



Llywodraeth Cymru
Welsh Government

E-mail request

Our ref: ATISN 14991

Date: 13 April 2021

Dear

ATISN 14991

Thank you for your request which I received on 12 March 2021. I have provided my response against each of the questions you submitted.

1. Staff Transition at Work Policies including:

Work related guidance for an employee who is transitioning
Work related guidance for HR staff on how to support an employee who is transitioning
Work related guidance for managers on how to support an employee who is transitioning
Work related guidance for employees on how to support a colleague who is transitioning

See attachment 1

2. Gender Neutral Toilet Policy

See attachment 2

3. Policy for Pregnant or Nursing Employees'

See attachment 3

4. Equality and Diversity Policy; Discipline Policy

See attachment 4 and 5

I also request the Equality Impact Statements for each of these documents where available.

Equality Impact Assessment for Transitioning Policy - please see attachment 6.

We do not hold an EIA/Statement for Gender Neutral Toilets Policy or Pregnant or Nursing Employees Policy.

Integrated Impact Assessment Statement – please see attachment 7.



BUDDSODDWYR | **INVESTORS**
MEWN POBL | **IN PEOPLE**

Parc Cathays • Cathays Park
Caerdydd • Cardiff
CF10 3NQ

Equality Impact Assessment for Discipline Policy – please see attachment 8.

Many of the policies have been updated since the original EIAs were conducted - we have sought to identify equality issues through our established engagement processes with our Trade Union Side, staff diversity networks and other key stakeholders.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely