



Transgender Policy Statement

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1. Policy Statement

York College celebrates and values having a diverse workforce that includes trans people, and intends to provide role models for students and staff who identify as trans.

We will treat all employees and students with equal respect and, seek to provide a positive working and learning environment free from discrimination, harassment or victimisation.

We are committed to removing any form of unlawful discrimination against people on the grounds of their gender identity, gender expression or gender presentation. Where this policy refers to 'trans people', it has in mind a broad range of people whose gender identity is not expressed in ways that are typically associated with the gender assigned at their birth¹. This includes those who have non-binary, non-gender or gender-fluid identities.

We will provide staff training opportunities and will also raise staff and students' awareness of transgender issues through appropriate briefings, events and training.

2. Policy in to Action

- 2.1 Staff recognise that trans staff and students come from diverse backgrounds, and will strive to ensure they do not face discrimination on the grounds of their gender identity or in relation to other aspects of their identity, for example, their age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender, gender identity, transgender, sexual orientation, trade union activity or unrelated criminal convictions. In addition, assumptions will not be made about the gender of partners of trans staff or students.
- 2.2 Staff provide a supportive environment for staff and students who wish their trans status to be known. However, it is the right of the individual to choose whether they wish to be open about their gender identity, trans status or trans history. To 'out' someone, whether staff or student, without their permission is a form of harassment and in certain contexts may amount to a criminal offence.
- 2.3 Staff respect the confidentiality of all trans staff and students and not reveal information without the prior written agreement of the individual.
- 2.4 Staff and students' requests to change their name, title and gender on records will be handled sensitively, promptly and individually, and individuals will be made aware of any implications of the changes.
- 2.5 Staff will not be excluded from employment or promotion or redeployment opportunities because of their gender identity.
- 2.6 No one will be denied access to courses, progression to other courses, or fair and equal treatment as a student because of their gender identity or because they propose to or have transitioned socially or medically.
- 2.7 Curricula will be monitored and reviewed periodically to ensure that it does not rely on or reinforce stereotypical assumptions or phraseology about trans people, and that it contains material that positively represents trans people and trans lives.
- 2.8 Transphobic abuse, harassment or bullying (e.g. name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is hate crime and will be dealt with under the relevant disciplinary procedure.

¹ This Policy Statement also includes Intersex people i.e. those who have had their gender incorrectly prescribed at birth and have decided to transition to the gender which they identify with later in life.

- 2.9 Transphobic propaganda, in the form of written materials, including social media, graffiti, music or speeches, will not be tolerated. We undertake to remove any such propaganda whenever it appears on the premises.
- 2.10 We strongly encourage reporting of transphobic incidents.
- 2.11 The victim and/or the person reporting the incident should not be assumed to identify as a trans person.
- 2.12 We will continually develop and include gender identity issues in equality and diversity resources and training.
- 2.13 We will include the provision of appropriate facilities into estates development.
- 2.14 We recognise the value of peer support and networks.
- 2.15 We will include gender identity in internal attitudinal surveys, and when monitoring complaints of harassment.
- 2.16 In our oversight of accommodation for students, any concerns or issues raised by trans students will be handled by the accommodation team and will be treated fairly and in line with York College's obligations under equality law.
- 2.17 Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from staff at the College to meet their particular needs during this period.
- 2.18 We will ensure that the College environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Note: This policy wording is based on the Joint agreement on guidelines for transgender equality in employment in further education colleges (Association of Colleges et al, 2005).