

Reference:	FOI.5242.21
Subject:	Gender Recognition Certificates
Date of Request:	3 February 2021

Requested:

1. How many members of your medical staff have a GRC (Gender Recognition Certificate)?
2. How many members of your medical staff identify as transgender who do not hold a GRC?
3. Does your trust restrict doctors or nurses with a GRC who are legally recognised as female from conducting intimate exams on females (e.g. smear tests, pelvic exams, breast exams)?
4. Does your trust restrict any of the duties of nurses and doctors who identify as transgender who do not hold a GRC in relation to their work with male or female patients?

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with the information requested for questions 1 and 2, as it is estimated that the cost of answering your request would exceed the "appropriate level" as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The "appropriate level" represents the estimated cost of one person spending 18 hours or (2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

In order to provide you with the requested information, the UHB would need to undertake a manual trawl of all medical staff personnel records, to identify any information that fulfils your request as this information is not recorded centrally.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

Under section 16 of the FoIA, we are required, as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under FOIA.

3. The UHB confirms that it does not restrict doctors or nurses with a GRC, who are legally recognised as female, from conducting intimate exams on females. The UHB adheres to The Gender Recognition Act 2004 (GRA), which gives transgender people the right to gain legal recognition of their chosen gender.

Additionally, the UHB has a Supporting Transgender Staff Policy. This information is already within the public domain; therefore, the UHB has applied an exemption under Section 21 of the Freedom of Information Act 2000, as the information is accessible by another means.

For ease of reference please click on the attached link which will take you directly to the policy:

[Policies and written control documents - Hywel Dda University Health Board \(nhs.wales\)](#)

4. The UHB confirms that it does not restrict any of the duties of nurses and doctors, who identify as transgender, who do not hold a GRC in relation to their work with male or female patients.

The UHB is committed to providing a safe comfortable environment where patients and staff can be confident that best practice is being followed at all times, dignity and privacy is being respected, and the safety of everyone is of paramount importance. A copy of the UHB's Chaperone Procedure Policy has been provided, at Attachment 1.