

LGBTQ+ Staff Network Anti-Discrimination Stance

We want to make clear that as an NHS organisation, we will not tolerate discrimination, victimisation, or harassment based on a person's gender identity or sexual orientation. We actively support all colleagues working out their gender identity within the workplace.

Our Trust, supported by our LGBTQ+ Staff Network, is committed to taking steps to make sure that we:

- Treat all our colleagues, regardless of gender identity, sexual orientation, or marital status, in a kind and non-discriminatory way.
- Support any colleagues with their gender identity, including transitioning at work.
- Help all our colleagues to be more aware of gender identity and sexual orientation matters.
- Treat any issues of bullying and harassment concerning sexual orientation, trans or non-binary identity or marital status seriously, in line with organisational policies.
- We will proactively work with the Trust to eliminate homophobia, biphobia and transphobia from the workplace.

It's essential that we feel able to bring our authentic selves to the workplace – for some people, that can be harder than others due to fear of the stigma of being judged or treated differently. It is essential that you are, respected, included, and treated fairly so you are confident to be yourself at work and develop your skills as part of a great team.

To view our Anti-Racism Statement and find ways to report this behaviour, visit our Anti-Racism Page: [Anti-racism & Reporting](#)



LGBTQ+ Staff Network Members - Birmingham Pride 2023