

## GENDER EQUALITY SCHEME 2007

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## 1. Document Definition

### 1.1 Revision History

Version	Status	CR No. or Reason for change	Date	Author
0.0	Draft	New document	Feb 07	Swindon & Marlborough NHS Trust
0.1	Draft	Incorporated Initial review comments	March 07	
1.0	Issued	After Final Review	April 07	

### 1.2 Review and Approval History

Version	Reviewer/Approver	R/A	Scope	Date
0.0	HR		New Document	Feb 07
0.1	EPF, Workforce and Education Strategy Group	R	Context, completeness and accuracy	March 07
1.0	Trust Board	A	Current and compliant	April 07

### 1.3 References

Ref Number	Document title	Document Reference/Location
1	Office for National Statistics. General Household Survey. London: HMSO, 2002. Department of Health. People registered as deaf or hard of hearing. London: DH, 2002	<a href="http://www.statistics.gov.uk/cci/nugget.asp?id=867">http://www.statistics.gov.uk/cci/nugget.asp?id=867</a>
2	Department of Health. Health Survey for England. London: HMSO; 2001.	<a href="http://www.archive2.official-documents.co.uk/document/deps/doh/survey01/disa/disa01.htm">http://www.archive2.official-documents.co.uk/document/deps/doh/survey01/disa/disa01.htm</a>
3	2002 Department for Work and Pensions (DWP)	

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## 2. Policy Details

### Forward

The Swindon & Marlborough NHS Trust provides a range of acute health services to a population of 300,000. We are also a major local employer, employing 3,300 staff from our local communities. As both a provider of health care and as an employer we are committed to ensuring we meet and where possible exceed our responsibilities to promote gender equality and diversity.

This is our first Gender Equality Scheme, it is an integral part of our wider equality and diversity strategy. We welcome the opportunity to explain to our stakeholders how we intend to ensure diversity and fair and equitable access to health care and employment – both as a health care provider and an employer. We will listen to the views of our stakeholders, users and staff so that we can continually develop and respond to their needs. Health care is rapidly changing as it strives to meet the expectations of users; promoting gender equality and diversity is an integral part of those changes.

We have set out our Trust Values, which include collaboration, openness, honesty and innovation and we believe these values are fundamental principles upon which diversity may flourish. We believe that in order to provide excellent health services every individual must be able to easily access health care and, in the case of staff or volunteers, opportunities for training and personal development.

Gender equality will be integral to how we manage the Trust and work with other organisations. Staff will be expected to lead by example and to conduct their duties in line with the Trust values.

The Gender Equality Scheme sets out our strategic aims in relation to valuing gender, equality and diversity. This is supported by a three year action plan which explains what we are going to do, what we expect the outcomes to be and how we will monitor progress against what we said we would do. These documents will evolve over time as we receive feedback and as we set our sights higher.

Our intention is to ensure that we offer first rate care and employment without discrimination and to promote equality of opportunity and access for all.

Lyn Hill-Tout  
Chief Executive

Patsy Newton  
Chair

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## **1: Introduction and Background**

### **1.1 Legal Requirements**

The Equality Act 2006 amends the Sex Discrimination Act 1975 and will come into force on the 6<sup>th</sup> April 2007. The Sex Discrimination (Gender Reassignment) Regulations 1999 also broadened the scope of the Sex Discrimination Act to include discrimination on the ground of gender reassignment in employment and vocational training. The Equality Act 2006 also refers to the Equal Pay Act 1970. This requires all public bodies to actively promote equality of opportunity between men and women and to publish a Gender Equality Scheme by the 30<sup>th</sup> April 2007. This is enforceable by the Equal Opportunities Commission and then by a new body, the Commission for Equality and Human Rights which is being formed later in 2007.

#### **1.1.1 Aims of the Gender Equality Scheme.**

- promote equality of opportunity between men and women
- eliminate discrimination and harassment
- create better informed decision making and policy development
- better quality services which meet varied needs
- more effective targeting of policy and resources
- better results and greater confidence in public services
- a more effective use of talent in the workforce

#### **1.1.2 What is a Gender Equality Scheme?**

The Trust is required to adopt a proactive approach to meeting the legislation and the duty within this. The Gender Equality Scheme is where we lay out how we will meet the different parts of the duty to eliminate unlawful discrimination and harassment and to promote equality of opportunity between men, women, gay, lesbian, bi-sexual and transgender staff and service users.

#### **1.1.3 Definition of unlawful discrimination**

Unlawful discrimination includes discrimination is defined by the Sex Discrimination Act 1975 and the Equal Pay Act 1970. The Trust is legally required to regard the need to eliminate both forms of discrimination.

In the Sex Discrimination Act 1975, unlawful discrimination is defined as:

- direct and indirect discrimination on the grounds of sex
- discrimination on the grounds of pregnancy and maternity leave
- discrimination on the grounds of gender reassignment
- direct and indirect discrimination against married persons and civil partners
- victimisation
- harassment and sexual harassment
- discrimination in non-contractual pay and benefits

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Under the Equal Pay Act 1970, an individual has the right to the same contractual pay and benefits as a person of the opposite sex in the same employment, or where the source of the pay is the same where the man and the woman are doing:

- the same or broadly similar work
- work rated as equivalent under an analytical job evaluation study
- work that is of equal value in terms of demands such as effort skill and decision making

#### **1.1.4 Definition of Harassment and Sexual Harassment**

The Sex Discrimination Act 1975 expressly prohibits harassment on the grounds of sex, harassment on the grounds of gender reassignment and sexual harassment in employment and related fields and in vocational training.

'Harassment' is defined as unwanted conduct which takes place simply because someone is a woman or a man and has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. Harassment on the grounds that a person intends to undergo, is undergoing or has undergone gender reassignment is also expressly prohibited.

'Sexual harassment' occurs when a person engages in any form of unwanted verbal, non verbal or physical conduct of a sexual nature, which has the purpose or effect of violating that woman or man's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for her or him.

#### **1.1.6 General and Specific Duties**

The Gender Equality Duty requires NHS organisations to develop a "Gender Equality Scheme" (GES) as follows:

- to eliminate unlawful discrimination and harassment
- to promote equality of opportunity between men and women

The Specific duties are as follows:

- To prepare and publish a Gender Equality Scheme showing how it will meet its general and specific duties and setting out its gender equality objectives.
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap.
- To gather and use information on how the policies and practices affect gender equality in the workforce and in the delivery of services.
- To consult stakeholders (i.e. employees, service users and others including trade unions) and take account of relevant information in order to determine its gender equality objectives.
- To assess the impact of current and proposed policies and practices on gender equality.
- To implement the actions set out in this scheme within three years, unless it is unreasonable or impracticable to do so.

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- To report against the scheme every year and review the scheme at least every three years.

## **1.2 Swindon & Marlborough NHS Trust**

Swindon & Marlborough NHS Trust was formed in 1994, employs some 3,300 staff with an annual budget of £154 million. The Trust serves the population of Swindon and surrounding areas providing acute health services including maternity, paediatrics, child and adolescent mental health, scheduled elective care, and general surgery.

The population has been growing since the Census 2001; however there is not yet a firm figure for the population in early 2006. The working estimate of the population served is about 300,000 people, although the number could increase this year as new housing is coming on-stream all the time. Of this population the 2001 census indicates that 50.3 % are female and 49.7 are male.

## **1.3 Health Inequalities and Gender**

Access to health services and the ability to treat some conditions at an earlier stage can be different for men than for women. For example, accessibility – some conditions are not treated as early as they could be because of the ability to access a GP service not in working hours. In identifying differences, we would work with the PCT's to improve the service and information to the general public.

## **2: Involvement of employees, stakeholders and the public**

A vital aspect of Swindon & Marlborough NHS Trust's gender equality scheme is the involvement of people. It is important to involve different groups and individuals as they can bring tremendous expertise and knowledge to the organisation.

Swindon & Marlborough NHS Trust has tried to involve people who have a wide range of views in the development of this strategy, so they can highlight the areas of the Swindon & Marlborough NHS Trust's work in Swindon that needs to be changed and to inform action plans. An effort has been made to include people in a variety of ways through existing local networks and organisations, carer organisations, voluntary organisations, suppliers, and staff.

### **2.1 External Involvement**

A letter inviting feedback was distributed to a range of organisations and individuals. In the letter it was covered that the feedback could be given as written feedback or by attending on open public forum. The open forum was arranged jointly with Wiltshire Police, Swindon PCT and Swindon Borough Council for the 27<sup>th</sup> February 2007 to be held in the Academy at the Great Western Hospital.

Through feedback from those who attended the meeting and the written feedback our action plan has been formed. However the Trust recognises that this plan is ever changing and evolving and will continue to liaise with individuals and groups to ensure appropriate focus and action.

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### **2.1.1 Internal Involvement**

The Swindon & Marlborough NHS Trust Gender Equality Scheme has the commitment of Chair, Patsy Newton and Chief Executive, Lyn Hill-Tout. Internally the Trust has endeavoured to involve employees, by publishing a questionnaire for staff feedback and inviting staff to attend the open public forum. This information gained has been used to form our action plan.

### **2.1.2 Long Term Strategy**

Swindon & Marlborough NHS Trust will develop an advisory committee so it can ensure a deep involvement in the Gender Equality Scheme. The aim is that the committee will play a role in helping to monitor revise and evaluate the scheme and to be involved in equality impact assessments by giving their advice. An annual report will be produced which will be distributed all who have been involved in the gender equality scheme to give feedback on the progress of the action plan. This report will be discussed at an open forum and feedback will inform revised actions.

### **2.1.3 Lessons learnt for future schemes**

- To continue to work in partnership with Swindon Borough Council, police, and other NHS providers so that groups and individuals are not overloaded with requests for involvement
- Work in partnership with representatives to monitor and review the action plan.
- Have “diversity champions” across the Trust who will be actively involved in the roll out of the Gender Action Plan.

## **3: Data Collection and Statistics**

It is important that Swindon & Marlborough NHS Trust has an idea of how it is currently performing on gender equality to inform its Gender Equality Scheme. Current performance has been mapped as a way of identifying further actions. This in combination with the involvement of groups and individuals has aided decisions about which actions can best improve gender equality. Swindon & Marlborough NHS Trust has tried to identify areas where it is doing well on promoting gender equality and also areas where performance is not so good. It is important that Swindon & Marlborough NHS Trust has specific mechanisms in place for identifying our performance on gender equality.

The process of gathering information is a vital mechanism to enable Swindon & Marlborough NHS Trust to make better decisions about which actions would best improve gender equality; the information will allow Swindon & Marlborough NHS Trust to:

- assess its performance
- carry out effective impact assessments
- identify barriers to good performance and actions for improving
- review progress and adjust actions as appropriate
- set targets for improving outcomes

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- benchmark against other comparable authorities

### **3.1 Data on Gender**

Swindon & Marlborough NHS Trust understands the importance of gathering information and statistics. It is important to have as accurate a picture as possible of the local population, the numbers of people using the Swindon & Marlborough NHS Trust's services and those employed by the Trust and what experiences they have of those services. This information will assist the Swindon & Marlborough NHS Trust in planning and developing services and is especially important when undertaking impact assessments.

There are unfortunately a limited number of sources of information about transgender people both nationally and locally.

#### **3.1.1 National Data**

In Swindon there is a population of 180061(2001 Census). Of that population, 49.7% are male and 50.3% are female with 27.8% males in work and 22.7% females in work. Of those in work 8.4% females in Swindon work part time compared with 1% males.

Within Swindon & Marlborough NHS Trust (December 06) 17.6% of staff are male 82.4% are female and of those 3.9% of males work part time and 45.9% females work part time.

#### **3.1.2 Long Term Health Conditions**

The number of people with a long-term health condition is increasing rapidly. At the beginning of 2005, 17.5 million people in this country had a long-term health condition (such as diabetes, asthma or arthritis).

#### **3.1.3 Research and Data which has informed the Gender Equality Scheme**

- The Swindon & Marlborough NHS Trust Gender Equality Scheme questionnaire was sent out to staff and key stakeholders. It provided qualitative data on health service provision, communication, complaints and concerns, and barriers to access.
- The Human Resources function also monitors numbers of male/female people requesting application forms, returning applications, the number short listed for interview and the number of successful applicants. This data is analysed for the percentage of candidates applying for posts, receiving an interview and being appointed to posts. This can help highlight any discriminatory practices.
- The Human Resources function also monitors numbers of male/female staff in each band and staffing group.

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The data collected from application forms is dependent upon self-reporting. There may be an element of stigma attached to reporting which skews the figures, e.g. transgender.

### **3.1.4 Evidence Gaps**

Data is routinely collected by the Human Resources function, however in other functions and areas of service delivery, data collection may be inconsistent or incomplete. This will be addressed through the action plan, as there is a need for a co-ordinated and well-organised approach to data collection with a clear methodology. It is important that the Trust has consistent systems and processes for information collection and benchmarking its performance in relation to gender equality.

## **4: Impact Assessment**

One of the key ways of embedding gender equality into the policies and activities of Swindon & Marlborough NHS Trust is to systematically undertake gender equality impact assessments. New policies and also some existing policies are already being assessed for their impact on gender equality. A copy of all impact assessments will be kept electronically on the Equality and Diversity Impact Assessment folder

### **4.1 New Policies**

Any new policy, process or function will be impact assessed by the author to make sure it does not discriminate. Initially it will be screened to establish if it is relevant to gender equality and if it is it will then undergo a full impact assessment. All policies presented for ratification by the Trust Board of the Swindon & Marlborough NHS Trust will include an explicit statement on their likely impact on gender equality.

#### **4.1.1 Assessing existing policies**

All current policies, processes and functions will be continuously monitored and reviewed for relevance to the duty. Existing policies will be assessed for relevance to gender equality and their priority for review. They will be assigned a high, medium or low impact rating. If there are negative outcomes, changes will be made to the policies or other measures will be bought in to mitigate the effects. A timetable will be drawn up so the assessments are completed within the three- year lifespan on the Gender Equality Scheme. The results of impact assessments will be reported as they are carried out.

### **4.2 Procurement and Commissioning**

All managers responsible for procurement and commissioning will ensure that the services they purchase or commission are assessed for any relevance to gender equality. This will mean ensuring the contractor has measures in place to meet the Gender Equality Duty. Swindon & Marlborough NHS Trust will build gender

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considerations into the procurement and commissioning processes of all its services.

All present contracts will be reviewed and revised to include the following criteria:

- inserting a clause in contracts specifying that the contractor must comply with the anti discrimination provisions of the Sex Discrimination Act 1975 and the Equal Pay Act 1970
- specifying in a contract what evidence the contractor needs to gather to demonstrate compliance with the duties and specific outcome measures
- ensuring that gender equality is appropriately reflected and given due consideration in the specification, selection and award criteria, and the contract conditions
- ensuring that contractors fully understand the gender equality requirements of the contract
- monitoring the performance of gender equality where relevant to the contract.

## **5: Monitoring the action plan**

It is essential that the Swindon & Marlborough NHS Trust has an effective system of monitoring and reviewing the Gender Equality Scheme and particularly the action plan. The following chapter sets out how this will be achieved.

### **5.1 The Trust Board**

The Trust Board has responsibility for the provision of strategic overview and holding its Executive to account on compliance with legislative frameworks. This entails the commitment to ensure the implementation of the Gender Equality Scheme. The Swindon & Marlborough NHS Trust Chair will head the Diversity Steering Group and with the Director of Workforce and Education will champion gender equality.

The Trust Board will receive annual reports on progress upon the implementation of the Gender Equality Scheme. The report will highlight exceptions, any difficulties in meeting the action plan, and what action is proposed to resolve this. A draft report will be shared using a variety of consultation mechanisms with interested groups and individuals. This will mean that employees and the public will be key to the process of monitoring on delivery of the scheme and will be able to give their views on progress. The report will be published on the Swindon & Marlborough NHS Trust web site and also available in hard copy and in other formats on request.

#### **5.1.1 The Workforce and Education Strategy Group**

The Workforce and Education Strategy Group will lead on the development of a Workforce and Education Strategy aligned to the Trust's integrated business plan. As such it has a responsibility to identify areas that are relevant to the duty to promote gender equality.

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The Workforce and Education Strategy Group will identify and agree the process for assessing, consulting on and the monitoring of the likely impact of policies and functions for any adverse impacts on the general duty to promote gender equality.

### **5.1.2 Lead Director and Lead Manager**

All Directors will have a responsibility to ensure compliance with the Act by ensuring that the policies and functions for which they have responsibility are adhered to. The Director of Workforce and Education will be the lead director and ensure through the Diversity Equality Steering Group that all departments show 'due regard' to the positive duty to promote gender equality, and that the arrangements laid out in this Scheme will be implemented.

The Human Resources Manager will co-ordinate and support implementation of this Scheme.

### **5.1.4 Revision of the Gender Equality Scheme**

At the beginning of the third year of the scheme in 2009 there will be a major involvement process with groups and individuals and all other key stakeholders to draft the next Scheme from April 2010. This process will consider all the lessons learnt from the first Scheme. The annual report in 2010 will therefore contain a progress report on the final year of the scheme, an overall report on the whole scheme and the GES for April 2009 to March 2010. The report will be published on the Swindon & Marlborough NHS Trust web site and will be available in other formats on request.

## **6: The Action Plan**

The action plan has been based on the needs identified through the feedback that Swindon and Marlborough NHS Trust has received while developing the scheme. Issues have been identified which need to be addressed. Part of the work of the Gender Equality Scheme Steering Committee, in conjunction with the relevant Directorates will be to identify in more detail the steps that need to be taken to deliver the outcomes, the financial implications and the timescales. The DES action plan is a dynamic document and new actions will be added as projects and initiatives are identified.

By addressing the high priorities in the action plan, we should have more data on the public and staff allowing us to direct services and recruitment more appropriately. Staff will have a raised awareness of gender issues and appropriate service provision, improving Trust services. There will be better communication with stakeholders on gender issues, improving services such as those in the Booking Centre and the discharge process, improving the patient experience. By publicising the PALS process we should receive more feedback regarding services provided by the Trust from which we should be able to improve services and the patient experience.

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### 3. DRAFT Swindon & Marlborough Trust Gender Equality Action Plan

**Priority key**

1 = High      2 = Medium      3 = Low

Area	Issue to be addressed	Outcome	Priority
Data Quality	Lack of data on numbers of transgender people living in catchment areas and those accessing services or employed by the Trust	Processes in place to collect relevant data on gender. Database to be developed	1
	Collate and track gender data of employees by band.	Processes in place to collect relevant data on gender. Database to be developed	1
Procurement and Commissioning	Contracts need to include clauses to include GES as stated in 4.2 and outcome measures	Services contracted to deliver services in line with the GES	1
	Services, functions and policies need to be screened for adverse impact on gender	Prioritised plan for impact assessments	1
Training and Education	Promotion of mandatory awareness raising for all staff covering both gender, sexual orientation, transgender and harassment and bullying.	All Trust staff to have raised awareness of gender issues and appropriate service provision	1
	Encouragement of positive attitudes towards men/women	Develop gender led training programme for frontline staff	1
	Develop ways to encourage feedback from staff	Staff feel supported	2
Recruitment	Proactive encouragement of applicants – especially into bands/roles that is predominantly one sex.	Swindon & Marlborough NHS Trust is regarded as providing good employment opportunities for people	3
Data Review	Review of policies and procedures to ensure they meet diversity and gender requirements	Trust staff can follow policies and procedures meeting diversity requirements	2

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Area	Issue to be addressed	Outcome	Priority
Monitoring	Communication to public of progress on GES and outcomes of gender equality impact assessments	Annual report to Board Publish summaries on web Updates to groups. Co-work issues and review with other public sector bodies.	2
Participation	Inclusion of general public, staff and stakeholders	Increase involvement	2
	Continued involvement of stakeholders	Steering Committee to review and monitor all aspects of the gender equality scheme.	1
Communications	Gender awareness in relation to front line staff	Improved service provision and perception of Trust	2
	Gender awareness to help managers manage	Improve staff experience which improves quality of patient care	2
	Ensure that site coms are reaching all staff i.e. those who do not have direct access to a computer	Improve staff experience which improves quality of patient care	2
Services	Improve response in booking centres, inpatient accessibility	Improve quality of patient care	1
	Improve internet access including of information	Improve quality of patient care	2
	Review supply of information regarding aftercare, access to support groups etc.	Improve quality of patient care	1
	Consider central information desk/point or signage to individual specialism information points.	Improve quality of patient care	2
	Review pre-assessment and discharge process to raise awareness of particular issues in relation to gender	Improve quality of patient care	1
	Ensure there is a policy/procedure in place that staff understand re placement	Improve quality of patient care	2

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Area	Issue to be addressed	Outcome	Priority
	of transgender patients in wards/departments		
	Review the one mixed sex ward to ensure that dignity requirements are being met	Improve quality of patient care	1
	Review layout of Day Surgery and Scanning department to ensure that dignity requirements are being met	Improve quality of patient care	1
Complaints	Publicise PALS process ensuring accessibility by all	Improve response to patients issues and concerns	1
Staff support	Ensure gender awareness across all staff groups.	Improved awareness of colleagues' needs	1
	Encourage staff to disclose gender issues.	Improved awareness of colleagues' needs	1
	Ensure links into KSF and accessibility of staff to appraisal process/training and promotion.	Improved awareness of colleagues' needs	2

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**APPENDIX 1****Organisations and Individuals Contacted**

African Community Initiative  
 Age Concern  
 Artstart  
 Asian Centre  
 Asian Cultural Group  
 Asian Women's Group  
 Avebury Road Ass  
 Baha'I Faith  
 Bangladesh Ass  
 Bangladesh Women's Association  
 Beckingsale House  
 Bishop of Swindon  
 BMW Group  
 Boys Brigade  
 Bradford on Avon Townswomens Guild  
 Broadgreen Community Council  
 Carillion  
 Charities Information Bureau  
 Children's Information Service  
 Citizens Advice Bureau  
 Co operative and credit unions  
 Coleview Community Centre  
 Community Mediation Service  
 CPS  
 Croft & Larra Community Council  
 Druglink  
 Even Swindon Community Centre  
 Family Mediation  
 Faringdon House  
 Farm Tenants  
 Freshbrook Village Group  
 Future in our hands  
 Gamblers Anonymous  
 Gorse Hill Baptist Church  
 Gorse Hill Community Centre  
 Great Western Enterprise  
 Gypsy & Traveller Pastor  
 Halcrow  
 Headway  
 Hindu Samaj  
 Hinton Parva Village Hall  
 Home Start, Swindon  
 Hyde Lodge  
 Jamia Mohammadia  
 I.g.b.t. Coalitions & Crime & Disorder Forum  
 Ladies Circle (Chippenham) & Townswomen Guild  
 Lawn Community Association  
 Lawn Ladies Club  
 Learning Skills Council Wiltshire & Swindon  
 LEAVES Ltd

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Lesbian Gay Bi Sexual Transgender Coalition  
 LGBT Coalition  
 Liddington Parish Council  
 Liden Community Council  
 Living Options  
 Lower Shaw Farm Ass  
 Mental After Care Ass  
 Mind, Swindon & District  
 Moredon & Rodbourne Cheney Ass  
 MP  
 Multiple Sclerosis Society  
 Muslim Woman's Group  
 NCT  
 Neighbourhood Renewal Offices  
 New Mechanics Trust  
 New Swindon Company  
 NMSI  
 North Dorcan Senior Citizens Club  
 NSPCC  
 Nythe Community Centre  
 Octobus Project  
 Old Town Festival  
 Old Town Group  
 Older Peoples Coalition  
 Pakistan Welfare Association  
 Parivaar Asian Women's Group  
 Park House  
 Parks & East Walcot Centre  
 Parks & Walcot Credit Union  
 Parks Advice Point  
 Parks Volunteer Resource Centre  
 Penhill Community Association  
 Penhill Forum  
 Pinehurst Community Association  
 Pinehurst Initiatives Forum  
 Pinehurst Peoples Centre  
 Pipers Residents Association  
 Polish Citizen's Day Centre  
 Punjabi Community Centre  
 Queens Park Community Council  
 Race Coalition  
 Rosewood Over 60's  
 Rowdy Bunch, Park Youth Centre  
 RWE nPower plc  
 S.C.O.D.P  
 Sahara Asian Women's Group  
 SCODP  
 Shaw Residents Association  
 Shri Guru Nanek Gurdwara, Sikh Temple  
 South Marston  
 SPLITZ  
 Spring Field Ladies  
 SSAFA  
 Sure Start Children's Centre

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Swindon & District Volunteer Bureau  
 Swindon & Marlborough NHS Trust  
 Swindon Borough Council  
 Swindon Borough Council - Asian Women's Development  
 Worker  
 Swindon Carers Centre  
 Swindon Civic Trust  
 Swindon Foyer  
 Swindon Home Independence  
 Swindon Initiative  
 Swindon Inter Faith Group  
 Swindon PCT  
 Swindon Police  
 Swindon Race Equality Council  
 Swindon West Indian Association  
 Swindon Womens Coalition  
 Swindon Women's Refuge  
 Swindon Youth Partnership  
 Taurus Skills Foundation  
 Taw Hill Community Centre  
 Temple House  
 Tenants Association for shelter  
 Thamesdown Dial a Ride Community Transport  
 The Clivey Project  
 The Harbour Project  
 Toothill Community Centre  
 Townswomens Guild  
 Transgender Support Group  
 Trustee Swindon Learning Ambassadors  
 UNITE  
 University of 3rd Age  
 University of Bath in Swindon  
 Users Network Wilts & Swindon  
 VAS  
 Victim Support Wiltshire  
 Voluntary Action Swindon  
 Walcot Community Forum  
 Walcot Dome Community Centre  
 Well Women Centre + Man@WWC  
 West Swindon Family Project  
 Westbury Townswomens Guild  
 Wiltshire & Swindon Economic Partnership  
 Wiltshire & Swindon Users Network  
 Wiltshire Federation of Womens Institutes  
 Wiltshire MIND  
 Wiltshire Police  
 Wiltshire Racial Equality Council  
 Wiltshire Wildlife Conservation  
 Women Coalition, Swindon Asian Women Association  
 Women's Coalition  
 Womens Royal Voluntary Service - WRVS  
 Workout  
 Wroughton Parish Council  
 Youth Action Wiltshire

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### 3.1 Comments

Any comments on this document should, in the first instance, be addressed to Swindon & Marlborough NHS Trust.