

Tuesday 4 February 2025

### ***Request under Freedom of Information Act 2000***

Thank you for your request for information which we received on Friday 17 January 2025. I am pleased to confirm the following.

#### **Please provide the latest inclusive language guide document for staff and other documents used for internal diversity training.**

MKUH does not have a guide to inclusive language, although it may be important to highlight that there are several initiatives and resources related to diversity and inclusion internally in MKUH and backed by NHS England.

**Employer Champion Training:** This training is part of the Diversity in Health and Care partners programme. It is aimed at managers or mentors of young people with learning disabilities or autism in the NHS

**World Menopause Day:** This initiative focuses on advancing workplace support for women's health, highlighting the importance of addressing health conditions that impact women differently. The MKUH Women's Network champions this locally.

**Hidden Disabilities Uncovered Podcast:** This podcast discusses different types of hidden disabilities and how to support staff with these disabilities and long-term conditions. It also covers the importance of disability declaration rates and using a health passport as a communication tool. This is also a subject discussion at the Women's Network.

**Equitable Behaviour into the Frontline of Our Workforce:** This resource aims to help nurses understand differences in lived experiences, discover their levels of cultural competence, and create psychologically safe environments to have honest conversations about race. The Inclusion and Leadership Council can help with this.

**East of England Leadership Learning Zone:** This tool offers a suite of leadership learning modules, including topics on equality and diversity, unconscious bias, and system leadership. It is designed to enhance understanding and embed vital skills and knowledge related to diversity and inclusion.

If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely

Freedom of Information Team Lead  
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

Any re-use of this information will be subject to the  
'Re-use of Public Sector Information Regulations' and best practice.