will lead to improved clinical discussions, greater understanding and participation and better patient outcomes.

Integration



Our training sessions on trans equality, our supporting trans staff procedure and the existence of our Rainbow LGBT+ Flag Network fits with the requirements of our Strategic Equality Delivery Plan and Healthcare Standards. Developing awareness and knowledge will help the organisation to welcome patients who are trans.

Collaboration



Our work on trans issues has been developed in conjunction with Stonewall Cymru, the Christie NHS Foundation Trust/ LGBT Foundation and our engagement work with trans individuals. All these organisations and individuals share our aim to be an inclusive organisation with a workforce that works with and is representative of the community it serves.

Involvement



Staff from our Rainbow LGBT+ Flag Network have been involved from the start by contributing to the content of the awareness sessions. Many staff now wear a LGBT related lanyard to signify their support for trans issues. We have received positive feedback that welcomes the approach undertaken.

If you would like to know more about Trans issues please contact;
Keithley Wilkinson, Equality Manager

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Yn cefnogi'r Rhwydwaith Lesbïaidd,
Hoyw, Deurywiol a Thrawsryweddol
Supporting the Lesbian, Gay,
Bisexual & Transgender Network