



Ref: FOIA Reference 2024/25-216

Royal Stoke University Hospital  
Data, Security and Protection  
Newcastle Road  
Stoke-on-Trent  
Staffordshire  
ST4 6QG

Date: 9<sup>th</sup> July 2024

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear Sir/madam

I am writing in response to your email dated 28<sup>th</sup> June 2024 requesting information under the Freedom of Information Act (2000) regarding Gender reassignment and/or transgender guidance and policies.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 Please provide:**

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

A1 We have an archived Transgender Policy, which is being replaced by separate employee and patient policies. The draft employee policy is on the agenda for our July TJNCC (Trust Joint Negotiating and Consulting Committee) for approval. ( will be available September)  
I can confirm that the Trust holds information regarding this request, but feel this information is exempt under section 22: *Information for future publication*.

**Q2 Gender reassignment and/or transgender guidance and policies relating to patients**

A2 See attached

**Q3 Related Equality Impact Assessments if separate**

A3 As answer 2

**Q4 Policies on mixed sex and/or same sex accommodation**

A4 As answer 2

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



**Rachel Montinaro**  
Data Security and Protection Manager - Records