

East London NHS Foundation Trust

<b>General</b>	<ul style="list-style-type: none"> <li>- Please note that in the online submission, you will only be able to upload one file every time you are asked to provide evidence – you may need to combine relevant evidence into one document for some questions where multiple pieces of evidence have been provided for one answer (e.g. question 2.6).</li> <li>- For any question with a time frame (e.g. 'in the past year...') ensure dates are given.</li> </ul>
<b>Section 1</b>	1.2C – if there are examples given of homophobic, biphobic and transphobic bullying & harassment in the policy, they should be included here
<b>Section 2</b>	<p>2.1A – if ELFT has advertised or recruited from LGBT sources outside of the Starting Out Guide, this should be included here</p> <p>2.7 – include more detail on how these different initiatives and events were specifically communicated to LGBT people in the Trust (e.g. through newsletter, network group, blog)</p> <p>2.8 – clarify exactly how network contributions are recognised in appraisals/1-2-1s (e.g. is there a specific appraisal question referring to additional responsibilities, explicitly inclusive of network activity)</p> <p>2.9 – clarify how the exit interview/surveys can identify any LGBT issues</p>
<b>Section 3</b>	<p>3.3B – how is the network support explicitly communicated to all staff?</p> <p>3.4 – include dates for these activities</p> <p>3.5 – include dates for all examples. Include more detail on how these initiatives were led by the network group.</p> <p>3.6A – how has the network ensured trans issues are covered and engaged with?</p> <p>3.6C – Include tangible examples of how this review has taken place and what the outcomes have been so far</p> <p>3.7 – include dates</p>
<b>Section 4</b>	<p>4.3 – if possible include more information on how allies demonstrate their awareness</p> <p>4.4A – more detail and tangible example needed</p> <p>4.5 – Can only award for activity which has happened – ensure if anything has already taken place that this is made clear in answer</p>
<b>Section 5</b>	<p>5.2 – include dates for all examples</p> <p>5.3 – more information needed on how senior managers are engaged in LGBT equality by Trust. Ensure Board employees are not referenced in 5.3 and 5.4. All Board activity should be listed in 5.1 and 5.2.</p>
<b>Section 6</b>	<p>Ensure all data is uploaded to online submission.</p> <p>6.4 – is this definitely not monitored by ELFT?</p>
<b>Section 7</b>	
<b>Section 8</b>	
<b>Section 9</b>	
<b>Section 10</b>	

**Word count: 500 words**

Please note any comments written here do not guarantee the organisation will receive marks for the specified questions or sections. They have been written to guide your submission to the Workplace Equality Index 2019 through clarifying criteria.