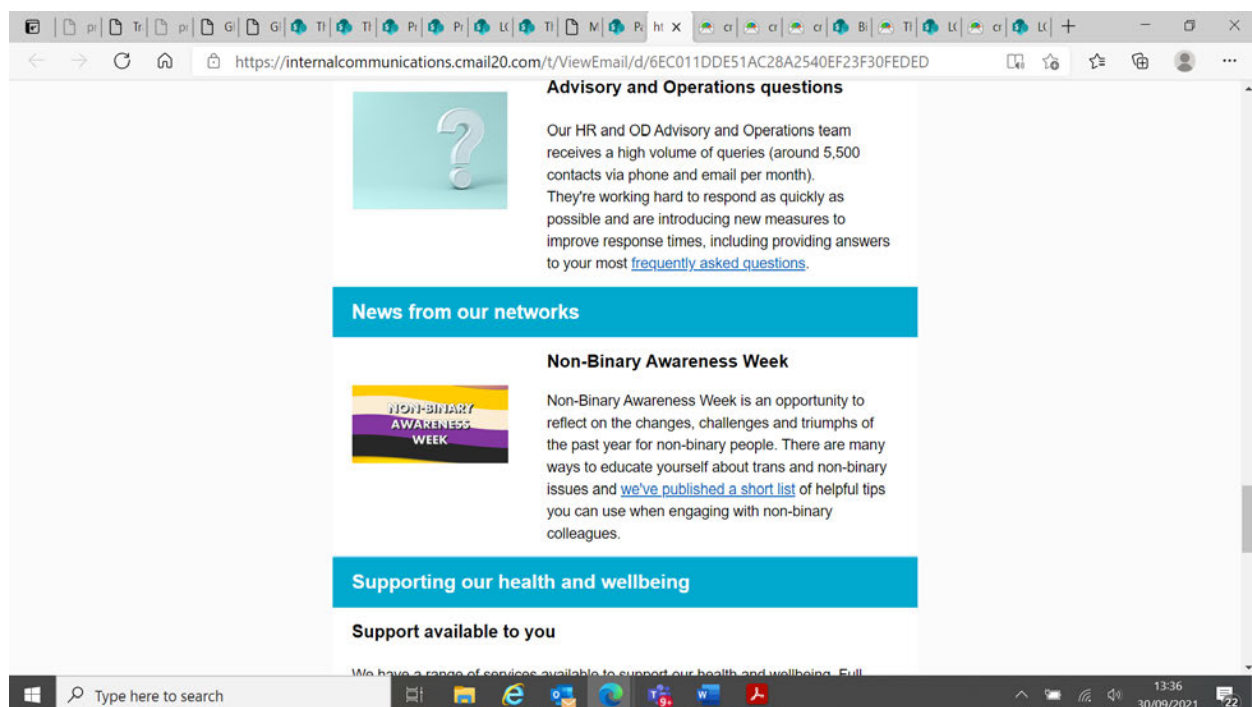
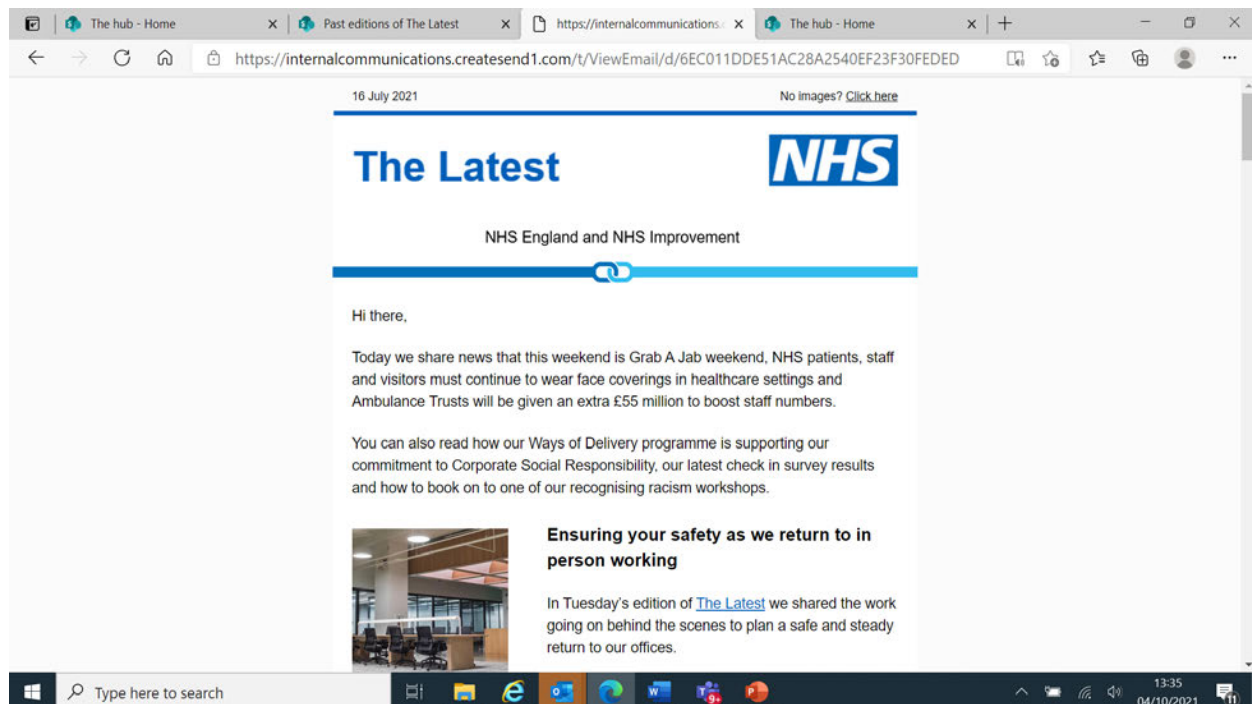


## Evidence 2.6 D

Non-Binary Awareness Week was promoted in our all staff newsletter which is sent by email on 16 July 2021.

The event wasn't included in the introduction but the URL in screenshot one provides evidence that it was included on this date:



It was also promoted on our intranet homepage as a news story during Non-binary Awareness Week on 15 July 2021. All staff have access to the intranet and use on a daily basis. The homepage provides information and updates as well as news stories. The article had 327 views.

https://nhsengland.sharepoint.com/sites/thehub/SitePages/Non-Binary.aspx

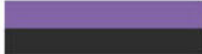

# NON-BINARY AWARENESS

## Non-Binary Awareness Week

This Non-Binary Awareness Week is an opportunity to reflect on the changes, challenges and triumphs of the past year for non-binary people.

There are many ways to educate yourself about trans and non-binary issues, here's a short list of helpful tips you can use when engaging with non-binary colleagues:

- Introduce yourself with your name and pronouns. Stating your pronouns reminds people that it might not always be immediately obvious what pronoun someone uses
- Put your pronouns in your email signature or social media profile
- Instead of addressing groups of people with binary language such as 'ladies and gentlemen', try more inclusive alternatives such as 'folks', 'pals' or 'everyone'



• Use words that define the relationship instead of the relationship and gender. For example, use 'parents', 'partner', 'children' or 'siblings'

• Not everyone is comfortable with gendered titles such as 'Mr' or 'Mrs'. Titles are not always necessary, but if they must be used it's good to provide alternative ones such as 'Mx' (pronounced mix or mux)

• Use the singular 'their' instead of 'his/her' in letters and other forms of writing, i.e. 'when a colleague finishes their work' as opposed to 'when a colleague finishes his/her work'

• Not everyone necessarily uses 'he' or 'she' pronouns and it's important to be respectful of people who use different pronouns. The most common gender-neutral pronoun is the singular 'they' (they/them/theirs). Using people's correct pronouns shows that you respect them and who they are

• Using the pronoun 'they' is very useful when someone's gender or identity is unknown. You will often already be using it without realising, i.e. 'somebody left their hat, I wonder if they will come back to get it'

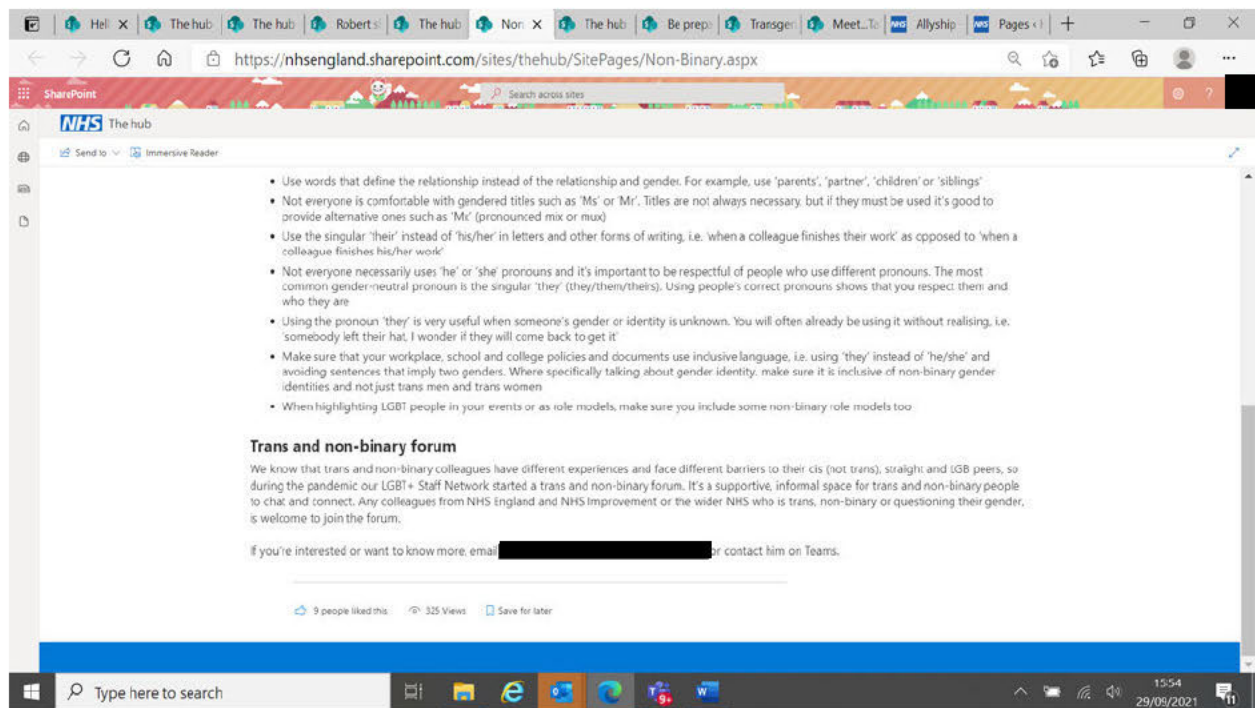
• Make sure that your workplace, school and college policies and documents use inclusive language, i.e. using 'they' instead of 'he/she' and avoiding sentences that imply two genders. Where specifically talking about gender identity, make sure it is inclusive of non-binary gender identities and not just trans men and trans women

• When highlighting LGBT people in your events or as role models, make sure you include some non-binary role models too

### Trans and non-binary forum

We know that trans and non-binary colleagues have different experiences and face different barriers to their cis (not trans), straight and LGBT peers, so during the pandemic our LGBT+ Staff Network started a trans and non-binary forum. It's a supportive, informal space for trans and non-binary people to chat and connect. Any colleagues from NHS England and NHS Improvement or the wider NHS who is trans, non-binary or questioning their gender, is welcome to join the forum.

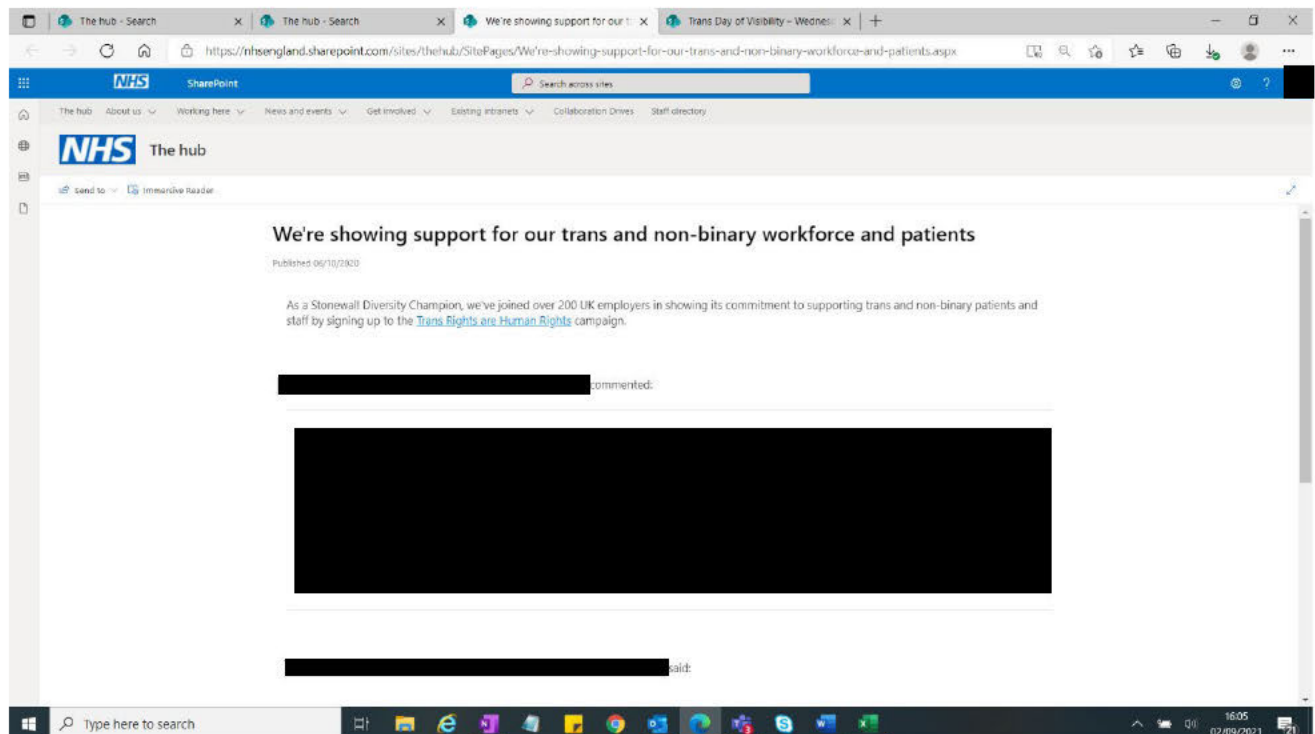
If you're interested or want to know more, email [redacted] or contact him on Teams.

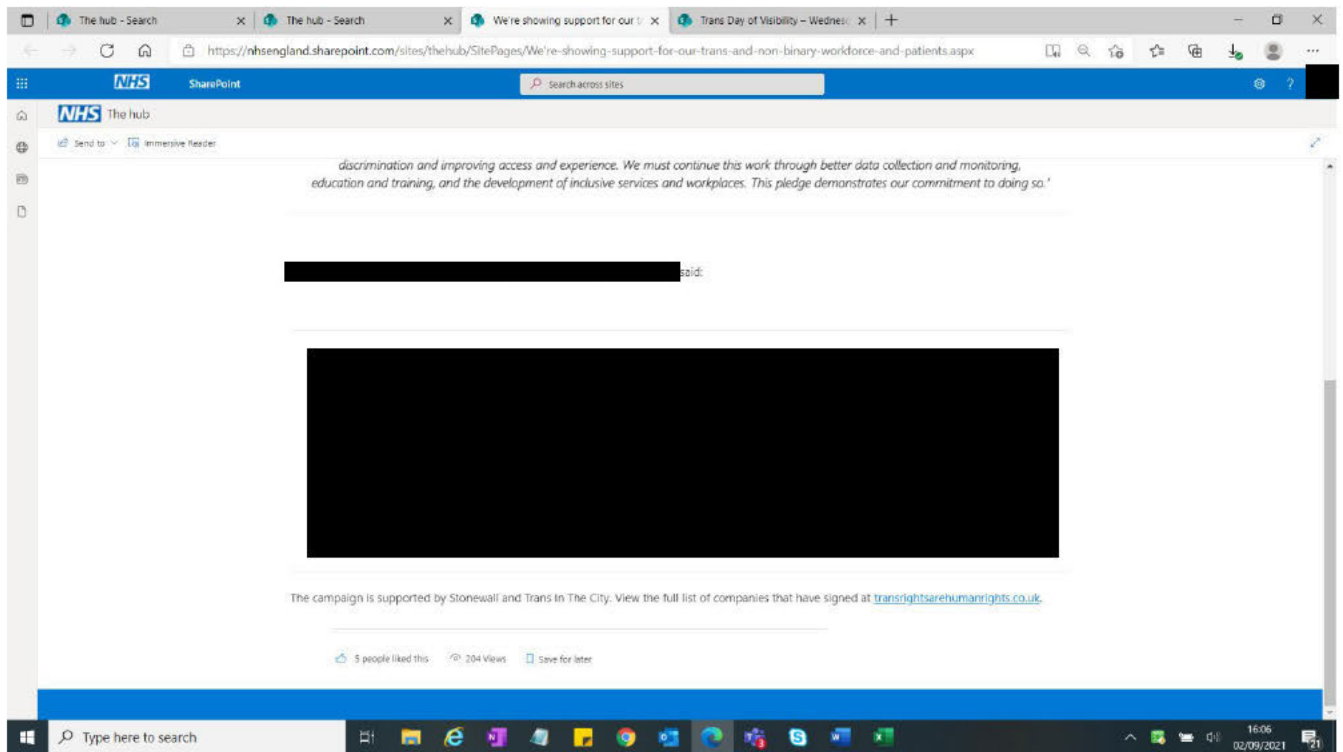


Other evidence – all of the below reference non-binary and trans.

6 October 2020

## Article on Supporting Trans and Non Binary Colleagues and Patients

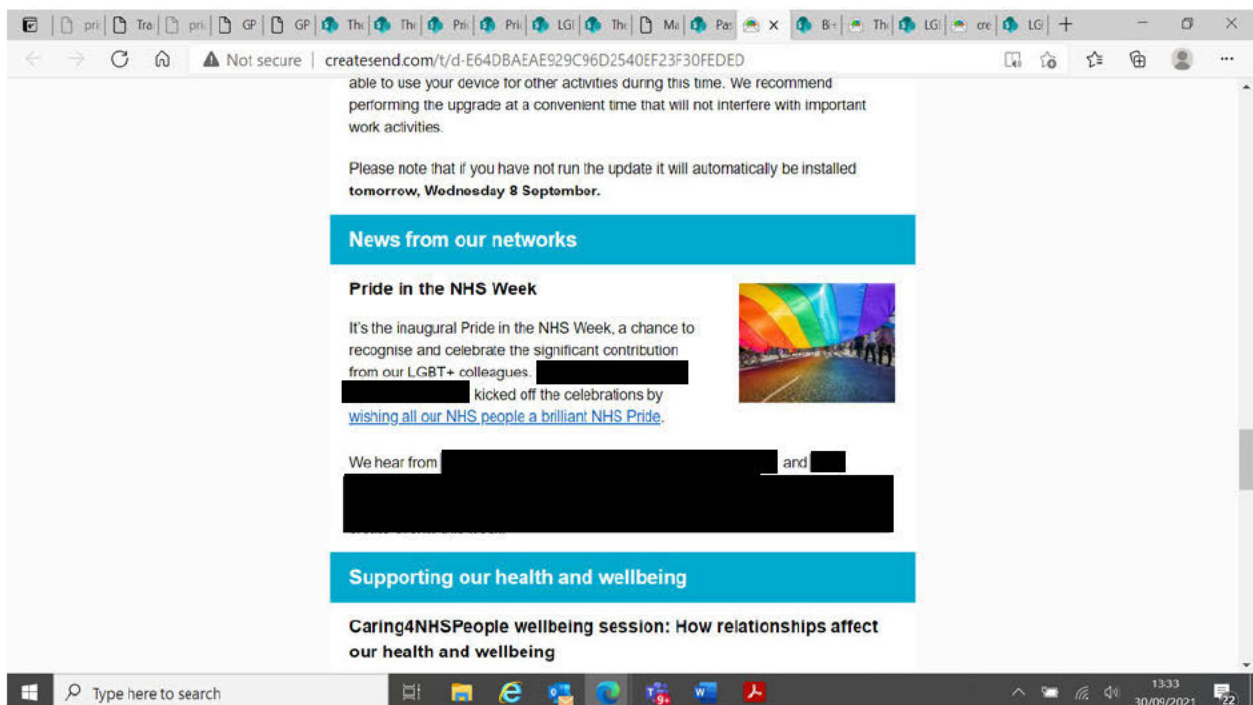




6 September – 10 September 2021

Pride in the NHS Week all the below information was promoted in our all staff newsletters, on our all staff briefings and on the intranet homepage.

All staff newsletter promoting Pride 2 September





## Intranet article promoting links to events – viewed by 555 people:

The screenshot shows a web browser displaying an NHS intranet page. The URL is <https://nhsengland.sharepoint.com/sites/thehub/SitePages/Pride-in-the-NHS-Week-and-NHS-Virtual-P...>. The page features a large header image with the text 'PRIDE PARADE' and 'Pride in the NHS Week and NHS Virtual Pride 2021'. Below the header, the text reads: 'The first ever national Pride in the NHS Week and NHS Virtual Pride finale will take place within an always-on, virtual festival arena, open to all this week 6-10 September.' The article is divided into two sections: 'Pride in the NHS Week' and 'NHS Virtual Pride'. The 'Pride in the NHS Week' section describes five days dedicated to LGBT+ NHS colleagues, topics, speakers, chats, careers, health and more. The 'NHS Virtual Pride' section mentions the finale to NHS Pride Week, which will take place at 6th - 10th September. The page also includes a search bar and navigation links like 'The hub', 'About us', 'Working here', 'News and events', 'Get involved', 'Existing intranets', 'Collaboration Drives', and 'Staff directory'.

The screenshot shows a web browser displaying an NHS intranet page. The URL is <https://nhsengland.sharepoint.com/sites/thehub/SitePages/Pride-in-the-NHS-Week-and-NHS-Virtual-P...>. The page features a large header image with the text 'WEEK' and 'NHS Virtual Pride'. Below the header, the text reads: 'NHS Virtual Pride will be the grand finale to NHS Pride Week, which will take place at 6th - 10th September.' The article includes a section titled 'Event Time: 16:00 to 19:00 (UK Time)' and describes the event as returning for a second year on 10 September between 4pm and 6pm, featuring parades by NHS organisations in their local communities hosted by drag performer recording artist and season 2 contestant of RuPaul's Drag Race UK Ginny Lemon, Kiki Queens Winner and iconic Birmingham drag performer Ysheel Black, and award winning LGBTQ+ podcast presenters Benji & Brad's MyBig Gay Podcast. The article also mentions a single ticket that is a week-long pass that gains access to the People Promise festival arena, plus any of the events during the week, and a way to add chosen events to a calendar as a reminder. The article concludes with a link to the full schedule line up. The page also includes a search bar and navigation links like 'The hub', 'About us', 'Working here', 'News and events', 'Get involved', 'Existing intranets', 'Collaboration Drives', and 'Staff directory'.

## Trans and Non Binary Allyship

Monday 6th September

Time allocated	Event	Host/Speaker	Content	Intended audience
09:30 – 10:00	Welcome to Pride in the NHS Week.		Pre-recorded and edited Welcome to attendees, giving them a taster of events for the week ahead.	Everyone
11:00 – 12:00	Why Pride? History of Pride		The history of how Pride came to be and the historical changes since it began	Everyone
12:00 – 13:00	Blood Donation Lunch & Learn		The history of inequalities in blood donation legislation, and the positive effect brought about recent reformations	Everyone
14:00 – 15:00	LGBTQ+ basics training		LGBTQ+ basics training for all interested staff	Active and burgeoning allies, advocates activists for LGBTQ+ colleagues
16:00 – 17:00	Trans & Non-Binary Allyship		A discussion around the journey to becoming an ally and how this can influence the workforce positively	Active and burgeoning allies for Trans & Non-Binary colleagues
18:00 – 20:00	Trans Literary evening	TBC	Four prominent authors read extracts from their books, with audience participation encouraged	LGBTQ+ community

## Trans and non binary learning session

Time slot	Event	Host/Speaker	Content	Intended audience
09:00 - 10:00	Coffee Morning		An informal social gathering with the subject matter of the host's choice	Everyone
11:00 - 12:00	The Power of the Network		A session on how staff networks can empower their members, and how best to utilize them to reduce inequalities	Staff network members and those interested in joining a network
14:00 – 15:00	Trans and Non-binary learning session		An hour educating attendees on trans & non-binary awareness, including nomenclature	Active and burgeoning allies, advocates activists for Trans & Non-binary colleagues
16:00 – 17:00	Compassion workshop		A creative and thoughtful session encouraging attendees to bring compassion to the fore of their lives, both in and outside of work	Everyone
18:00 – 19:00	Wellness, stretching & meditation		Wellness stretch and meditation with a queer positive focus for self love and confidence	Everyone

29 September 2021  
Wednesday

## Trans Literacy evening

Time Allocated	Event	Host/Speaker	Content	Intended Audience
09:00 – 10:00	Coffee Morning		An informal social gathering with the subject matter of the host's choice	Everyone
11:00 – 12:00	LGBTQ+ & DAWN Awareness		An analytical insight into the challenges facing members of our LGBTQ+ and disabled community	Everyone
14:00 – 15:00	LGBT Health Data Presentation		A presentation the findings, commissioned by NHSE&I, around LGBTQ+ Inequalities	Everyone
16:00 – 17:00	Plurisexual Identifying Emerging Adults		Findings and outcomes from a ground-breaking research around Plurisexual identifying adults, with a Q & A session	Everyone
18:00 – 20:00	Trans Literacy evening	TBC	Four prominent authors read extracts from their books, with audience participation encouraged	Trans+ community