Equality, Diversity and Inclusion

Trans Patients

Let's Start With a Few Questions

How many 'Protected Characteristics' are there?

A. 10

B. 7

C. 9

D. 8

Age
Disability
Gender Reassignment
Marriage and Civil Partnership
Pregnancy and Maternity
Race
Religion/Belief
Sex
Sexual Orientation

Let's Start With a Few Questions

What percentage of trans people in the UK report being affected by transphobia when accessing general healthcare services?

A. 30%

B. 50%

C. 70%

D. 90%

Transphobia
Prejudice or negative attitudes, beliefs or views about trans people. This can include the fear or dislike of someone based on the fact they are, or are perceived to be trans.

Let's Start With a Few Questions

How many UK medical staff feel they have enough training to support and treat trans people?

A. 31%

B. 52%

C. 76%

D. 83%

WHEEL OF POWER/PRIVILEGE

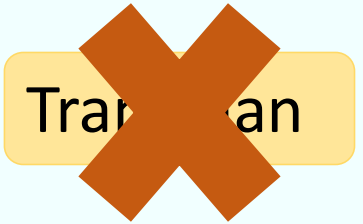


Adapted from ccrweb.ca

@sylviaduckworth

Trans Patients

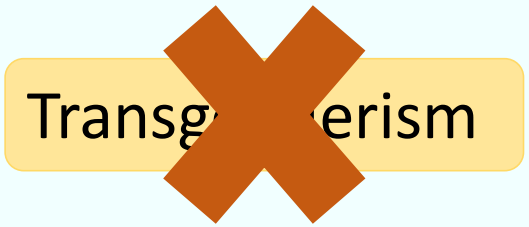
Transgender



Transsexual

Non-binary

Pronouns



Misgendering

Why This Matters at CTM UHB

The Cost of Invisibility and Fear

Why That Matters

- That was a missed opportunity for care.
- It likely had a lasting emotional impact on him and his loved ones.
- It impacted our reputation and trust in our services.
- It could have escalated into a formal complaint or legal issue under the Equality Act 2010.
- It revealed gaps in staff confidence and understanding.

Real Experience:
A trans man from our CTM catchment opted to receive pregnancy care outside of CTM, choosing Cardiff & Vale instead. The reason? He didn't feel confident that our staff could meet his needs or treat him with dignity.

Inclusive Language in Healthcare

Why Words Matter

Language Shapes Experience: Language can either affirm someone's identity or make them feel excluded. Inclusive language helps build dignity, trust and psychological safety.

Real Examples: Use 'partner' or 'parents' where it feels right for the individual.

Ask First: "How would you like me to refer to you today?" Simple. Respectful. Personal.

"I felt there was no framework of language that was inclusive of people who do not identify within the gender binary so it was consistently a triggering experience" - **non-binary/no gender, queer, Black or Black British African, disabled.**

What Does Good Care Look Like?

One of our core values at CTM is "We treat everyone with respect"

Respect Identity in Systems:

- Make sure records and forms reflect people's correct names and genders.

Introduce with Pronouns:

- Start interactions by sharing your own and asking for theirs.

Avoid Assumptions:

- Ask about family and support systems instead of guessing.

The Equality Act & Supreme Court Ruling

Legal/Policy Questions

The UK Supreme Court ruled that the term "sex" in the Equality Act 2010 refers to a person's biological sex as recorded at birth. This means that, under the Act:

- A 'woman' is a biological woman or girl (a person born female)
- A 'man' is a biological man or boy (a person born male)

If somebody identifies as trans, they do not change sex for the purposes of the Act, even if they have a Gender Recognition Certificate (GRC).

- A trans woman is a biological man
- A trans man is a biological woman

The Equality Act & Supreme Court Ruling

Addressing Questions & Concerns

Does this mean trans people are no longer protected under the Equality Act?

Are trans people now not allowed to use single-sex bathrooms, changing rooms or wards?

What if a service user complains that a trans person is in a single sex space?

Ongoing Review – Guidance may Change

Note: This is the current position, but it may change. The Welsh Government is reviewing this, and we'll update you as soon as new guidance comes out!

The Equality Act & Supreme Court Ruling

Addressing Questions & Concerns

Can we ask patients to confirm their biological sex? When is this appropriate?

What about staff uniforms, titles and access to single-sex facilities at work?

Does the ruling allow staff or patients to misgender trans people?

What about pronouns – Do we have to stop using someone's chosen name or identity?

Questions