

Reference: FOI.ICB-2526/027

Subject: Policies, Guidelines, Advice and Protocols for Staff who are Transitioning

I can confirm that the ICB does hold some of the information requested; please see responses below:

QUESTION	RESPONSE
Please supply copies of: 1. BNSSG Policies, guidelines, advice, and protocols regarding staff and other colleagues (ie those served by the Freedom to Speak Up service) who are anywhere on their gender transition journey. 2. BNSSG Policies, guidelines, advice, and protocols regarding staff and other colleagues (ie those served by the Freedom to Speak Up service) who interact with peer trans folk, regardless of where they are on their gender transition journey. 3. BNSSG Policies, guidelines, advice, and protocols regarding staff and other colleagues (ie those served by the Freedom to Speak Up service) who interact with patients who are trans folk, regardless of where they are on their gender transition journey.	The ICB does not have any specific policies or guidance for staff who are transitioning. Our standard HR policies would apply to everyone within the organisation, and we would meet the requirements in the equality act when implementing these. Further information about the ICBs Freedom to Speak Up Policy can be found on our website: Freedom to speak up policy - BNSSG Healthier Together

The information provided in this response is accurate as of 6 May 2025 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.

