

Freedom of Information Request	FOI 21-072	15 th February 2021
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- **How many members of your medical staff have a GRC (Gender Recognition Certificate)?**

The NHS Electronic Staff Record (ESR) does not record this information.

- **How many members of your medical staff identify as transgender who do not hold a GRC?**

As above the NHS Electronic Staff Record (ESR) does not record this information.

- **Does your trust restrict doctors or nurses with a GRC who are legally recognised as female from conducting intimate exams on females (eg. smear tests, pelvic exams, breast exams)?**

We do not restrict any registered staff who are qualified to undertake intimate examinations from doing so. All examinations are undertaken with the utmost regard for the privacy and dignity of all patients and in line with the attached Welsh Health Circular, issued in January 2020 entitled: 'Good working practice principles for the use of chaperones during intimate examination or procedures within NHS Wales'

- **Does your trust restrict any of the duties of nurses and doctors who identity as transgender who do not hold a GRC in relation to their work with male or female patients?**

We do not restrict any of the duties of nurses and doctors who identity as transgender who do not hold a GRC in relation to their work with male or female patients?

For your information, this NHS CEHR guide www.equalityhumanrights.wales.nhs.uk/sitesplus/documents/1120/GiresGuide_English_ebook3.pdf states:

- a gender recognition certificate gives people an enhanced right to privacy about their trans* history (GRA section 22) – page 6
- breaching privacy about a person's GRC or gender history without their consent could amount to a criminal offence – page 9
- Gender Recognition Certificate: issued by the Gender Recognition Panel – signifies full legal rights in the acquired gender status and allows the issuing of a replacement birth certificate where the birth was originally registered in the UK. It is simply an official facilitating document to

allow the issuing of a new birth certificate in the acquired gender and not a document to show or be requested. Even asking about it or requesting to see it may well constitute a criminal offence under the Gender Recognition Act - page 18.