

UCLMS LGBTQ+ Equality Group Action Plan

Issue and area for action identified	Actions	Timescales	Resources	Responsible	Success Measures	Completed
Policy and practice						
<p>Improve the collection of LGBTQ+ related data.</p> <p>Bring LGBTQ+ related data collection in line with GMC recommendations.</p> <p>Improve engagement with formal raising concerns processes</p>	Review UCLMS routine data collection on sexuality and gender and make recommendations	End of 2021/22 academic year	Staff time	JC	Data collection in line with GMC requirements	2022
	Link protected characteristics data to SEQ	End of 2022/23	Staff time	JK	Data collection in line with GMC requirements and BMA recommendations	Ongoing
	Review and contribute questions to UCLMS staff and student survey	End of 2021/22 academic year	Staff time	EW	LGBTQ+ questions in staff survey	Ongoing
	Hold a forum on experience of studying at UCLMS for LGBTQ+ students	End of 2022/23	External facilitator	Student lead, EW	Meaningful data generated	
	Improve raising concerns process	End of 2022/23	Staff time	JK	Improved engagement by students	Ongoing
	Link protected characteristics data to concerns raised	End of 2022/23	Staff time	JK	Meaningful data generated	
Staff training						
	Run session on enabling LGBTQ+ people to be	End of	Staff time	JK	Positive post session	

<p>Improve staff training on LGBTQ+ issues.</p> <p>Improve staff support of LGBTQ+ medical students.</p> <p>Raise awareness about harmful effects of LGBTQ+ micro-aggressions and thinking and behaving as if everyone is heterosexual / cis / gender-conforming</p>	themselves at work in UCLMS inset day	2022/22			evaluation	
	Train CPP tutors on inclusive teaching and how to support LGBTQ+ medical students	January 2020	Staff time	JK, JC	Positive post session evaluation	Jan 2020
	Train student support and personal tutors on how to support LGBTQ+ medical students	End of 2021/22	Staff time	JK, JC, EW (Stella)	Positive post session evaluation	2021/22
	Develop toolkit for all MBBS teachers on LGBTQ+ inclusive teaching.	End of 2022/2023	Staff time	JK, JS, students	Well evaluated toolkit. Cascaded to all module leads across all departments/clinical sites.	
Belonging						
To enable LGBTQ+ staff and students to be themselves at work.	Term 1 - Medical student welcome event - World Aids day	October from 2019, ongoing	Budget: food and drink	RM	Well attended and welcoming event	Oct 2019
To foster a sense of institutional belonging for LGBTQ+ staff and students.	Term 2 - LGBTQ+ History month – Feb	February from 2020, ongoing	Staff time	Student Network EW	Positive post event evaluation	Feb 2020
To facilitate networking of LGBTQ+ staff, students and allies.	Term 3 - IDAHO – international Day Against Homophobia, Transphobia and Biphobia - May 17 th - Pride	May from 2021, ongoing		Student Network	Positive post event evaluation	May 2020
To run one event per term.	Support medical students to set up and run a student LGBTQ+ group	Jan 2020, ongoing	Budget: food and drink	JK	Group held at least one event by the end of the 2019/20 academic year.	Jan 2020
	Include LGBTQ+ content in UCLMS communications	Ongoing	Student / staff time	Student Network EW	At least one article in UCLMS newsletter by end of 2020/21 academic	2020/21

					year.	
	Publish on UCLMS website an LGBTQ+ resource page, commitment to LGBTQ+ inclusion and short bios of LGBTQ+ staff	Oct 2020	Staff time	JK	Statement/resource page and at least four bios published	2020/21
	Review UCLMS prospectus for LGBTQ+ inclusivity and make recommendations for improvement	Jan 2020	Staff time	GG	LGBTQ+ visibility in 2020/21 prospectus	Jan 2020
	Display LGBTQ+ stickers and posters in communal areas across UCLMS. Distribute badges, lanyards to staff and students.	March 2021, ongoing	Budget for stickers, posters, lanyards	JK, EW	Stickers and/or poster on display in at least five UCLMS locations. Badges/lanyards worn by at least five UCLMS student facing staff.	Oct 2019
	Designing and rolling out a programme of initiatives aimed at raising awareness of discriminatory behaviour	End of 2020/21 academic year, ongoing	Staff time Budget: for posters, training	JK, SC	Decrease in incidents of discrimination.	Sept 2021
MBBS curriculum						
Integrate LGBTQ+ issues in curriculum in a normalising way.	Map current curriculum for LGBTQ+ related content	June 2021	Staff time	JK	Map completed	Jan 2020
	Developing vignettes for case-based learning	End of 2022/23 academic year	Staff time	TBD	Vignettes available for use	
Prepare students to be inclusive doctors.	Year 1 – Cultural competency session in intro week	Oct 2020	Staff time	JK	Embedded in curriculum	Oct 2020, ongoing
	Year 1 – Enabling LGBTQ+ students to be themselves at uni	Jan 2020	Staff time	JK	Embedded in curriculum	Jan 2020, ongoing
Include LGBTQ+ session in years 1,2, 4 & 5.	Year 2 – LGBTQ+ people’s different healthcare needs, with visitors and underlying principle that LGBTQ+ people need to be treated equally, but not identically to, other groups.	2021/22 academic year	Staff time	JS	Embedded in curriculum	Jan 2022, ongoing

	Year 4 –Responding to discrimination	Established 2019	Staff time	JK	Embedded in curriculum	Sept 2019, ongoing
	Year 4 – Inclusive history taking (in IOM)	Sept 2020	Staff time	LT & GG	Embedded in curriculum	Sept 2020, ongoing
	Year 5 – Being an inclusive doctor	Established 2016	Staff time	JS, JK, LT	Embedded in curriculum	2016, ongoing
	Design LGBTQ+ related content for inclusion in SBA/s & OSCE questions	January 2020	Staff time	JK (JS, LT)	LGBTQ+ related content in SBA/s & OSCE questions in all years	Dec 2019 in year 5.
	Design and run an LGBTQ+ SSC in Year 1 or 2	For academic year 2021/22	Staff time	JK, LH	SSC running	Jan 2022