





## East London NHS Foundation Trust


### Rio: Enhanced Gender, Sex, Pronouns and Sexuality Demographics

 In October 2022 ELFT Rio has been updated to enable the capture of diverse gender, pronoun and sexual orientation demographics for ALL patients. These amendments are in line with the [NHS Data Dictionary](#) and ELFT's values as an inclusive organisation.

 There has been a new alert created to support confidentiality of diverse demographics, this is particularly important for gender diverse young people who aren't out in certain settings i.e. family or school.

 These demographics are available for all patient's on ELFT Rio MH and CH

 All individuals identify with a gender, have pronouns and sexual orientation as such future registrations on Rio will use these enhanced demographic options, PLUS existing patients should be offered the opportunity for their demographics to be updated via business support or clinical staff.

 By utilising the same demographics for **ALL** patients regardless of identity, it will enable us to monitor the number of different identities and their associated outcomes to ensure there is equity of access and address any inequalities experienced.

- **Existing gender demographics**
  - The existing demographics are limited and do not reflect the array of identities adopted by individuals we care for
  - Moving forward for new patients, these gender options will not be utilised as the primary options.
- **Spine Linked Gender**
  - The Spine Linked Gender cannot be amended and is related to a person's legal gender, this is only changed with the issue of a new NHS Number and will be rare for children and young people
  - [How To Change Your Gender Marker With Your GP](#)
- **Options from the picklist**
  - Staff will have predetermined picklist plus "Self Described", "Do Not Know" and "Do not Wish to Share"
  - Please use "Self Described", when a patient's identity does not match the drop down picklist and enter the identity they have written in free text
  - Please use "Do not Wish to Share" when a patient overtly declines to share
  - Please use "Do Not Know" when a patient leaves options blank



## Improving the quality of protected characteristics and other vulnerable groups data in the MHSDS



### Key principles on how to collect this data:

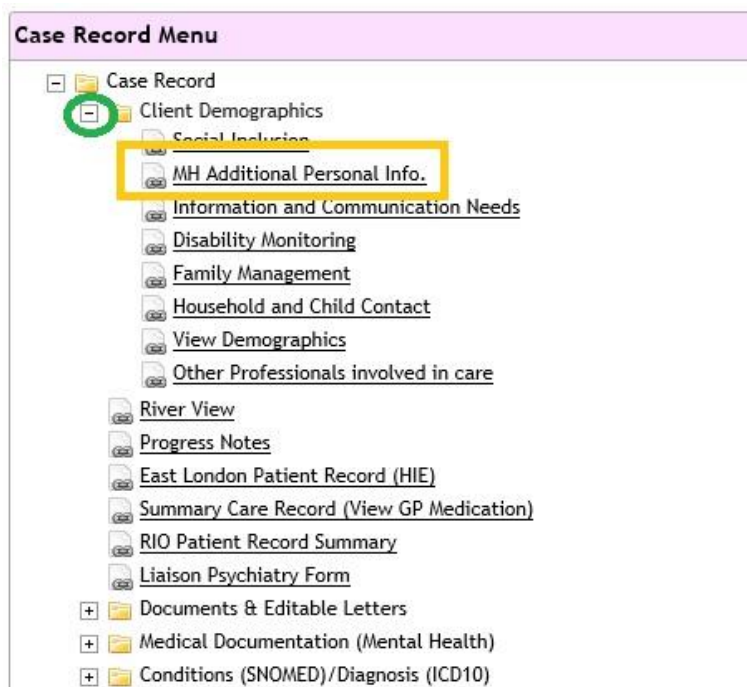
- Always enable patients to self-report information about their identities and life circumstances.
- Never make assumptions in the questions patients are asked about their identity and circumstances, and the data that is recorded.
- Embed these ways of working across all staff roles, service design and processes to provide trauma-informed care that makes patients feel safe and empowered to share personal information.
- Routinely use and feedback the data collected to ensure that everyone working in mental health, learning disability and autism services is clear on the value of it and using it to advance equality.
- Patients are under no obligation to disclose anything that they are uncomfortable with and reassure them that if they choose to disclose this information, it will be kept confidential.
- If a patient wishes to know why you are asking for this data, you can inform them that the service collects this information so that they can appropriately provide for all their patients and ensure that it is inclusive of people of all identities.

### Video Guidance

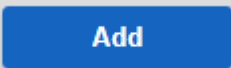
- [MH Additional Personal Info](#)
- [Gender Confidentiality Issues Alert](#)
- [Including a person's name](#)

#### 1. Additional Demographics can be found:

- a. Case Record Menu > Client Demographics > + > MH Additional Personal Info



- b.
- c. Press Add at the bottom of the screen

d. 

## 2. Gender and Sexual Orientation Rio Options

NHS spine-linked gender field Female

**i** The gender as specified in the NHS spine-linked field above is a national data it please use the fields below to capture this.

How do you describe your gender? Non-binary

Does your gender align with the sex you were assigned at birth? No

What pronouns do you use? They/Them

Further information

**i** If any confidentiality issues around gender are identified, please consider creat


a. How do you describe your sexual orientation? Please Select

## 3. NHS spine linked gender field

- The spine linked gender will remain unedited and will only be changed with the issue of a new NHS Number via the GP, this will be rare for children and young people
- [How To Change Your Gender Marker With Your GP](#)

## 4. How Do You Describe Your Gender?

- “A person’s innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.”
- If an individual identifies as trans female, they would select female and No their gender does not align with their sex assigned at birth to indicate gender diversity

c. 

How do you describe your gender? Non-binary

Does your gender align with the sex you were assigned at birth?

What pronouns do you use?

Further information

**5. Does your gender align with the sex you were assigned at Birth?**

- a. “We are all assigned a sex at birth (in the UK, babies have to be registered as male or female) but our gender identity is our internal sense of our gender (male, female, non-binary, or something else). Most patients gender will align with their sex assigned at birth i.e. they were assigned male and identify as male”

How do you describe your gender?

Detail of self-described gender

Does your gender align with the sex you were assigned at birth?

What pronouns do you use?

b.

**6. What pronouns do you use?**

- a. “Words we use to refer to people’s gender in conversation - for example, ‘he’ or ‘she’. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their.”

How do you describe your gender?

Detail of self-described gender

Does your gender align with the sex you were assigned at birth?

What pronouns do you use?

Further information

b.

**7. Sexual Orientation**

- a. “A person’s sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person’s orientation identity”
- b. Although Rio utilises “Other” please utilise “Self-Describe” on referral forms

How do you describe your sexual orientation?

Preferred spoken language

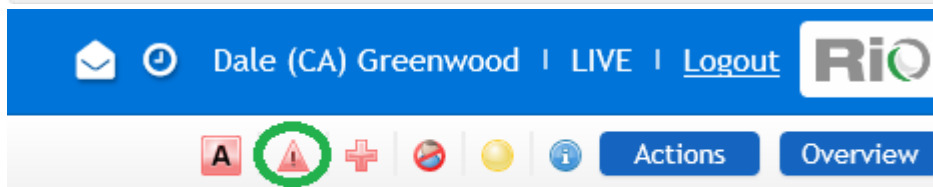
Smoking Status

c.

## 8. Confidentiality

- a. It is important to record details of who the patient is out to, this will reduce the risk of Outing them “Outing is when a lesbian, gay, bi or trans person’s sexual orientation or gender identity is disclosed to someone else without their consent.”
- b. Example text might include:  
*Patient is out to peers and staff at school but not to their family, please use their birth assigned demographics in session with family or on any letters, emails, texts*
- c. Note: Local processes will be required to ensure alerts are referred to routinely for both clinical and admin functions

- d.  If any confidentiality issues around gender are identified, please consider creating a “Gender confidentiality issues” alert via the RiO alert system.



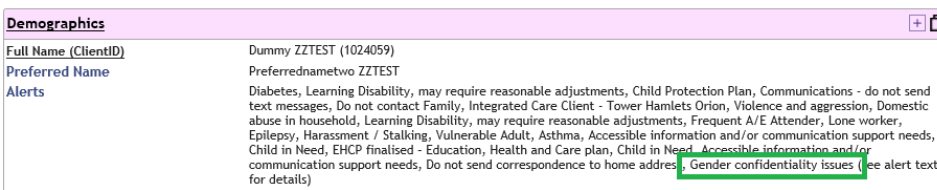
- e.



- f.



- g.

h. 

**9. Name, Alias**

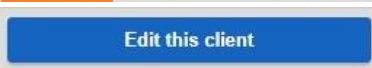
- a. As young people explore their identity their name may also change, sometimes more than once
- b. Any additional names entered in Rio will not update the NHS Spine
- c. For their name to show under their spine registered name, we must use the "Preferred Name" although young people have fed back, they do not like to use this phrase and should be titled differently on referral forms.
- d.

e. 

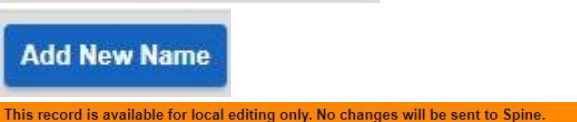
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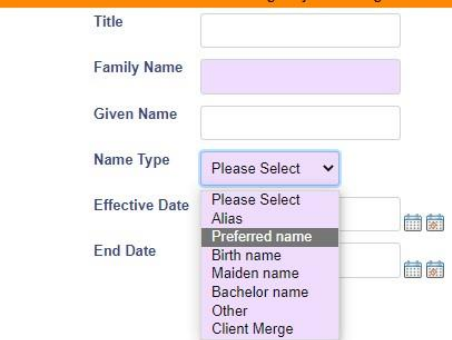
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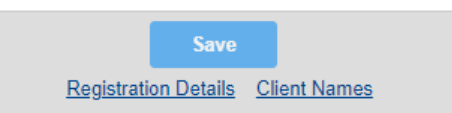
i.



j.




k.



## 10. Appendices

### a. Appendix 1: Wait Room Posters





Did you know we can  
now record your  
Gender identity, pronouns  
and name change  
on our system?



We can also make a note  
of



'Who knows what'



Speak to your Clinician

