



Improve the collection of  
LGBTQ+ related data.

Bring LGBTQ+ related data  
collection in line with GMC  
recommendations.

Improve engagement with  
formal raising concerns

Improve staff training on LGBTQ+ issues.	themselves at work in UCLMS inset day	2022/22			evaluation	
Improve staff support of LGBTQ+ medical students.	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
Raise awareness about harmful effects of LGBTQ+ micro-aggressions and thinking and behaving as if everyone is heterosexual / cis / gender-conforming	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.	



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
	Term 2 LGBTQ+ History month – Feb	February from 2020, ongoing	Staff time	Student Network EW	Positive post event evaluation	Feb 2020
To foster a sense of institutional belonging for LGBTQ+ staff and students.						
To facilitate networking of LGBTQ+ staff, students and allies.						
To run one event per term.						

					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

Year 4 – Responding to discrimination

Established  
2019

Staff time

JK

Embed