

Reference: FOI.ICB-2526/267

Subject: Protected Characteristics

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

QUESTION	RESPONSE
Question 1. (Personal Information and Status Protection) What policy, guidance and arrangements have you in place, within the Healthcare and other Services Provided by / through the ICB and associated Built Estate (i.e. NHS Services in all the hospitals and healthcare facilities) to maintain the dignity, confidentiality and privacy of: A. Transsexual People who have a Gender Recognition Certificate (GRC) reference: Gender Recognition Act section 22 and GDPR - see notes below With respect to; 1) Patients? and 2) Staff? and 3) Patient Carers and Visitors? B. those that are Protected under section 7 (gender reassignment) of the Equality Act 2010 (EA) - see notes below	A. BNSSG (Bristol, North Somerset and South Gloucestershire) ICB has not put in place any policies or guidance within the healthcare and other services it commissions or provides, relating to Transsexual People who have a Gender Recognition Certificate. BNSSG does not own or run any built estate. B. BNSSG ICB has not put in place any policies or guidance within the healthcare and other services it commissions or provides relating to those that are Protected under section 7 (gender reassignment) of the Equality Act 2010. BNSSG does not own or run any built estate.

With respect to; 1) Patients? and 2) Staff? and 3) Patient Carers and Visitors?	
Question 2. (Single Sex Spaces) If areas or facilities are designated as 'Single Sex', a) how do you establish that 'Sex' – for Staff (Managers, Doctors, Nurses, Auxiliaries, Porters, Cleaners, etc), Patients, Carers or Visitors? b) Is any ban of the opposite sex a 'blanket' ban with exceptions/exclusions applying to some people (i.e. Transsexuals), all people of the opposite 'sex' (patients, carers, staff and or visitors) or is it only applicable to Transsexual people? To whom does it apply? c) If there are exclusions, how is this/do you justify this on a 'proportionate means to achieve a legitimate aim' basis, both on an individual basis and as a whole?	BNSSG ICB does not own or run areas or facilities designated as single sex.
Question 3 Pease provide Any 'Equality and Health Inequalities Impact Assessment' (EHIA) associated with any policies or guidance affecting transsexual people implemented or proposed since the SC Judgement in April 2025.	BNSSG ICB does not hold any policies or guidance affecting transsexual people that has been implemented or proposed since the SC Judgement in April 2025.

The information provided in this response is accurate as of 2 December 2025 and has been approved for release by Rosi Shepherd, Chief Nursing Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.