



Maren Smith
info@forwomen.scot

Our Reference: 202000077689

Your Reference: NHS Lanarkshire "Supporting Trans Staff in the Workplace Policy"

30 September 2020

Dear Ms Smith,

Thank you for your letter of 14 August to the Cabinet Secretary for Health and Sport, Jeane Freeman, MSP about the introduction of policies to support Trans staff in several NHS Health Boards in Scotland. I am responding on behalf of the Cabinet Secretary.

All rights under the Equality Act 2010, including those of women and trans people, must be protected, and we expect all NHS Workforce policies to comply with the requirements of the 2010 Act. We are clear that our policies should encourage both a culture of openness and inclusivity, for all staff.

NHS Lanarkshire have notified us of their decision to temporarily pause their "Supporting Trans Staff in the Workplace Policy", so they can review it. As part of this work, we have requested that NHS Lanarkshire revisit their Equality Impact Assessment. The amended policy will be consulted upon.

Yours sincerely

James Vasey
DHWSR : Health and Social Care Workforce Planning and Development

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