



DERBY college

Supporting you
***A Guide to
Trans Equality***

HR | Learning & Development | Payroll | Equality & Diversity

Derby College celebrates and embraces the diversity of its learners and team members and will seek not only to eliminate all discrimination and harassment on the grounds of gender identity, but also create a learning and working environment based on good relations between all individuals.

The Equality Act 2010 makes discrimination on the grounds of gender reassignment unlawful and provides protection for:

- A person who has proposed, started or completed a process to change the gender role they live in
- The process to change gender is a social process; there is no requirement for any trans person to undergo medical or surgical reassignment
- A person perceived to be transgender
- A person associated with a transgender person e.g. parents of a trans child

This protected characteristic covers anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

According to the NHS many young people know they would prefer to be a member of the other gender by the age of 11 or 12, or have feelings of being different. However, some do not tell anyone else how they feel until they are 15, 16 or even older. This period (11–16 years old) has been described as the isolation years and is the most crucial for targeting support and information.

SUMMARY OF KEY POINTS

- A small number of people find the gender they are assigned at birth does not match their gender identity. Different terms are used to describe the range of people whose gender identity is different from their birth label
- For some people, cross dressing may be associated with sexual feelings when younger, but for most as they age, it becomes associated with relaxation and pleasure. This is not the same as being transsexual and identifying themselves as belonging to the opposite gender.
- 1 in every 11,500 people in the world are transsexual.
- Gender reassignment is the process of transition that a person goes through when they change from being the gender they were assigned at birth – either male or female – to living permanently and completely in the gender with which they identify.
- Transgender is an umbrella term for all people who cross gender boundaries, permanently or not. Many prefer the adjective trans but this word must be followed by person or people.
- Transsexual people – those who seek to undergo, are undergoing or have undergone gender reassignment – are protected from discrimination by the Equality Act 2010.
- It is not necessary to be under medical supervision to be protected by the Equality Act, so for example a person assigned female gender at birth who decides to live permanently as a man but does not undergo any medical procedures is protected.

- Discrimination against transsexual people is unlawful. Derby College will treat it with the same seriousness as racism or homophobia.
- Not all trans people are able to or want to have genital reassignment surgery, yet they can still be legally recognized in their new gender role.
- Sexual orientation has no direct relationship with gender identity.
- Trans people exist in all levels and cultures of society e.g. doctors, nurses, dentists, sports people and builders.
- Trans people have the same rights as any other person; to deny a person their gender – identity is not acceptable.
- All trans people should be treated as the gender in which they present themselves, irrespective of their legal gender.
- The key concept in equality for trans people is respect – respect for their gender identity, for their right to work or study with dignity, for their name and personal identity, for their privacy and confidentiality.
- It is professional misconduct, and in many cases it may be a criminal offence to pass on information about a trans person's gender identity without their consent.

All team members and learners are expected to challenge negative comments or jokes. This particularly applies to Managers who have responsibility for ensuring equality in the workplace.

USEFUL WEBSITES AND ADDITIONAL INFORMATION

Further information can be accessed from the following sources:

www.gayderbyshire.org.uk

- local support for LGBT people

www.pfc.org.uk

- free legal advice for trans people and those working with them

www.gendertrust.org.uk

- the national support group for trans women

www.qwestftmuk.org

- the national support group for trans men

www.equalityhumanrights.com

- advice on the Equality Act 2010

www.childline.org.uk

- independent and objective advice for children and young people

DERBY COLLEGE:

- Gender Reassignment Policy, Equality Policy
- Equality and Diversity Policy
- Harassment Policy
- Sexual Orientation Policy

FOR EMPLOYEES:

- Moodle
- Simply Health
- Westfield Health
- COPE Occupational Health Service please contact Human Resources

FOR LEARNERS:

- College Nurse
- College Counsellor
- Student Union
- Personal tutor/coach
- Learner Services
- Policies outlined overleaf

For further information, or if you would like this leaflet in a different format or to make any comments about this leaflet please contact a Derby College Equality Officer or email: equalityndiversity@derby-college.ac.uk
Telephone: **01332 387414**

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