

# **Policy to support staff who are transitioning and all trans staff**

**This policy has been equality impact assessed and adjusted to reduce any potential negative impact. The impact of the policy will be monitored and reviewed.**

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## 1. POLICY STATEMENT

It is the Health Board's intention to protect the rights of all staff, volunteers, applicants and members of the public to be treated with fairness, dignity, respect and professionalism.

The aim of the policy is to support staff who have undergone, are undergoing, or proposing to transition to another gender and to provide a safe and supportive working environment free from discrimination, harassment and intimidation. The Health Board has a zero tolerance to any form of bullying and harassment, which occur at work and out of the workplace, such as on business trips, and at work-related events, or on social media and will take all practicable steps to avoid and eliminate this. The Health Board is committed to ensuring that complaints of discrimination and harassment are dealt with quickly, effectively and with confidentiality.

The Health Board's Staff Experience Strategy aims to create great staff experience so that all parts of the community view the Health Board as a place they want to work. The Strategy recognises that people are different and promotes the importance of creating an inclusive working environment to support every staff member to bring their whole self to work. The Health Board aims for everyone to feel valued, respected and understood and as a result be treated fairly in line with our Health Board values.

## 2. BACKGROUND/CONTEXT

It is also the intention of the organisation that managers have good information and guidance on gender identity and on the implications for individuals considering or undergoing the process and steps to live in the gender they identify as SBU HB is committed to ensuring that trans individuals are treated with respect and that they are not discriminated against unlawfully. This commitment is an important aspect of its overall commitment to providing equal opportunities in employment.

This policy is intended to assist the organisation to put this commitment into practice and to help the organisation, trans individuals and other employees to deal with any practical issues that may arise.

## 3. SCOPE

This policy applies to all staff who consider themselves to be trans, including staff considering undergoing, currently undergoing or having undergone the process to transition to another gender (or any part of the identity process), their managers and colleagues. It applies to currently employed staff, potential employees, agency staff, locums, students, staff on honorary contracts and volunteers, thereafter referred to as staff in this policy. It is expected that staff will afford all individuals equal fairness, respect, dignity and professionalism at all times.

## 4. AIMS

This policy aims to:-

- Create an open, diverse and supportive work environment that meets the needs of all trans people and supports their aspirations.

- Provide general advice and guidance to build understanding around trans issues and gender identity.
- Assist managers in supporting staff who have changed their gender identity before joining the organisation where support is needed/requested.
- Assist managers in supporting staff who may be considering changing or are changing their gender identity whilst employed by the Health Board.
- To support trans staff, their managers, colleagues and all other staff in maintaining a professional working environment that embraces diversity, promotes fairness and equity for all and is in keeping with Health Board values.

## 5. OBJECTIVES

The guiding principle supporting this policy is to support staff and managers to create a fair and equal culture in which staff are protected from discrimination, harassment and victimisation on the grounds of their trans status.

## 6. THE LEGAL FRAMEWORK

The Equality Act came into force in October 2010 – simplifying and harmonising protection offered to people from discrimination, harassment and victimisation (public sector organisations also have the duty to promote equality and foster good relations between all protected characteristics).

Protection from discrimination in the workplace and in the provision of goods, facilities and services is offered to people who intend to undergo, are undergoing or have undergone a process – or part of a process - to reassign that person’s gender by changing psychological or other attributes of gender. The process described in the Equality Act is often known as ‘transition’.

There is no requirement for a trans person to have any kind of medical supervision or intervention in order to be protected from gender reassignment discrimination and it covers those who associate with trans people and those who are perceived to be trans.

A transition is a personal process rather than a medical process. This may include undergoing medical procedures or may include changing names, pronouns, choosing to dress in a different way and living in their self-identified gender as part of the personal process of change.

Some trans people obtain Gender Recognition Certificates under the Gender Recognition Act 2004. The Certificate recognises their acquired gender status for all legal purposes. It enables those whose birth was registered in the UK to obtain a new birth certificate, get married in their acquired gender and when needed, their death certificate will be in their acquired gender. It gives people an enhanced right to privacy about their trans history.

## 7. CONFIDENTIALITY

The Health Board will keep a person’s trans status in the strictest confidence in line with the person’s wishes and the law. It is against the law to:

- ask an employee if they have a Gender Recognition Certificate (GRC)
- disclose someone’s trans status/history.

Regardless as to whether or not a member of staff holds a GRC, the Health Board will not disclose if they identify as trans or that they propose to transition unless it obtains their consent to do so. They will be treated no differently or no less favourably than any other employee.

The employee may want to tell their manager about their situation so that they can provide support but the manager must not tell anyone else without the employee's permission.

## **8. RECRUITMENT AND SELECTION**

This section outlines specific recruitment issues in relation to trans staff and should be read in the context of applicable recruitment policies that provide further detail of every stage.

Swansea Bay UHB welcomes applications for employment from trans individuals and all applicants can be assured of equal and fair treatment. It should not be expected that applicants and interviewees for employment would wish to disclose their gender identity or trans status/history. It is neither a relevant criterion for selection for a post, nor a question that should be asked at interview or alluded to in the recruitment and interview process.

Very occasionally, there may be genuine occupational factors that legitimately restrict applicants. This is known as a 'Genuine Occupational Requirement' (GOR). Very careful consideration should be given before applying a GOR. Such restrictions are rare, and if wrongly applied, unlawful. The Equality and Human Rights Commission (EHRC) provides advice on the use of GORs (under occupational requirements in the Employment Statutory Code of Practice). You are advised to contact HR to discuss if you are considering this

## **9. DISCLOSURE AND BARRING SERVICES (DBS)**

Candidates shall be informed via the advert and job description where further screening is necessary e.g. Disclosure and Barring Service (DBS) checks. There is a confidential DBS process specifically for trans applicants, who should contact the DBS sensitive applications line on 0151 676 1452 or email [sensitive@db.sgsi.gov.uk](mailto:sensitive@db.sgsi.gov.uk) for further advice about completing the form.

## **10. RECORD KEEPING**

Any records and information in relation to trans staff should be treated as sensitive data under the Data Protection Act 2018.

### **10.1. References**

When asked for a reference for a trans person, the usual principles of fairness and accuracy apply. If asked for a reference from someone who has transitioned since leaving your employment (or given a referee's name from before they transitioned), it is advisable to make direct contact with the ex-employee to discuss their preference for names and titles. Clearly the content of the reference in terms of capabilities, experience etc. will be the same but care must be taken around the use of pronouns and names.

## **10.2. Work Permits**

Staff who are working in the Health Board on a work permit or student visa are asked to comply with any work permit/visa regulations, which may relate specifically to name change or gender identity, in order that the work permit/visa continues to be valid.

## **10.3. National Insurance**

Staff who change their name will need to inform the local Department of Work and Pensions and will pay National Insurance (NI) contributions on the basis of their affirmed gender if they choose to provide their Gender Reassignment Certificate (GRC).

People will be referred to in their new gender pronouns by HM Revenue and Customs, but they will still be members of their original birth gender for National Insurance purposes unless and until they choose to provide a GRC.

It must be noted that trans staff are under no obligation to provide a GRC or disclose their trans status.

## **10.4. Pensions**

An employee's transition may affect their pension. The individual should contact their Pensions Manager to discuss such matters to ensure such a smooth transition.

## **10.5. Professional Registration**

Those staff who are professionally registered are advised to contact their professional bodies to find out whether there are any specific requirements in terms of name changes etc. If the employer has to keep evidence of professional status or qualifications, the manager must discuss with the member of staff how to retain such evidence on file so as not to compromise or breach disclosure of protected information.

## **11. SUPPORTING STAFF GOING THROUGH TRANSITION**

It is important to note that this process needs to be person led as some people may want limited or no interaction from their employer beyond what is necessary during this process.

Transitioning is a unique process for each individual and may include any number of changes to a person's life. It is essential to maintain trusting and open relationships between the key individuals. It is also important to remember that this is a massive undertaking for the individual and they may experience fluctuations in emotions, confidence and commitment at any stage of the process and may require appropriate support accordingly.

Over time, some individuals may require less contact as they become established following transition. However, it is important to provide a range of direct and indirect support for trans staff through networks, positive role models wherever possible, mentoring etc. It is also important that whilst the individual's status is not disclosed further than what is agreed

between individuals and managers, every effort should be taken to train and educate staff and to encourage an open and accepting culture of people from all 'protected groups' under the Equality Act 2010.

## **11.1 Examples of Practical Issues**

This list is not exhaustive but may include the following:

### **Use of facilities**

Any trans person should be free to select the facilities they find most appropriate to their gender identity in which they present. Employers must not discriminate against anyone on the basis of their gender identity. Gender-neutral toilets and changing facilities can be helpful in reducing barriers for trans people. It is never acceptable to ask a trans person to use an accessible toilet for disabled people or gender neutral toilets.

### **Dress/Uniform code**

Staff uniforms are mostly gender neutral but the individual should be encouraged to wear clothes in which they feel comfortable whilst meeting the standards of the All Wales Uniform Policy.

### **Absences from work**

The member of staff may be absent for medical reasons associated with the transition process. These absences should not be counted towards the review prompt for the management of sickness absence.

### **Respect and try to accommodate requests for anonymity**

Transitioning can be a difficult process and trans colleagues may not want any attention (preferring relocation for example). Any change like this must be led by the trans employee working with their employer.

### **Dignity**

Any incidence of bullying and harassment will not be tolerated and will be addressed promptly under the Health Board's Dignity at Work and Disciplinary policies.

Intentionally calling someone by their birth name after they have changed their name (known as Deadnaming) is unacceptable. Continued and deliberate Deadnaming may result in action being taken under the Health Board's Dignity at Work and Disciplinary policies.

Further information, advice, guidance and support is available from a number of organisations (see Appendix 3).

## **12. MANAGERIAL RESPONSIBILITIES**

Managers have responsibility to ensure compliance with this policy and to provide support to any Trans\* staff.

## **13. GRIEVANCES**

The NHS in Wales encourages grievances to be resolved informally by the employee through discussion with their line manager, or through a process of mediation. Where an issue cannot be resolved informally, any member of staff who has a grievance arising from the application of this policy should raise it through the Health Board's Grievance Procedure with advice from the local Workforce Team.

## **14. TRAINING**

Appropriate training and guidance on equality, diversity and human rights and human resources management practices associated with this Policy will be provided for managers, supervisory staff and other individuals as required.

## **15. IMPLEMENTATION**

The policy will be published on the Health Board's intranet website Approved Policies page.

## **16. EQUALITY AND DIVERSITY**

Swansea Bay UHB values the diversity of its workforce. Our aim is therefore to provide a safe environment where all employees are treated fairly and equally and with dignity and respect. The Health Board recognises that the promotion of equality and human rights is central to its work both as a provider of healthcare and as an employer. This policy has been impact assessed to ensure that it promotes equality and human rights.

## **17. REVIEW**

This Policy will be reviewed after one year, or sooner, as required.

## Appendix 1: Glossary of Terms

<b>Ally</b>	A (typically) straight and/or cis person who supports members of the LGBT+ community.
<b>Asexual (or ace)</b>	Someone who does not experience sexual attraction.
<b>Bi / bisexual</b>	Refers to an emotional and/or sexual orientation towards more than one gender.
<b>Biphobia</b>	The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.
<b>Cisgender or Cis</b>	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
<b>Coming out</b>	When a person tells someone/others about their identity as lesbian, gay, bi or trans.
<b>Deadnaming</b>	Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition. Deadnaming is not acceptable.
<b>Gay</b>	Refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as <i>gay</i> rather than lesbian.
<b>Gender</b>	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
<b>Gender dysphoria</b>	Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the gender they were assigned at birth.
<b>Gender expression</b>	How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not confirm to societal expectations of gender may not, however, identify as trans.
<b>Gender identity</b>	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.
<b>Gender reassignment</b>	Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice.

<b>Gender Recognition Certificate (GRC)</b>	This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and applicants currently have to be over 18 to apply. Applicants do not need a GRC to change their gender markers at work or to legally change their gender on other documents such as their passport.
<b>Gillick competence</b>	A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental permission or knowledge.
<b>Heterosexual / straight</b>	Refers to a person who has an emotional, romantic and/or sexual orientation towards people of the opposite gender.
<b>Homosexual</b>	This might be considered a more medical term used to describe someone who has an emotional romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.
<b>Homophobia</b>	The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.
<b>Intersex</b>	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.
<b>LGBT/LGBT+</b>	The acronym for lesbian, gay, bi, trans, queer and all other ways an individual may identify.
<b>Lesbian</b>	Refers to a woman who has an emotional, romantic and/or sexual orientation towards women.
<b>Neurodiverse</b>	A concept where neurological differences are recognised and respected in the same way as any other human difference.
<b>Non-binary</b>	An umbrella term for a person who does not identify as only male or only female, or who may identify as both.
<b>Outed</b>	When an LGBT+ individuals sexual orientation or gender identity is disclosed to someone else without their consent.
<b>Person with a trans history</b>	Someone who identifies as male or female or a man or woman, but was assigned differently at birth. This is increasingly used by people to acknowledge a trans past.
<b>Pansexual</b>	Refers to a person whose emotional, romantic and/or sexual attraction towards others is not limited by biological sex, gender or gender identity.

<b>Passing</b>	If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/ or behaviour which is historically or culturally associated with a particular gender.
<b>Pronoun</b>	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 and ze / zir.
<b>Queer</b>	In the past a derogatory term for LGBT+ individuals. The term has now been reclaimed by LGBT+ young people in particular who don't identify with traditional categories around gender identity and sexual orientation but is still viewed to be derogatory by some.
<b>Questioning</b>	The process of exploring your own sexual orientation and/or gender identity.
<b>Sex</b>	Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.
<b>Sexual orientation</b>	A person's emotional, romantic and/or sexual attraction to another person.
<b>Trans</b>	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) Transgender, Transsexual, Gender-queer (GQ), Gender-fluid, Non-binary, Gender-variant, Crossdresser, Genderless, Agender, Nongender, Third gender, Two-spirit, Bi-gender, trans man, trans woman, trans masculine, trans feminine and Neutrois.
<b>Trans man</b>	A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male
<b>Trans woman</b>	A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.
<b>Transitioning</b>	The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things and different timescales. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might

	involve things such as telling friends and family, dressing differently and changing official documents.
<b>Transphobia</b>	The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.
<b>Transsexual</b>	This was used in the past as a more medical term (similarly to homosexual) to refer to someone who transitioned to live in the 'opposite' gender to the one assigned at birth. This term is still used by some although many people prefer the term trans or transgender.

## **APPENDIX 2: ADDITIONAL LEGISLATION INFORMATION**

### **EQUALITY ACT 2010**

The Equality Act protects an individual under the protected characteristic of gender reassignment from the point at which the individual:

- makes their intention to seek gender reassignment known to someone;
- proposes to undergo gender reassignment, even if they take no further steps or decide to stop later;
- starts or continues to dress, behave or live (full time or part time) in the gender they identify with;
- undergo treatment related to gender reassignment; or
- has received gender recognition under the Gender recognition Act 2004.

### **THE DATA PROTECTION ACT 2018 (GDPR)**

Under the Data Protection Act 2018, transgender status and gender reassignment constitute “sensitive data” for the purposes of the legislation. It can only be processed for certain specified reasons set out in the Act. GDPR applies whether they have obtained legal recognition or not. It is best practice to assume any trans\* individual has gender recognition and treat them accordingly. Please contact the ABM UHB Governance team for further advice.

### **THE HUMAN RIGHTS ACT 1998**

This Act applies equally to the treatment of all trans people. The following articles of the Human Rights Act are of particular relevance:

#### **Article 2: The Right to Life**

Everyone’s right to life shall be protected by law. Not only does the state have to refrain from unlawfully taking the life of any of its citizens, it also has to put systems in place to protect life (for example, by ensuring effective policing) and take action to protect life where a particular person is in real and immediate danger (for example where a person at risk of suicide is receiving treatment in a hospital, the state must put in place safeguards to prevent that person from taking their own life). This right also has an investigative obligation attached to it. For example, the state must hold an investigation (usually in the form of an inquest) into deaths that occur when someone is detained by the state (for example in hospital or in prison).

#### **Article 5: The Right to Liberty and Security**

Everyone has the right to personal freedom which means they must not be imprisoned or detained without good reason. There are certain circumstances in which public authorities can detain individuals. This applies, for example, if person has a mental health condition which makes it necessary to detain the person.

## **Article 8: The Right to Respect for Private and Family Life**

Everyone has the right to respect for their private and family life, their home and their correspondence. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

## **Article 10: The Right to Freedom of Expression**

Everyone has the right to freedom of expression. This right includes the freedom to hold opinions and to receive and impart information and ideas without interference by public authorities.

## **Article 12: The Right to Marry and Start a Family**

Men and women of marriageable age have the right to marry and found a family, according to the national laws governing the exercise of this right.

## **Article 14: Prohibition of Discrimination**

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

## **The GENDER RECOGNITION ACT 2004**

The Gender Recognition Act 2004 provides trans people with legal recognition in their acquired gender. Legal recognition follows from the issue of a Gender Recognition Certificate (GRC) in cases where the gender recognition panel (a judicial body of lawyers and doctors) is satisfied that the applicant

- has or has had gender dysphoria
- has lived in the acquired gender for at least two years prior to the application and
- intends to continue to live permanently in the acquired gender.

The panel or the Secretary of State can also apply for medical evidence, marital status and other information, which must be provided for an application to be successful. Following successful application, a trans person will acquire the rights and responsibilities of their acquired gender from the date of recognition. It should be noted that surgery, or any other gender reassignment treatment, such as hormone therapy, is not a requirement for the issue of a GRC.

Legal recognition has the effect that, for example, a female to male transsexual person is recognised as a man for all purposes and a male to female transsexual person is recognised as a woman – in law.

Upon the issue of GRC, the person assumes all legal rights of their new gender, including the right to marry someone of the opposite gender to their acquired gender, be eligible for the state

retirement pension and other benefits at the age appropriate to their acquired gender. If their birth gender has been registered in the UK, they will receive a new (short form) birth certificate in their acquired name and gender, and can apply for the appropriate full birth certificate according to their date of birth.

Individuals who are not married or in a civil partnership can apply for a full GRC. Following the Marriage (Same Sex Couples) Act 2013, many applicants who are married or in a civil partnership are now able to apply for their gender recognition without ending their marriage or civil partnership. Their eligibility will depend on whether their marriage or civil partnership was registered and may depend on whether their spouse consents to remaining in the marriage following their gender recognition. All applicants who are married or in a civil partnership and who wish to end their relationship can still choose to apply for an interim GRC which they can use to annul or dissolve their existing legal relationship.

Section 22 of the Gender Recognition Act re-enforces the right to privacy for trans people in that it is **“an offence for a person who has acquired protected information in an official capacity to disclose the information to any other person.”**

“Protected Information means information which relates to a person who has made an application under the Gender Recognition Act. This covers both the fact of the application itself and, if the application was successful, the fact that the individual was previously of the opposite gender to the one in which they are now legally recognised.

A person acquires information in an “official capacity” if they are acting:-

- As an employer, or prospective employer, of the person to whom the information related or as a person employed by such an employer or prospective employer or
- In the course of, or otherwise in connection with, the conduct of business or the supply of professional services

It is not an offence to disclose information obtained in these circumstances if any of the following apply:-

- the information does not enable the person to be identified
- that person has agreed to the disclosure of the information (preferably a written agreement)
- the person making the disclosure genuinely does not know or believe that a full gender recognition certificate has been issued
- the disclosure is in accordance with an order of a court or tribunal
- the disclosure is for the purposes of instituting proceedings before a court or tribunal
- the disclosure is for the purposes of preventing or investigating crime
- the disclosure if made to the Registrar General for England and Wales, the Registrar General for Scotland or the Registrar General for Northern Ireland
- the disclosure is made for the purposes of the social security system or a pension scheme
- the disclosure is in accordance with provisions made through regulations which the Secretary of State is permitted to make under the Gender Recognition Act.

## APPENDIX 3: FURTHER INFORMATION AND SUPPORT

Further information, advice, guidance and support is available from the following:

Gender Identity Research and Education Society (GIRES) –  
<http://www.gires.org.uk/>

Equality and Human Rights Commission – [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

A-GENDER – <http://www.agender.org.uk>

- the employee support network for transsexual, transgender and intersex staff in all parts of the civil service and associated government agencies across the UK

UNISON – [www.unison.org.uk](http://www.unison.org.uk)

UNISON has a confidential national transgender caucus that any trans member can join by emailing [out@unison.co.uk](mailto:out@unison.co.uk). UNISON also provides a variety of trans equality guidance resources for trans employees and trade union reps.

The Gender Trust is a registered charity which specifically helps adults who are transsexual, gender dysphoric or transgender. [www.gendertrust.org.uk](http://www.gendertrust.org.uk)

The Workplace and Gender Reassignment – A Guide for Staff and Managers, Agender, 2011  
Unique Transgender a social and mutual support network, serving North Wales and Cheshire.  
[www.uniquetg.org.uk](http://www.uniquetg.org.uk)

Stonewall Cymru – [www.stonewall.org.uk](http://www.stonewall.org.uk)

This policy was written with reference to:

GIRES 2011 Guidelines for employers - Legal protection and good practice for gender variant, transsexual and transgender people in the workplace - Author Terry Reed with acknowledgements to Chris Hughes and Heather Salmon.

Workplace and Gender Reassignment - A Guide for Staff and Managers

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/308050/The\\_Workplace\\_Guide\\_Nov\\_2013.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/308050/The_Workplace_Guide_Nov_2013.pdf)

**From:** SBU Inquiries

**Sent:** 05 September 2019 10:25

**To:** Adel Davies (Swansea Bay UHB - Surgical Specialties) <Adel.Davies@wales.nhs.uk>; Amanda Smith (Swansea Bay UHB - Postgraduate Centre) <Amanda.Smith5@wales.nhs.uk>; Angela Kind (ABM ULHB - Estates) <Angela.Kind@wales.nhs.uk>; Bellina Jenkins (Swansea Bay UHB - Children's Services) <Bellina.Jenkins@wales.nhs.uk>; Brian Owens (Swansea Bay UHB - NPT DeliveryUnit) <Brian.Owens@wales.nhs.uk>; Cathy Dowling (Swansea Bay UHB - Corporate Nursing) <Cathy.Dowling2@wales.nhs.uk>; Ceri Matthews (Swansea Bay UHB - Clinical support services) <Ceri.Matthews@wales.nhs.uk>; Christine Morrell (Swansea Bay UHB - Therapies And Health Sciences) <Christine.Morrell@wales.nhs.uk>; Darren Griffiths (Swansea Bay UHB - Corporate) <Darren.Griffiths@wales.nhs.uk>; David Murphy (Cwm Taf Morgannwg - Deputy Head of Health and Safety) <David.Murphy3@wales.nhs.uk>; David Roberts (Swansea Bay UHB - Mental Health & Learning Disabilities) <David.Roberts2@wales.nhs.uk>; Debbie Bennion (Cwm Taf Morgannwg - Unit Nurse Director) <Debbie.Bennion@wales.nhs.uk>; Des Keighan (Swansea Bay UHB - Estates) <Des.Keighan@wales.nhs.uk>; Dougie Russell (Swansea Bay UHB - Musculo Skeletal) <Dougie.Russell@wales.nhs.uk>; Eve Jeffery (Swansea Bay UHB - Mental Health And Learning Disabilities) <Eve.Jeffery@wales.nhs.uk>; Fiona Reynolds (Swansea Bay UHB - Singleton Hospital ) <Fiona.Reynolds@wales.nhs.uk>; Gareth Howells (Swansea Bay UHB - Nursing) <Gareth.Howells3@wales.nhs.uk>; Gemma Otter (Swansea Bay UHB - Anaesthetic) <Gemma.Otter@wales.nhs.uk>; Helenna Jarvis-Jones (Swansea Bay UHB - Medicine Directorate, Morriston Hospital) <Helenna.Jarvis-Jones@wales.nhs.uk>; Hilary Dover (Swansea Bay UHB - Primary and Community Services) <Hilary.Dover@wales.nhs.uk>; Jan Worthing (Swansea Bay UHB - Singleton Hospital) <Jan.Worthing@wales.nhs.uk>; Jonathan Goodfellow (Cwm Taf Morgannwg - Medical Director & Consultant Cardiologist) <Jonathan.Goodfellow@wales.nhs.uk>; Kathryn Jones (Swansea Bay UHB - Workforce and OD) <Kathryn.Jones25@wales.nhs.uk>; Kim Clee (Swansea Bay UHB - Workforce) <Kim.Clee@wales.nhs.uk>; Lesley Jenkins (Swansea Bay UHB - NPT Locality) <Lesley.Jenkins@wales.nhs.uk>; Linda Bevan (Swansea Bay UHB - Morriston Managed Unit) <Linda.Bevan@wales.nhs.uk>; Lynne Hamilton (Swansea Bay UHB - Finance) <Lynne.Hamilton@wales.nhs.uk>; Malcolm Thomas (Swansea Bay UHB - Corporate Services) <Malcolm.M.Thomas@wales.nhs.uk>; Martin Bevan (Swansea Bay UHB - Neath Port Talbot Locality) <Martin.Bevan@wales.nhs.uk>; Matt John (Swansea Bay UHB - Informatics Directorate) <Matt.DMJ.John@wales.nhs.uk>; Mike James (Swansea Bay UHB - Corporate Hospital Management) <Mike.James3@wales.nhs.uk>; Neil Miles (Swansea Bay UHB - Surgery Service Group) <Neil.Miles@wales.nhs.uk>; Pamela Wenger (Swansea Bay UHB - Corporate Governance) <Pamela.Wenger@wales.nhs.uk>; Rhian Thomas (Swansea Bay UHB - Estates) <rhian.thomas1@wales.nhs.uk>; Richard Evans (Swansea Bay UHB - Medicine) <Richard.Evans9@wales.nhs.uk>; Sandra Husbands (Swansea Bay UHB - Public Health) <Sandra.Husbands@wales.nhs.uk>; Sian Harrop-Griffiths (Swansea Bay UHB - Strategy) <Sian.Harrop-Griffiths@wales.nhs.uk>; Silvana Gad (Swansea Bay UHB - Primary & community Services Delivery Un) <Silvana.Gad@wales.nhs.uk>; Susan Bailey (Swansea Bay UHB - Communications) <Susan.Bailey@wales.nhs.uk>; Susan Cooper (Swansea Bay UHB - Liberty Safeguard) <Susan.Cooper@wales.nhs.uk>; Tracy Myhill (Swansea Bay UHB - Corporate) <Tracy.Myhill@wales.nhs.uk>; Vicky Warner (Swansea Bay UHB - Primary Care, Community Services) <Vicky.Warner@wales.nhs.uk>; Victoria Gibbs (Swansea Bay UHB - Surgical Service Group) <Victoria.Gibbs@wales.nhs.uk>

**Cc:** Catrin Evans (Swansea Bay UHB - Strategy) <Catrin.A.Evans@wales.nhs.uk>; Clare Dauncey (Swansea Bay UHB - Human Resources) <Clare.Dauncey@wales.nhs.uk>; Ebony Smith (Swansea Bay UHB - Corporate Services) <Ebony.Smith@wales.nhs.uk>; Francesca Proietti (Swansea Bay UHB - Informatics Directorate) <Francesca.Proietti@wales.nhs.uk>; Kirsty Joseph (Swansea Bay UHB - Corporate Services) <Kirsty.Joseph@wales.nhs.uk>; Linda Smith (Swansea Bay UHB - Nursing Divison) <Linda.Smith@wales.nhs.uk>; Lyn Westacott (Swansea Bay UHB - Strategy )

<Lyn.Westacott@wales.nhs.uk>; Paula Picton (Swansea Bay UHB - Strategy)  
<Paula.Picton@wales.nhs.uk>; Sally Anne Jones (Swansea Bay UHB - Executive Medical Directors  
Dept) <Sallyanne.Jones@wales.nhs.uk>; Sonja Anderson (Swansea Bay UHB - Finance)  
<Sonja.Anderson@wales.nhs.uk>; Tracey Rowe (Swansea Bay UHB - Corporate Services)  
<Tracey.Rowe@wales.nhs.uk>

**Subject:** Policy

I write to advise that the following policy has been added to the Corporate Policies database:

- Policy to support staff who are transitioning and all trans staff

The policy is available to view via the [corporate policy database](#).

Gwasanaethau Corfforaethol / Corporate Services  
Bwrdd Iechyd Prifysgol Bae Abertawe/ Swansea Bay University Health Board  
Pencadlys / Headquarters  
Un Porthfa Talbot/ One Talbot Gateway, Baglan, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe  
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board