

Date: 11th June 2025
Ref: CORP 25/26 - 023

Dear xxx

Freedom of Information request: Gender Reassignment and/or Transgender, Chaperone and Maternity Guidance and Policies (CORP 25/26 – 023)

Thank you for your request for information which the Trust received on 30th April 2025.

Your Request:

- 1) *Gender reassignment and/or transgender guidance and policies relating to staff.*
- 2) *Gender reassignment and/or transgender guidance and policies relating to patients.*
- 3) *Policies on mixed sex and/or same sex accommodation.*
- 4) *Your chaperone policy.*
- 5) *Patient guidance and policies on pregnancy, maternity & breastfeeding.*
- 6) *Related Equality Impact Assessments if separate.*
- 7) *If your policies are under review or have been withdrawn, please provide those policies, the date each policy was placed under review or withdrawn, and timetable for development and approval of replacement policies, and internal and external consultation lists.*

Please find the Trust's response below:

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

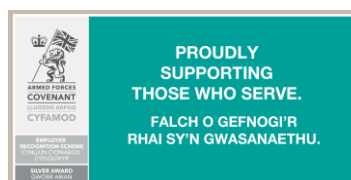
<https://velindre.nhs.wales/about-us/policies/workforce-and-organisational-development/> - WF46 Supporting Transgender Staff. This is currently being reviewed internally and the new policy will be uploaded to our website when approved.

There are no policies/guidance in relation to questions **2** to **6**.

Velindre University NHS Trust is a nationally recognised specialist centre of excellence for the provision of non-surgical oncology including radiotherapy and chemotherapy; specialist palliative care; blood transfusion; specialist immunohaematology; antenatal blood testing reference work; and transplant immunology. The Welsh Blood Service collects processes and delivers blood and blood products to hospitals across Wales.

7) If your policies are under review or have been withdrawn, please provide those policies, the date each policy was placed under review or withdrawn, and timetable for development and approval of replacement policies, and internal and external consultation lists.

Mae Ymddiriedolaeth GIG Prifysgol Felindre yn hapus i dderbyn gohebiaeth yn y Gymraeg neu'r Saesneg.
Velindre University NHS Trust is happy to receive communication in Welsh or English.



Whilst our current policy had a review date of May 2022, the Trust has a status quo position for all policies when in review, meaning the current policy remains in force until revised or archived (with approval through our Governance processes).

We are unable to produce a timeline for the review as we are awaiting further guidance to be published by the European Human Rights Commission (EHRC). Their website states: **“Our updated guidance will be available in due course. We are working at pace to incorporate the implications of the Supreme Court’s judgment”**, without this we cannot move forward with policy development.

With regards to consultations, we take guidance from EHRC, Chartered Institute of Personnel and Development (CIPD) and Advisory, Conciliation and Arbitration Services (ACAS).

I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

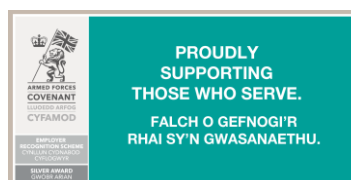
You should forward your complaint to:

Mr Ian Bevan via FOI.VUNHST@wales.nhs.uk
Head of Information Governance
Velindre University NHS Trust
2, Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff, CF15 7QZ

Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:

Information Commissioner's Office - Wales
2nd Floor
Churchill House
Churchill Way
Cardiff
CF10 2HH
Telephone: 0330 414 6421
Email: wales@ico.org.uk

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Yours sincerely

Non Gwilym
Interim Director of Corporate Governance
Velindre University NHS Trust
2 Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

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