

[REDACTED] (HEIW)

From: [REDACTED] (HEIW)
Sent: 25 September 2019 10:49
To: [REDACTED]
Subject: FW: Policies for Stonewall
Attachments: Agenda for Change (NHS Terms and Conditions of Service Handbook).pdf; All Wales Dignity at Work Process.docx; All Wales Grievance Policy.doc; All Wales Special Leave Policy.doc

Hi [REDACTED]

Please find attached Agenda for Change handbook and All Wales Policies in relation to: Dignity, Grievance and Special Leave.

[REDACTED]

Thank you, warm regards

[REDACTED]

From: [REDACTED]@wales.nhs.uk>
Sent: 25 September 2019 10:42
To: [REDACTED] (HEIW) [REDACTED]@wales.nhs.uk>
Subject: Policies for Stonewall

Hi [REDACTED]

Please find policies attached.

Regards,

[REDACTED]

Addysg a Gwellu Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

Ffôn:/Phone [REDACTED] e-bost:/[REDACTED]

aagic.gig.cymru / heiw.nhs.wales



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We welcome correspondence in Welsh and this will not result in a delay. Please let us know if you would like Welsh/English/bilingual correspondence in the future.

From: [REDACTED] (HEIW) [REDACTED]
Sent: 25 September 2019 10:18
To: [REDACTED]

Cc: [REDACTED] (HEIW) [REDACTED]
[REDACTED]

I am having trouble accessing Sharepoint so are you able to please send me a copy of the handbook so Stonewall can have a look at for us. You will see from Stonewall's email they would be looking for individual policies in areas. If you could send me all Wales policies you refer to as well that would be fantastic, Stonewall may make recommendations which will need to go back to All Wales group.

Thank you in advance, warm regards

[REDACTED]

From: [REDACTED]
Sent: 25 September 2019 10:04
To: [REDACTED]
Subject: RE: Stonewall

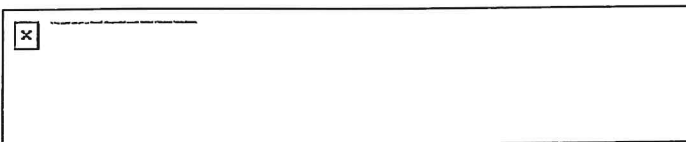
Hia [REDACTED]

I can certainly take a look at the handbook and policy for you and offer some guidance. Though it's worth bearing in mind that we would need to see individual policies regarding each for things like the WEI. Policy and guidance consultation may take a little longer than normal at the moment due to WEI marking being in full swing since Sept 11th. But send them over and I'd be happy to take a look!

Diolch,

[REDACTED]

[REDACTED]
Stonewall Cymru



We've come a long way, but the fight for equality is far from over. [Join us](#). Search #ComeOutForLGBT

Address: *Transport House, 1 Heol y Gadeirlan, Caerdydd, CF11 9SB*

Ffôn / Phone: [REDACTED]

Llinell Wybodaeth/Info Line: 08000 50 20 20

Website: www.stonewall.cymru

Cofrestredig yng Nghymru a Lloegr / Registered in England and Wales:
Stonewall Equality Ltd, 192 St John Street, London, EC1V 4JY

From: [REDACTED]
Sent: 19 September 2019 13:45
To: [REDACTED]
Subject: FW: Stonewall

Hi [REDACTED]

I have been requesting update on policies as per our action plan and I have finally received the below update. How shall we proceed? Shall I send handbook over and All Wales Grievance and Dignity at work policy?

Thanks in advance, warm regards

[REDACTED]

From: [REDACTED]

Sent: 19 September 2019 12:59

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Stonewall

Hi [REDACTED]

- Adoption Policy }
- Maternity Policy }
- Paternity Policy }
- Shared Parental Leave Policy } refer to Part 3 / Section 15 of the NHS Terms and Conditions of service handbook

I guess a reference to the Handbook is not sufficient for Stonewall as it states the minimum and gives no insight into our style of delivery / intentions. I can suggest to [REDACTED] that we progress with this policy next.

- Special Leave Policy - We have adopted All Wales Special Leave policy, but I have an amended HEIWified version in draft.

Maybe one to EIA and push through the policy review group being set-up via the Local Partnership Forum..

- Transitioning Policy - to be developed
- Bullying and Harassment/Grievance Policies - We have adopted the All Wales Grievance and Dignity at Work policies.

Assume these will be more than sufficient for Stonewall.

[REDACTED]

Regards,

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwellia Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

Ffôn:/Phone [REDACTED] e-bost:/[REDACTED]

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From: [REDACTED] (HEIW) [REDACTED]
Sent: 19 September 2019 11:37
To: [REDACTED]
Cc: [REDACTED] (HEIW) [REDACTED]
Subject: FW: Stonewall

Hi [REDACTED]

Hi [REDACTED]

For your information here are a list of policies required by Stonewall.

- Adoption Policy
- Maternity Policy
- Paternity Policy
- Shared Parental Leave Policy
- Special Leave Policy
- Transitioning Policy
- Bullying and Harassment/Grievance Policies

Warm regards

[REDACTED]

Do you have a update on the below please, sorry to chase it is just that we really need to progress or at least be a position to update Stonewall.

Thank you in advance, warm regards

[REDACTED]

From: [REDACTED] (HEIW)
Sent: 10 September 2019 08:25
To: [REDACTED]
Subject: FW: Stonewall

Hi [REDACTED]

I am just following up from my email sent in April, as I can't seem to find a response. Could you please let me know if the below policies are ready and where they are located so that we can progress our Diversity Champion scheme with Stonewall. I have attached our On-board agreement with Stonewall for reference in respect to request for below policies.

Thank you in advance, warm regards

[REDACTED]

From: [REDACTED] (HEIW)
Sent: 25 April 2019 15:19
To: [REDACTED]
Subject: Stonewall

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

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1 in 4 of us will experience mental health problems this year.
If a team mate is acting differently, step in.



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