



Legal Protection

A person living in their new gender is afforded protection from discrimination under the Equality Act 2010. This legal protection comes into immediate effect once someone has decided to change their gender.

Once you have informed us of your intention, the Trust will ensure that there is no reference to your previous gender. Referring to a person by their previous name, or using incorrect pronouns, may reveal the status of the person. The above would constitute a breach of confidentiality.

Some people may wish to transition, but not want to apply for a Gender Recognition Certificate. In this situation, they will be treated in the same way as someone who has received a Gender Recognition Certificate



Guidance and Advice

If you require any further advice on any issue relating to gender identity, please contact the following teams for support:

- Equality and Diversity
01803 656680 | pdf.sdhct@nhs.net
- Patient, Advice and Liaison Service (PALS)
SDHFT: 0800 0282037 pals.sdhc@nhs.net
TSDHCT: 0800 032 7657 palsandcomplaints.tct@nhs.net

If you require a copy of this policy in an alternative format (for example large print, easy read) or would like any assistance in relation to the content of this policy please contact the Equality and Diversity Team on -01803 656680



Support for Transgender Patients

We are committed to preventing discrimination, valuing diversity and achieving equality of opportunity. We therefore strive to ensure we provide care and services that are personal, fair and diverse for all.

This document should be read and considered alongside the "Equality and Diversity Policy".



- Discrimination from staff, other patients or the public will not be tolerated.
- Where discrimination occurs from a member of staff appropriate action will be taken.
- If patients or the public are discriminatory, they should be reminded that this behaviour will not be tolerated by the Trust. Continued failure to comply with the required standard of behaviour will result in the Security Staff or Police being called and the removal of the offending individual from the Trust premises. If the patient lacks capacity to understand the consequences of their behaviour, a 'Best Interests Decision' will be made to ensure they still receive treatment without continuing to be offensive e.g. move the patient who lacks capacity

Your Records



Once you change your name, all NHS records should be amended to reflect this change (GP, hospitals etc). A letter of intent is required to change your name. A letter from the GP or Gender Identity Clinic (GIC) is required to change your gender.

You will have the option to archive your previous health records. This means that all information relating to your care prior to your change of gender will be held in an archived folder. A summary of your medical history will be transferred to a new file. Any file being archived will be referred to the Trust's Caldicot Guardian or Medical Director for consideration. If it is felt that archiving your file may significantly impact our ability to provide you with safe and appropriate care, you will be involved in a best interests decision and you will be advised of the reasons for this.

Where your health records reflect only your new identity, some gender specific health conditions may be missed, **you therefore have a responsibility to inform health professionals of anything which may be relevant to your care.**

What you can expect from our Staff



• Address

You should be asked how you wish to be addressed and the correct pronouns used at all times.

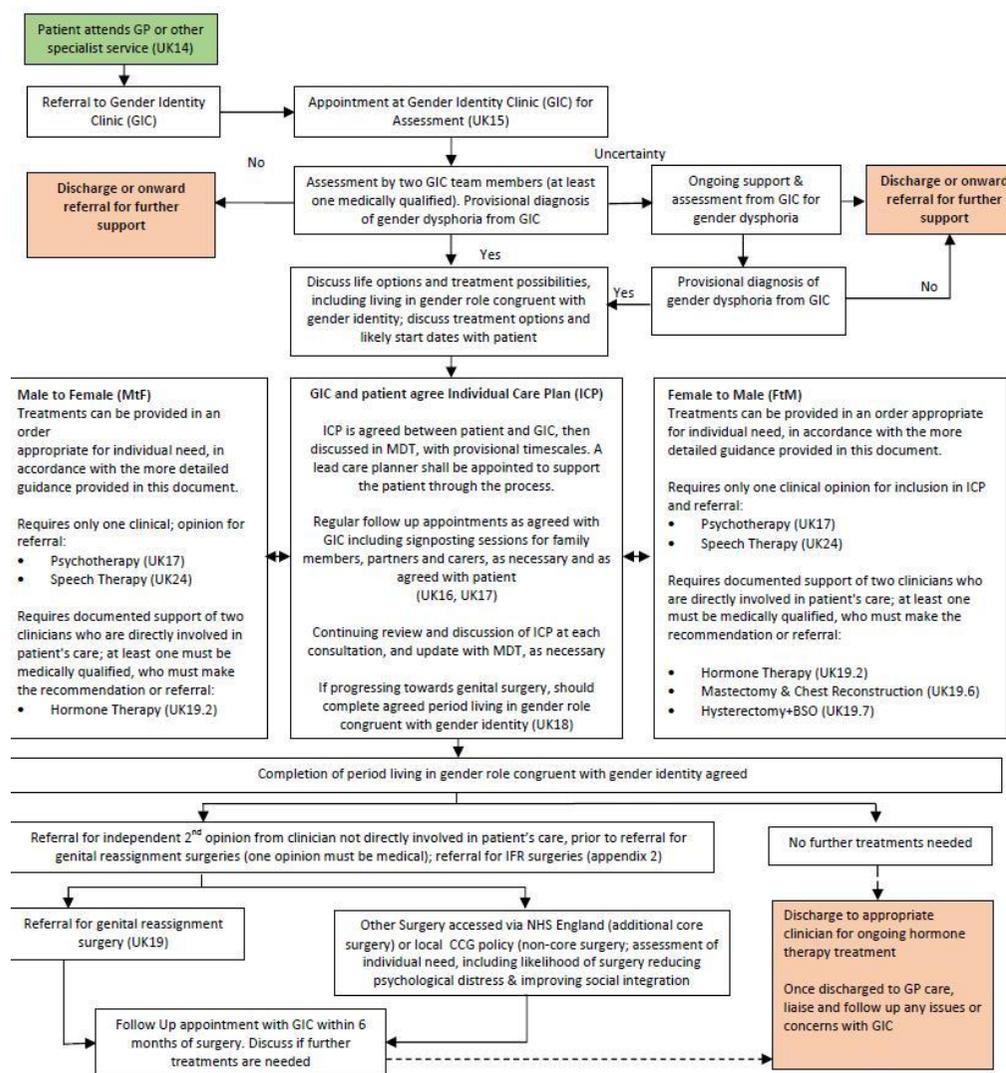
• Ward

You should be asked your preferred ward and allocated accordingly. You may prefer the privacy of a side room, if one is available, but this should not be arranged without your consent.

• Support

Staff will be supportive and recognise a women may need to shave facial hair and a male may wish to wear a chest binder or require feminine hygiene products

Protocol Flow Chart



Changing Your Name

You can change your name by statutory declaration or deed poll at any point during the above process. You may even have chosen to change your name already as part of the "Real-Life Experience"