

**Policy/Service: Statement Gender Reassignment**

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**Background**

- Description of the aims of the policy/service
- Context in which the policy/service operate

Ashford and St Peters is an acute trust employing 3, 466 staff based in the Southeast Coast.

The Trust understands that staff work best for patients when they can strike a healthy balance between work and other aspects of their life outside work and that people work best when they can be themselves. The Gender Reassignment Policy forms part of the Trust's approach to work life balance and Improving Working Lives.

Since 1 May 1999 an amendment to the Sex Discrimination Act 1975 has meant that individuals have had the right not to be discriminated against because they are proposing to undergo, are undergoing or have undergone gender reassignment. Further regulations came into force from 6 April 2008, which extend protection to include the provision of goods, services and housing in accordance with the general provisions of Part III of the Sex Discrimination Act.

**The aims of this policy are to**

- Support the individual member of staff
- Provide a framework for management
- Reflect the overriding duty of care for patient
- Ensure that safeguards are in place to protect patients, of staff and colleagues

Details are available in the full policy.

**Methodology**

- A brief account of how the likely effects of the policy was assessed (consider race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age) outlining the data sources and any other information used
- The consultation that was carried out (who, why and how?)

The Lesbian, Gay and Bisexual and Transgender (LGBT) Network were consulted in the development of the policy and a number of groups were involved in the process including Human Resource Professionals, Staff Side groups, the Equality and Diversity Steering Group and Operational Management Groups

**Key Findings**

- Describe the results of the assessment
- Identify if there is adverse or a potentially adverse impacts for any equalities groups

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It was recognised that Transgender can be interpreted differently and that there are also a number of other terms used broadly under the umbrella of Transgender. In the UK context, a **transsexual** person is a person who wishes to obtain, or obtains medical gender reassignment procedures sometimes including surgery to alter the genitals, in order to live permanently in their new gender role. A **transgender** person may also live permanently in their new gender role, but without undertaking gender reassignment surgeries, though some will have hormone therapy. Or a transgender person can be someone who is not intending to live permanently in their new gender role and undergo gender reassignment surgeries, but who may take hormones, or who might choose not to use any bodily modification process, but still identify as a trans person. The term trans people is also used.

**Conclusion**

- Provide a summary of the overall conclusions

The trust recognises that transgender staff will have varying needs in relation to support and each situation will be dealt with on a case by case basis within the broad framework of the policy.

**Recommendations**

- State recommended changes to the proposed policy/service as a result of the impact assessment
- Where it has not been possible to amend the policy/service, provide the detail of any actions that have been identified
- Describe the plans for reviewing the assessment

The need for a gender recognition certificate to change a name has been removed.

Changes will be incorporated on an on going basis following feedback from the various groups, particularly, the LGBT network. Full account will also be taken of any new legislation.

**Guidance on Equalities Groups**

<b>Race and Ethnic origin</b> (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)		<b>Religion or belief</b> (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)			
<b>Disability</b> (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)		<b>Sexual orientation including lesbian, gay and bisexual people</b> (consider whether the policy/service promotes a culture of openness and takes account of individual needs)			
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<b>Gender</b> (consider care needs and employment issues, identify and remove or justify terms which are gender specific)	<b>Age</b> (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)
<b>Culture</b> (consider dietary requirements, family relationships and individual care needs)	<b>Social class</b> (consider ability to access services and information, for example, is information provided in plain English?)