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22nd September, 2025

Deputy O'Flynn
Dáil Eireann
Kildare Street
Dublin 2.

Re: 45610/25

To ask the Minister for Health to outline her Department's official position on the definition of biological sex and gender; whether she accepts that biological sex is immutable apart from rare intersex conditions; and if she will clarify whether the HSE's training materials reflect official departmental policy or an ideological interpretation

Re: 45611/25

To ask the Minister for Health the rationale for HSE funding and promoting pronoun awareness training modules which state that "biological sex can change over time, in light of the established scientific consensus that biological sex is determined by chromosomes and does not change during a person's lifetime

PQ: 45615/25

To ask the Minister for Health the way the HSE reconciles its training materials that describe biological sex as a spectrum with standard medical science which recognises male and female biological categories, alongside a small number of intersex conditions; and if she will provide the scientific or clinical sources underpinning the HSE's position.

PQ: 45619/25

To ask the Minister for Health whether it is the role of the HSE to promote contested ideological views on sex and gender, as opposed to focusing on the delivery of medical care and the promotion of evidence-based health education

PQ: 45620/25

To ask the Minister for Health if she will examine HSE training modules on gender and pronouns to ensure that they accurately reflect biological science and do not compromise the clarity of communication essential in healthcare settings.

Dear Deputy O'Flynn

The Health Service Executive have been requested to reply directly to your above Parliamentary Questions which you submitted to the Minister for Health for response.



Under the National LGBTIQ+ Inclusion Strategy II Action Plan 2025-2026, the HSE is responsible to ensure that *"Ongoing training for health professionals is provided to address the specific needs of LGBTIQ+ people"* (action 14 deliverable).

This action is framed under the following strategic outcomes and objectives:

- Strategic Outcome: LGBTIQ+ people enjoy health and wellbeing outcomes similar to that of the general population and their specific needs are addressed within the health system.
- Strategic Objective: LGBTIQ+ people's health and wellbeing is improved through improved investment in and access to services.

In order to meet the responsibilities with the LGBTIQ+ Inclusion Strategy II, the HSE has developed, and promoted, LGBTIQ+ focused training. Thus, a new training module "HSE Pronoun Awareness Training" was launched on HSELand in June 2025.

Content for this module was developed by HSE in partnership with community and voluntary sector and people with lived experience/members of the LGBTIQ+ community.

The aim of this training is to provide support to healthcare staff to better understand concepts related biological sex, gender identity and expression and sexual orientation and, more specifically, to support healthcare staff to navigate use of pronouns in the context of creating more LGBTIQ+ inclusive healthcare services.

Definitions of concepts of biological sex, gender identity and expression and sexual orientation are based on the LGBTIQ+ terminology document developed by the HSE, which was reviewed by HSE clinical colleagues and aligns with evidence-based research on LGBTIQ+ terminology.

The training explores how these concepts differ from one another and how they can interconnect. The reference to "they can change over time" is not referring to biological sex but to gender identity, expression and sexual orientation.

Following HSELand course governance policy, all trainings are reviewed to ensure that course content remains accurate and in line with any legislative or policy updates.

I trust this information is of assistance to you, but should you have any further queries please contact me.

Yours sincerely,

Joseph Doyle
National Lead, Social Inclusion