

## FOI202 Response

### 1. Which local authority area(s) do you cover?

The Trust predominately covers Birmingham and Solihull area however, our inpatient Child and Adolescent Mental Health Service (CAMHS) and Forensic Child and Adolescent Mental Health Service (FCAMHS) covers all local authorities across England as these services are nationally commissioned.

### 2. Do you provide services for people who have?

1. An intellectual disability – mild.
2. An intellectual disability – moderate.
3. An intellectual disability – severe.
4. Autism – without intellectual disability.
5. Physical disability.
6. Sensory impairment.
7. Other.

The Trust is not commissioned to provide services for Intellectual Disability, Physical Disability, Sensory Impairment or Autism however, if patients have a secondary diagnosis of Intellectual Disability or Autism the Trust will provide support where appropriate.

Furthermore, the Trust, Barnardo's and Autism West Midlands work together to provide emotional wellbeing, mental health services and support with the listed disabilities through the provision of the Trust's Child and Adolescent Mental Health Service (CAMHS), Solar.

Please note that the child or young person must exhibit emotional and mental health needs to receive assistance from the Trust's CAMHS service.

Solar currently accepts children and young people, until their 19th birthday, who are residents in the borough of Solihull or have a Solihull GP. For information on children and young people in receipt of CAMHS services in Birmingham, please redirect your request to Forward Thinking Birmingham Service which is hosted by Birmingham Women's and Children's Trust.

### 3. Do you provide services for?

1. Children and young people.
2. Adults
3. Both.

The Trust delivers several adult mental health services throughout Birmingham and Solihull. Our services support people in the community through outpatient facilities, acute care, day services and community teams. We also have several inpatient units for adults offering acute care, rehabilitation and recovery, medium secure services to men and women and low secure services to men

Furthermore, the Trust offers a number of services for children and young people with mental health conditions. These include early intervention and detection, community services and inpatient services.

Please note the following for the Trust's CAMHS Service,

- The Trust's CAMHS service (Solar) explicitly covers patients until their 19<sup>th</sup> birthday and they must be either residing within the Solihull area or have an established GP

in Solihull. For information on children and young people in receipt of CAMHS services in Birmingham, please redirect your request to Forward Thinking Birmingham Service which is hosted by Birmingham Women's and Children's Trust.

- The Trust's inpatient Child and Adolescent Mental Health Service (CAMHS) provides mental health intervention and treatment for patients with mental health difficulties, until their 18th birthday
- The Trust's inpatient Forensic Child and Adolescent Mental Health Service (FCAMHS) provides multi-disciplinary assessments, mental health intervention and treatment for patients with forensic history and complex mental health difficulties, until their 19th birthday.
- Inpatient CAMHS and FCAMHS is nationally commissioned and available to patients across England.

For further information on the services offered to Adults and children and young people please see link below.

Link: <https://www.bsmhft.nhs.uk/our-services/>

4. **Do your staff provide direct support / interventions in relation to sexual or romantic relationships, gender and sexual orientation issues and general sexual health to the groups that you serve? *If yes, please answer questions 6, 7 & 8. If no, please answer questions 5, 7 & 8.***

Staff members do not provide direct support or interventions for the listed concerns, this is because the Trust is not commissioned to provide services in relation to sexual or romantic relationships, gender or sexual orientation issues and general sexual health.

However, relationships may be explored within the therapy that is offered to meet patient's emotional wellbeing and mental health needs.

5. **If your staff do not provide direct support or interventions in relation to sexual or romantic relationships, gender and sexual orientation issues or general sexual health to the groups that you serve:**

**1. Why don't you provide it?**

The Trust is not commissioned to provide services in relation to sexual or romantic relationships, gender or sexual orientation issues and general sexual health.

The Trust only provide emotional wellbeing and mental health services for patients.

Furthermore, some sexual or romantic relationships issues may require no input from mental health services and is better assisted by other agencies/services.

**2. What happens to referrals about these issues?**

Referrals pertaining to sexual or romantic relationships are signposted to appropriate agencies and services.

**6. If your staff provide direct support or interventions about these issues to service users:**

**1. Which profession(s) / discipline(s) undertake this work?**

All staff within the Trust's Multi-Disciplinary Team (HCA's, Wellbeing Practitioners, Counsellors, Primary Mental Health Workers, Nurses, Social Workers, Psychotherapists, Occupational Therapists, Psychologists, Psychiatrists)

**2. Is the work individual / group / both?**

The work is carried out by Individuals and groups.

**3. Are the interventions undertaken purely reactive or are they part of an ongoing programme or both?**

The interventions undertaken are reactive to the needs of patients care, support and treatment.

**7. Does your organisation have policy / guidance for staff in respect of working with individuals with an intellectual disability around sexual and romantic relationships, gender and sexual orientation issues and general sexual health?**

Currently the Trust does not have a policy or guidance in relation to staff working with patients suffering with Intellectual Disability around sexual or romantic relationships, gender or sexual orientation issues and general sexual health.

However, the Trust does have an Equality, Diversity and Inclusion policy which provides a framework for patients, staff, and visitors to be treated with dignity, respect, and compassion.

For further insight on the Equality, Diversity and Inclusion policy please see the attachment and note that a Section 40 exemption has been applied. This therefore means that the Executive Director and policy lead's name has been removed as it pertains to personal information.

**8. How do you support your staff to meet the requirements of the Equality Act 2010's protected characteristics, in particular regarding disability and sexuality?**

Delivering a service that is in line with the Equality Act is consistently at the forefront to ensure treatment and support is provided with compassion, dignity and carried out in a manner that eliminates discrimination as well as fostering equality.

One the ways that the Trust actively supports staff members to meet the requirements of the Equality Act is via the Trust's Equality, Diversity, and Inclusion Policy. The Policy has been deployed Trust wide and developed with the assistance of Unions, LGBT staff network groups and reviewed by Stonewell's in-house team of experts to help create a policy that resonates with the Equality Act as well as being inclusive and accepting of all. For further details of the policy please see the attachment.

The Trust further strives to echo the Equality Act through the compliance and reporting of Equality Delivery System (EDS2), Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). The EDS2, WRES and WDES outlines the Trust's strategy in tackling inequality and focusses on transformational culture change. For further information on the Trust's compliance with EDS2, WRES and WDES please click on the link below.

Link: <https://www.bsmhft.nhs.uk/about-us/equality-inclusion-and-human-rights/>

In addition to this the Trust also provides training on cultural competency such as the Transgender/Non-Binary Training, for further details of this training please see the link below.

Link: <https://www.eventbrite.co.uk/e/transgender-awareness-training-181120-bsmhft-tickets-122245628967>

To further support staff members to embody and adhere to the Equality Act the Trust has established an active Disability and Neurodivergence staff network. The network is an open group and has good representation of staff from multidisciplinary backgrounds across the Trust in term of gender, ethnicity, religion/faith, age, and sexual orientation. For further details of the Disability and Neurodivergence staff network please click on the link below.

Link: <http://connect/dnd-staff-network/Pages/default.aspx>

Moreover, the Trust has also formed robust working relationships with Birmingham LGBT Centre, Mermaids and Stonewall to help create an inclusive, equal, and inspiring environments for staff members and patients.

Currently the Trust is developing a pilot initiative to implement the Sexual Orientation Monitoring (SOM). Please note that the development of the pilot is still in the infancy stage, however if you wish to obtain general information on SOM please click on the link below.

Link: <https://www.england.nhs.uk/about/equality/equality-hub/sexual-orientation-monitoring-information-standard/>.