



Freedom of Information Request: Our Reference CTMUHB_250_25

You asked:

Please provide:

1) Gender reassignment and/or transgender guidance and policies relating to staff.

As a public body, we adhere to the Human Rights Act (1998), Gender Recognition Act (2004), Equality Act (2010), and Public Sector Equality Duty (2011). These laws, acts and duties are upheld as well as any organisational specific policy.

Policy for the Recruitment and Retention of Transgender Staff (Attachment 1).

2) Gender reassignment and/or transgender guidance and policies relating to patients.

As a public body, we adhere to the Human Rights Act (1998), Gender Recognition Act (2004), Equality Act (2010), and Public Sector Equality Duty (2011). These laws, acts and duties are upheld as well as any organisational specific policy.

Positive Patient Identification Policy: Section 6.1.2.

6.1.2 Meeting the needs of transgender patients and gender variant children

People who propose undergoing, are undergoing, or have undergone 'gender reassignment', are protected under the Equality Act 2010, from direct and indirect discrimination, harassment, and victimisation. This protection does not depend on a person having had medical treatment. Others, perceived as, or associated with, transgender people are also protected. The Human Rights Act 1998 also ensures non-discriminatory treatment and provides protection of an individual's dignity and privacy. The Gender Recognition Act ensures that those who have obtained a Gender Recognition Certificate (GRC) are regarded 'for all purposes', as being of their affirmed gender, and are treated according to their post-transition gender role or status. It may be considered to be harassment to ask if a person has a GRC, so it is good practice to treat all transgender people as though they have obtained one. It is good practice to ensure that trans individuals, and also those not specifically covered by these laws, but who fall under the wider "trans" or "transgender" umbrella, are accorded patient-centred, respectful, sensitive, and flexible responses to their unique gender needs. The entire transgender population is protected to some degree by the Human Rights Act 1998 that gives further effect to rights and freedoms guaranteed under the European Convention on Human Rights.

Transgender people should be accommodated according to their presentation: the way they dress, and the name and pronouns that they currently use. This may not always accord with the physical appearance of the individual.

It does not depend upon their having a Gender Recognition Certificate (GRC) or legal name change.

Views of family members may not accord with the transgender person's wishes, in which case, the transgender person's view takes priority.

3) Policies on mixed sex and/or same sex accommodation.

We can confirm the Health Board is currently in the process of developing a policy on mixed-sex and/or same-sex accommodation. However, it is not yet available.

4) Your chaperone policy.

Your chaperone policy-CTM UHB Guidelines for Chaperone for personal care, Examination or Intimate procedures approved 11th June 2025 (Attachment 2).

5) Patient guidance and policies on pregnancy, maternity & breastfeeding.

Please see link below:

wisdom.nhs.wales/health-board-guidelines/cwm-taf-maternity-file/guideline-for-supporting-trans-people-through-maternity-services/