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20 March 2026

Dear Karen,

ALLOCATION - TRANSGENDER CARE TRAINING AND RESOURCES – 2026/27

1. I am writing to confirm funding for 2026/27, to be used by Public Services Delivery Scotland (PSD Scotland) (previously known as NHS Education for Scotland (NES)) to promote and embed the use of the adult Transgender Care Knowledge and Skills Framework; to continue the development of a children and young people's Framework; and to continue to scope and develop opportunities for staff training and improved resources in this area.
2. I am pleased to confirm that Scottish Ministers are prepared to provide funding for this work as follows:

2026/27	£103,208.00
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3. The above revenue funding will be reflected within in-year allocation letters which will be issued by Health Finance Division.

Background

4. The allocation of this funding follows the completion of commitments made in the Scottish Government's 2021 Strategic Action Framework for gender identity services 2022-2024. In this Framework, the Scottish Government committed to:



- *“commission NHS Education for Scotland to complete development of a Transgender Care Knowledge and Skills Framework”*; and
 - *“explore with NHS Education for Scotland opportunities for staff training and improved resources to support best care of trans people accessing services in the NHS”*.
5. The adult Transgender Care Knowledge and Skills Framework was published by PSD Scotland/NES on 3 September 2024. Work to develop a children and young people’s Framework was initiated in early 2025. A development group was established in summer 2025 and progress is well underway, with the document expected to be completed in 2026. PSD Scotland/NES is also continuing to explore and develop training opportunities in this area in both specialist and non-specialist competencies.

Purpose of Funding

6. This allocation should be used for the development of the children and young people’s Transgender Care Knowledge and Skills Framework, and the development of new training resources and materials to support the effective use of the Framework until 31 March 2027.
7. The overall aim of these pieces of work is to improve the delivery and accessibility of gender identity healthcare services to support the best outcomes and experiences for those accessing them.

Outcomes

8. PSD Scotland/NES will be expected to evidence that it will:
- Develop and publish a Transgender Care Knowledge and Skills Framework for NHS Scotland staff involved in the care of children and young people.
 - *This Framework will serve as a basis for the development of training which will improve patient experience and build staff confidence.*
 - Continue to support staff at NHS gender identity clinics in Scotland to undertake the Professional Certificates for Gender Identity Healthcare Professionals offered by the Royal College of Physicians.
 - Develop a Scotland-specific toolkit for staff to supplement these Professional Certificates.
 - *These pieces of work will increase the pool of staff in Scotland with specialist training in gender identity healthcare, building expertise and improving public confidence.*
 - Continue to develop non-specialist training materials on trans healthcare for NHS staff.



- *These materials will ensure that staff outside specialist settings are equipped with the skills to deliver a high standard of care to trans and non-binary patients.*
- Submit a delivery plan for the pieces of work above to the Scottish Government by the end of April 2026.
 - *This delivery plan will detail milestones within it which will be monitored through regular meetings with SG officials.*

Specific use of funding

9. The proposed funding supports the costs of one 1.0 WTE Band 8A Subject Matter Expert and one 0.5 WTE Band 5 Senior Officer for project support.

Spend this financial year

10. This funding is provided for the 2026/27 financial year. If an underspend arises or is expected to arise in this financial year, this must be notified to us as soon as possible so we can arrange for this to be returned to the Scottish Government.

11. The funds should be used entirely for the purpose outlined in this letter and should not be top sliced or used for any other purpose.

Governance

12. The work undertaken will adhere to governance and financial structures in place by PSD Scotland/NES.

Progress Monitoring and Reporting

13. PSD Scotland/NES will provide updates on the work through regular meetings with the Scottish Government to assess progress, issues, risks and next steps.

Yours sincerely,

[Redacted signature]

[Redacted name]
Deputy Director
Population Health Strategy & Improvement Division

