

**Freedom of Information Request**

**Ref: 24-533**

25 July 2024

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**Please provide:**

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

We do not have any specific HR policies relating to gender reassignment. The Family, Compassionate & Other Leave Policy (attached) contains the following at section 6.10 Gender reassignment: "Employees attending outpatient appointments associated with their transition can take paid leave for up to 3 appointments in any 12 month period."

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

We have a process but we do not have written guidance or policies written down for Gender reassignment and/or transgender relating to patients.

**3) Related Equality Impact Assessments if separate**

Equality Impact Assessments (EIA) are part of our Quality and Equality Impact Assessment (QEIA) for proposed Trust change schemes Policy (attached). The EIA is a standalone tool that is also a subsection of the QEIA document. It is used for assessing the impact of proposed service changes by giving careful consideration to the nine protected characteristics as defined in the Equality Act 2010.

**4) Policies on mixed sex and/or same sex accommodation**

Please see the attached policy Delivering Single Sex Accommodation

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

#### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**