

Reference:	FOI.20018.26
Subject:	Gender reassignment/transgender guidance
Date of Request:	25 March 2026

Requested:

1. Gender reassignment and/or transgender guidance and policies relating to staff - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not.
2. Gender reassignment and/or transgender guidance and policies relating to patients including policies on mixed sex /same sex accommodation - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not.
3. Single sex spaces and/or bed management guidance and policies - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not.
4. Related Equality Impact Assessments if separate
5. Details of any EDI schemes, consultancy or training that the Trust currently participates in (or has subscribed to in the last 24 months) which incorporates trans policy advice eg Stonewall Proud Employers, NHS Rainbow Badges, Inclusive Companies, LGBT Foundation, or any local LGBT organisations. Please provide a weblink to the scheme/organisation.

Response:

1. - 3. Hywel Dda University Health Board (UHB) confirms that its gender reassignment and/or transgender guidance and policies including those relating to same sex accommodation and bed management, have not been changed or updated since 16 April 2025. However, following the recent receipt of legal advice, the UHB will be undertaking a review of all policies and updating them accordingly, in due course.
4. The Equality Impact Assessments will form part of the policy reviews.
5. The UHB has not subscribed to or sought advice from any schemes detailed in your request, during the 2024/25 and 2025/26 financial years. However, the UHB has sought external legal advice to inform on the review of its policies.