

Our Ref: NG/RM/26092
Date: 15th April 2026

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 24th March 2026. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

Please provide the following details:

- 1) Gender reassignment and/ or transgender guidance and policies relating to staff - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not.
No changes or updates have been made to policies or guidance relating to gender reassignment or transgender staff since 16 April 2025. A statement was issued in April by the Chief Executive Officer to provide clarity and reassurance to staff. Further national guidance from the Equality and Human Rights Commission is awaited, and in the interim staff have been signposted to relevant NHS resources for support and information.
- 2) Gender reassignment and/ or transgender guidance and policies relating to patients including policies on mixed sex/ same sex accommodation - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not. **No new policy or guidance has been developed. Further national guidance from the Equality and Human Rights Commission is awaited.**
- 3) Single sex spaces and/ or bed management guidance and policies - have you changed or updated these policies since 16th April 2025? If yes, please provide copies of the policies. If not, please state why not. **No new policy or guidance has been developed. Further national guidance from the Equality and Human Rights Commission is awaited.**
- 4) Related Equality Impact Assessments if separate. **N/A**

- 5) Details of any EDI schemes, consultancy or training that the Trust currently participates in (or has subscribed to in the last 24 months) which incorporates trans policy advice e.g. Stonewall Proud Employers, NHS Rainbow Badges, Inclusive Companies, LGBT Foundation, or any other? Please provide a weblink to the scheme/organisation. **The Trust participates in the NHS Rainbow Badge initiative. There is no external weblink available for this scheme, however a Rainbow Badge poster is attached for reference. Trans inclusion training is delivered in house as part of the Trust's wider equality, diversity and inclusion offer. This is shaped through engagement with staff networks, ensuring the content is relevant and responsive to staff needs.**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance