

Date: Friday, 02nd February 2024  
Our Ref: MB/CM FOI 6140

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**Re: Freedom of Information Request FOI 6140**

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 25th January 2024.

Your request was as follows:

1. Within your organisation, what policies exist to support staff members who identify as transgender and are transitioning?

[Transgender Equality Staff Policy](#)

2. With respect to the question above, could you please provide a copy of the policies to support staff who identify as transgender?

[Please see policy attached.](#)

3. Do you have any information publications or presentations available to staff regarding LGBTQ+ and Transgender, if so please could you provide details and copies of the information.

[The Walton Centre NHS Foundation Trust \(WCFT\) sourced training from an external company - GenderSpace to deliver trans awareness presentations to staff - the session covers lived experience, the use of terminology, language, pronouns, and the difference between sexuality and gender identity -unable to provide copies as this is not material owned by the WCFT.](#)

4. How many persons who identify as transgender are employed or volunteer with your organisation, and at what grade or position are they employed?

[I can confirm in accordance with Section 1 of the Freedom of Information Act 2000 \(FOIA\) that we do not hold the information you have requested pertaining to volunteers. We also do not hold the information for staff, the national ESR system for NHS staff only collects binary male/female in relation to sex/gender. Therefore we cannot provide this information.](#)

[Under the FOIA, we are not required to create this information in order to answer your request. I should explain that the FOIA is to do with transparency of information held by public authorities. It gives an individual the right to access recorded information held by public authorities. The FOIA does not require public authorities to generate information, or to answer questions, provide explanations or give opinions, unless this is recorded information that they already hold.](#)

5. What advice and information do you supply to managers and staff regarding Transgender? Do you provide any specialist training in dealing with colleagues or clients who identify as transgender?

If so, please provide copies of the relevant policies and material.

The WCFT sourced training from an external company - GenderSpace to deliver trans awareness presentations to staff - the session covers lived experience, the use of terminology, language, pronouns, and the difference between sexuality and gender identity -unable to provide copies as this is not material owned by the WCFT.

6. Does your organisation have any connections with Stonewall or similar organisations to support employees from the LGBTQ+ and Transgender community, and if so, please could you provide further details and copies of any documents or policies?

The WCFT is accredited by Navajo who undertake 2 yearly reviews of our services -  
<https://merseysideintrust.org/navajo-information/>

7. Do you have any specific policies to support staff members transitioning/transgender in where they are deployed or employed in the organisation and in dealing with members of the public, if so please could you provide further information?

Please see policy attached.

8. Do you have a specific lead or individual(s) who deal with LGBTQ+ issues or liaison within the organisation? If so, please could you provide details?

The WCFT have an Equality and Diversity Manager and LGBTQ+ Staff Network lead.

9. Do you have specific policies regarding keeping female, LGBTQ+ and transgender staff safe? If so, could you please provide details and copies of any relevant policies?

Please see Dignity at Work Policy attached.

10. Please could you provide details of any education packages or information provided to staff in dealing with patients who are LGBTQ+ / Transgender? And copies of any material?

As outlined earlier - unable to provide copies as this is not material owned by the WCFT.

Please see our response above in blue.

### Re-Use of Public Sector Information

All information supplied by the Trust in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2005, Statutory Instrument 2005 No. 1515 which came into effect on 1st July 2005.

Under the terms of the Regulations, the Trust will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however the Trust reserves the right, in certain circumstances, to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information can be found at [www.opsi.gov.uk](http://www.opsi.gov.uk) where a sample license terms and fees can be found with guidance on copyright and publishing notes and a Guide to Best Practice and regulated advice and case studies, at [www.opsi.gov.uk/advice/psi-regulations/index.htm](http://www.opsi.gov.uk/advice/psi-regulations/index.htm)

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. 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 the Freedom of Information Office at the address above.

**Please remember to quote the reference number, FOI 6140 in any future communications.**

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 by:

Post: Information Commissioners Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Online: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/>

Telephone: 0303 123 1113

Yours sincerely

*Mike Burns*

**Mr. Mike Burns, Executive Lead for Freedom of Information**