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Transgender Policy

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| The Policy has been reviewed and supersedes all previous issues. It has undergone the following approval process: |
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| Equality Analysis |  | 26th May 2015 |
| LT&SE Team |  | 3rd October 2019 |
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| The Policy was last issued in October 2014. The principal changes relate to: |
| Section/Paragraph | Title | Change: |
| Cpver page |  | New policies cover sheet added |
| Throughout |  | Head of SSW changed to Director of SST; acquiredgender revised to affirmed gender |
| 1 | Introduction | New introductory paragraph, and introduction moved to first section for clarity; stats updated |
| 2 | Terminology | Now second section, new definitions added for ‘Genuine Occupational Qualification’, Transphobia and Transitioning, slight amendment to Real LifeExperience |
| 4 | The Transition Process | Slight amendment to wording of flowchart point 6 |
| 5 | Informing the University | Not recommended to ask for doctor’s letter |
| 6.3 | Name Change and Photo Records | Campus card changed to student id card, catering/food meal card deleted |
| 6.5 | Genuine Occupational Qualification | Updated with reference to definition in section 2 |
| 7.4 | Records and Data Protection | New final paragraph on data protection 2018 |
| 11 | The Law | Updated with Data Protection Act 2018 andreference to special category data |
| 12 | Further information | Completely revised |
| 13 | Acknowledgement | Removed |

**Note**

The primary recipient of notifications from students wishing to transition is the Director of Student Support and Transition. At the time of reissuance of this policy this is Dave Corcoran, d.corcoran@chi.ac.uk, 01243 816459.

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# Introduction

Transitioning is the term used to describe the process someone goes through to change from one gender to another, with or without medical intervention. The decision to transition is not something a person undertakes lightly and the support of managers and colleagues, staff and fellow students is vital.

This policy is designed to be a resource for staff who are aware of, or are supporting, a student who is considering transitioning to their preferred gender, is in the process of transitioning, or has transitioned. It can also be used to increase staff awareness of gender identity issues and combat discrimination against trans people.

Given that current estimates of trans people in the UK range from 65,000 to 300,000, HEIs are likely to have trans people among their cohort. When an institution has a student who is transitioning or has transitioned to their preferred gender, a number of issues will arise, many of which are underpinned by legislation. This policy describes those issues, summarises the law, and suggests clear steps to follow.

There is increasing public awareness of trans issues, yet if a student (or potential student) is trans, there may be an element of anxiety about how the University or fellow students will respond. It is good practice for all staff to understand the law and its implications and to ensure they are familiar with gender identity issues. Failure to do so can have the following consequences:

Students may:

* + feel they cannot transition openly, despite being deeply unhappy in their current gender
	+ feel they have to leave the institution without completing their programme of study and make a fresh start somewhere else to coincide with their new gender identity
	+ inadvertently discriminate unlawfully against a trans student

The aim of this policy is to ensure that there is a consistency in procedures and that no current or prospective students are subjected to discrimination or victimisation as a result of the gender in which they present.

# Terminology

**Affirmed gender**

The new gender of a person who has had their gender reassigned and/or legally recognised. It is possible for an individual to transition fully without surgical intervention.

**Gender**

Gender consists of two related aspects; gender identity, which is the person’s internal perception and experience of their gender; and gender role or expression which is the way the person lives in society and interacts with others based on their gender identity. Gender is less clearly defined than anatomical sex and does not necessarily represent a simple binary choice; some people have a gender identity that is neither clearly male nor female.

**Gender Dysphoria / Gender Identity Disorder**

The medical term for the condition in which a person has been assigned one gender (usually at birth on the basis of their sex), but identifies as belonging to another gender, or does not conform to the gender role society ascribes to them. Gender Dysphoria is not a form of sexual deviancy or a sexual orientation. Gender Dysphoria is a highly personal and complex condition.

**Gender Presentation / Gender Expressions**

While gender identity is subjective and internal to the individual, the presentation of one’s self, either through personality or clothing, is what is perceived by others. Typically, trans people seek to make their gender expression or presentation to match their gender identity, rather than their birth sex.

**Gender Reassignment/Transitioning**

Gender reassignment is a process that is undertaken under medical supervision for the purpose of reassigning a person’s sex by changing physiological or other characteristics of sex and includes any part of such a process.

**Gender Recognition Certificate (GRC)**

A certificate issued by a Gender Recognition Panel under the Gender Recognition Act 2004 means that a holder of a full Gender Recognition Certificate (GRC) is legally recognised in his or her affirmed gender for all purposes.

**Genuine Occupational Qualification (GOQ)**

In UK employment discrimination law, a GOQ exists when the nature of a particular job causes the sex or gender of an applicant to become a reasonable cause for choosing one applicant over another. For example physiology or authenticity (for example, in choosing actors to play a role) or privacy and decency of people the employee would be dealing with (for example, staff in a care home).

**Real Life Experience**

This refers to the phase during gender reassignment in which the individual must live and work in their affirmed gender; this is usually a requirement before certain medical procedures will be carried out.

**Self-identification**

Where a person uses a specific trans self-descriptor the University will attempt to work with this definition.

**Trans**

An inclusive term for those who identify themselves as transgender, transsexual or transvestite. The word ‘trans’ can be used without offence to cover people undergoing gender transition; people who identify as someone with a different gender from that in which they were born but who may have decided not to undergo medical treatment; and people who choose to dress in the clothing typically worn by the other gender. This term should be used as an adjective.

**Transgender**

An umbrella term for people whose gender identity and/or gender expression differs from their birth sex.

**Transphobia**

A term used to describe discrimination that can be experienced by trans people, which arises as a result of their expression of their gender identity.

**Transitioning**

The term used to describe the process someone goes through to change from one gender to another, with or without medical intervention.

**Transsexual Person**

A person who feels a consistent and overwhelming desire to transition and fulfil their life as a member of the opposite gender.

**Transvestite**

A person who dresses in the clothing typically worn by the opposite gender. Generally, transvestites do not wish to alter their body and do not necessarily experience Gender Dysphoria.

# Appropriate Language

The University of Chichester recognises the following as good practice:

* + It is respectful to use a trans person’s chosen name, not their birth name and it is never appropriate to put quotation marks around either the trans person’s chosen name or the pronoun that reflects their gender identity.
	+ A person who identifies as a certain gender, whether or not they have taken hormones or had surgery, should be referred to using the pronoun (he or she) appropriate for that gender. For example, if the person wears a dress and uses a woman’s name, the feminine pronoun is appropriate. If you are not sure what the correct pronoun is, ask the person what they prefer.
	+ It is unlikely to be appropriate to use the terms ‘sex-change’ or ‘pre/post-operative’ as these imply that the process of transition must involve some form of surgery, which may not necessarily be the case.
	+ Have respect for people’s boundaries. Ask the person’s permission before asking any personal questions. Questions such as ‘are you taking hormones?’ can be considered personal.

# The Transition Process

The steps below provide an overview of a typical transition. Each individual’s situation will vary depending on a range of factors, including whether or not a person opts for medical procedures, and whether they are receiving medical assistance privately or on the NHS.

* The student informs the University of Chichester that they want to transition to their preferred gender and will commence a real-life
1. experience.
	* After at least three months, the student may begin hormone therapy.

At the student’s request, the University of Chichester updates its

1. records to reflect any name change and their new gender.
	* A new student file is created and any documents revealing their former name and gender that must be kept (for example, finance records) are marked ‘confidential’. Until the Gender Recognition Certificate is
2. received this will be as a ‘known as’ name within the system.
	* If the student has changed their name, they must provide a copy of the Deed Poll declaration, passport, photo driving licence or other equivalent proof of name change if they wish their graduation
3. certificate to be issued in their new name.
	* After at least 12 months, the person may undergo surgery. After two years of living in their chosen gender, whether or not they have undergone surgery, the person may apply for a gender recognition
4. certificate.
	* A gender recognition certificate is awarded and the person may apply for a new birth certificate. The person is now legally recognised in their chosen gender – all documents and references that have not
5. already been changed must now be changed.

# Informing the University and the Response

Students or pre-entry students wishing to transition are asked to notify the University of Chichester of their intent to transition formally, in writing eg by letter or email. The primary recipient of this communication should be the Director of Student Support and Transition, or another preferred member of staff, who should organise a meeting with the student and offer reassurances that the University of Chichester will support them during their transition. As not all trans people will be under medical supervision, it is not recommended that a doctor’s letter be asked for as evidence of intent to transition.

At the meeting, the student should be informed about the support available within the University of Chichester and they should be asked to let the University of Chichester know of any dates that have been set with regard to commencement of real-life experience change or dates of any medical appointments.

# The Action Plan and Initial Meeting

When a person starts to present in their preferred gender, relevant departments and services should ensure everything is in place to avoid any contradictory information. For example, the person may want to consider notification on intent, actual presentation and any real life experience changes.

## Telling fellow students and colleagues

It is appropriate to discuss how other colleagues and students will be informed. The trans person might want to do this themselves or might want it done for them. If this latter is the case, it is important that the trans person still has some control over what people are told and the language that is used.

## Planning

It will be necessary to agree an action plan, including timescales, to ensure appropriate steps are taken during the student’s transition. The action plan should be confidential, and discussion should take place to agree where copies should be kept and who should have access. For example, the student may wish to own the action plan with a copy being held by the Director of Student Support and Transition and any changes to academic records, eg change to name status, being held and only accessible by Registry.

The action plan will enable the University to ascertain in advance any necessary arrangements for time off from study and when changes to records are likely to be required. The action plan and timescales will need to be reviewed periodically with the student concerned and particular attention will need to be given to students in programmes of study that require them to undertake course placements. This action plan should cover:

* + - The time off the student will need for medical appointments or procedures, and/or possible side-effects of any medication.
		- The date when the person intends to commence any real-life experience, which may include the expected point or phase of a change of name, personal details and gender, and the steps that need to be taken to prepare for that point or phase and what amendments will be required to records and systems.
		- If a student wants to continue their programme of study, the available supportive arrangements and adjustments.
		- When to inform their department and whether the student wishes to inform fellow students in person, or would prefer this to be done for them.
		- If and when the person intends to start hormone therapy and/or undergo surgery.
		- What emotional support can be put in place for the student if they feel that they require it, ie counselling, mental health support, referrals to other agencies etc.
		- How the student is covered by existing policies relating to issues such as Confidentiality, Equal Opportunities, Dignity at Work and Study etc.

## Name Change and Photo Records

In the early stages of transition, a trans person may not permanently present in their preferred gender as they may not feel able to do so until, for example, hormone therapy starts to alter their body. It can take several years to transition fully to the opposite gender, and during this time the trans person may experience extensive physical changes. The full transition will not be instantaneous, so it may be necessary to update photographic identification throughout this period. In some cases the person may require identification in their former self as well as their new gender.

The following cards/name identifiers should be considered for change:

* + - Student ID Card
		- Student Union Card
		- National Union of Students (NUS) extra card (TOTUM Card)
		- Club and Society cards
		- Volunteer/mentor ID badges
		- ID badges
		- Gym membership cards
		- Placement ID cards
		- Course representative card
		- Email Address

The following documents should also be considered for replacement or alteration if appropriate:

* + - online records, e-portfolio/record of achievements (HEAR), academic biographies
		- UCAS forms
		- all student records and databases, enrolment forms, finance records
		- programme and module lists
		- personal tutor records
		- welfare/disability/counselling records
		- volunteering and mentoring records
		- certificates, for example, council tax exemption, training attendance, degree
		- club and society membership records
		- finance and banking details
		- student loans company

## Informing Relevant Departments

The law recognises that someone under medical supervision who is transitioning may require substantial periods of time off study to undergo medical procedures. A trans person under medical supervision who has time off study relating to their transition has the right to be treated in the same way as someone who is absent for reasons of sickness or injury.

Staff should also be aware that the possible side-effects of medication may adversely affect performance, and the student may need reduced hours or duties for a temporary period when they return following surgery.

It should be determined if the student is intending to undergo gender reassignment surgery and when this will be. If the student requires time off for surgery and recovery, the process, support and adjustments needed should be discussed to ensure the student remains on their programme of study or can return when they have recovered. Intermission may be an option.

If appropriate, and with the agreement of the student, the following people may need to be informed:

* + - Programme teams such as tutors and support staff
		- Fellow students and colleagues
		- Registry
		- Student Loans Company
		- Exams Office
		- Student Support and Wellbeing
		- Accommodation (if appropriate)
		- University Learning Resources Centre (LRC)
		- The Tudor Hale Centre
		- Volunteer placements
		- Work based study placements.

## Genuine Occupational Qualification

Consideration should also be made to any Genuine Occupational Qualification (GOQ) (see section [2 Terminology](#_bookmark1) for a definition) requirements during the student’s programme of study, volunteer placements or work based study.

## Award Ceremonies

The University of Chichester will support any student who wants to be announced in a way which is different from their full legal name and can do this by filling in an alternative ‘Graduand Name’ via an online form - there is no need to talk to anyone about the reasons for this. The Graduand Name is the name which is read out at the ceremony.

The University of Chichester will issue the degree certificate in the current legal name but will issue a new certificate once legal notification of the name change, such as a copy of Deed Poll “Statutory Declaration of Change of Name”, passport or photo driving licence, has been received.

# Practical Issues

## Accommodation

When a student applies for accommodation and advises that they are transitioning, or intend to transition once at the institution, they will be housed in a mix gender flat. The point at which they will begin to live day-to-day in their affirmed gender would be established and they can complete a transfer request, if required, once the transition has taken place.

Whilst the University does not have specifically single sex accommodation it is possible the student may find themselves in a single sex flat and therefore may require reasonable adjustment. Where accommodation is provided privately, the University will endeavour to facilitate the providers to support transitioning students.

## Confidentiality

Confidentiality is crucial. In specified circumstances, the Gender Recognition Act prohibits disclosure of the fact that someone has applied for a gender recognition certificate (GRC), or disclosure of someone’s gender before the acquisition of a GRC. Such disclosure constitutes a criminal offence liable to a fine.

## Forms and Questionnaires

When designing forms or questionnaires, bear in mind that some people prefer a further option in addition to ‘male’ or ‘female’. An option ‘prefer not to disclose’ is helpful. It should also be made clear on forms requesting this information what the intended use is, as this may affect how some trans people respond.

## Records and Data Protection

No records should be changed without the permission of the student concerned. If an individual gives notification of their intent to transition during their education, the University will need to agree with them the date from which their gender is changed on all student records and public references with the exception of degree certificates.

The point at which these changes are made should be agreed with the individual. The names and pronouns on student records will be changed on receipt of a written notification of intent to transition as this is sufficient for the gender and name on student personnel and academic records to be changed. This is necessary to enable the person to go about their daily life as a student without their birth gender being known.

It is very important to ensure a trans person’s file reflects their current name and gender. Any material that needs to be kept that is related to the person’s trans status, such as records of absence for medical assistance, birth certificate and documentation of name change, should be placed in a sealed envelope and attached to a new file with instructions such as, ‘Confidential: Director of Student Support and Transition only’. The Director of Student Support and Transition should allow staff to view the information only if they require it to perform their specific duties and with the permission of the person concerned.

When a trans person receives a gender recognition certificate, they have the right to request that all references to their former name and gender are removed from old records to ensure their former identity is not revealed. All records held on paper file must be found and replaced with new records, and relevant information transferred to a new cover. For example, a person’s old birth certificate will need to be replaced with their new one; if the person has changed their name, their original offer letter will need to be replaced with an

offer letter in their new name. Nothing should remain on the file that would disclose to a third person that a change has occurred.

All records (whether hard copy or electronic files, emails and database records) will be processed in accordance with current data protection legislation and the University’s Privacy Standard. See the University’s Data Protection webpages for further information: <https://www.chi.ac.uk/about-us/policies-and-statements/data-protection>

## University Sports Centre and the Students’ Union Clubs and Societies

The Gender Recognition Act recognises that, in certain circumstances, it may be appropriate to restrict trans people from participating in competitive sports in their affirmed gender. This is to ensure fair competition and the safety of other competitors as well as the trans person, however the Act makes it clear that a trans person should be given the same access to sports clubs as a non-trans person. In addition, single-sex clubs should admit trans members, provided they can show identification in the appropriate gender.

## Washroom Facilities

A trans person should have access to ‘men-only’ and ‘women-only’ areas - such as changing rooms and toilets - according to the gender in which they present. This may mean that a person changes the facilities they use at the point when they start to live in their affirmed gender. In some situations, it may be helpful to explain the situation to other students who use the facilities; however, this should only be done following full consultation with the trans person, and if the trans person concerned wants this conversation to take place. It is not acceptable to restrict a trans person to using disabled toilets or other unisex facilities.

# Discrimination, Harassment and Victimisation

Bullying, harassment and discrimination are unlawful and will not be tolerated. Our policies protect the rights of trans people to dignity at work and in their studies. Some indicative examples of unlawful direct discrimination include:

* refusing to support a student who is trans
* verbally or physically threatening a trans person or spreading malicious gossip about that person
* refusing to associate with or ignoring someone because they are a trans person
* refusing to address the person in their affirmed gender or to use their new name
* sexual harassment of a trans person
* revealing the trans status of a person to others, either by disclosing information to individuals or groups - in other words, ‘outing’ someone
* passing judgment on how convincing a trans person is in their affirmed gender
* refusing to acknowledge the rights of a trans person and failing to acknowledge that a transition has occurred.

Steps that can be taken to prevent harassment include:

* creating effective and well communicated policies to promote gender equality that explicitly cover gender identity
* monitoring the policies and their impact regularly
* developing clear procedures for investigating complaints
* training staff involved in investigating complaints
* collaborative working with the Students’ Union.

Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will also not be tolerated. The University of Chichester undertakes to remove any such propaganda whenever it appears on the premises.

# Complaints

Transphobic abuse, harassment or bullying (for example name calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) will be dealt with under the ‘Policy for Addressing Bullying and Harassment of Students’ and the ‘Procedures for Disciplinary Action against Students (Appendix 3 of the Academic Regulations)’. To ‘out’ someone without their permission is a form of harassment and, depending on the severity, a criminal offence. The aim of the aforementioned policy and procedures is to promote a working and learning environment in which harassment and bullying are known to be unacceptable and where individuals have the confidence to deal with harassment and bullying without fear of victimisation.

If, in the interests of investigating a complaint, it is necessary to make disclosure of the person’s trans status to particular named persons, this will only be done with t h e written permission of the trans person. If the trans person feels unable to agree to such disclosure it must be explained to them how this will impact the investigation of the incident and the limits on any actions that can be taken.

The University of Chichester undertakes to ensure a prompt response to all complaints and to treat them with due respect, relevant confidentiality and fairness. In some instances they may be dealt with informally, in others there may be grounds for disciplinary actions, including dismissal or expulsion from the University.

# Procedure for Graduates

Before documents can be changed retrospectively, the University of Chichester will need:

* Proof of legal change of name such as a copy of Deed Poll “Statutory Declaration of Change of Name”. (The graduate may also choose to provide a copy of the Gender Recognition Certificate.)
* The returned original degree certificate, or written confirmation that it has been lost or destroyed.
* Standard payment for a replacement certificate to be paid in advance.

The University of Chichester will need to:

* Photocopy the deed poll name change document.
* Amend the full student record - surname, forenames, gender, title, initials - as applicable. (Records such as previous accommodation are largely overwritten).
* Add a confidential note to the student’s record explaining and documenting the change.
* Amend the Pass Lists (both Preliminary and Final - as applicable), again, making a note of the new details in the relevant place if the surname has changed too.
* Amend the Preliminary Examinations and Final Examinations files, again, making a note of the new details in the relevant place if the surname has changed.
* Amend thesis and other documents held in the LRC.

The relevant administrator should write to the following areas explaining that the student has changed their name:

* The relevant Administration Office (together with a copy of the relevant documentation outlined above) for their paper files to be amended.
* The Exams Office (together with a copy of the relevant documentation outlined above) for their paper files to be amended.
* The Alumni Association for their paper and electronic files to be amended.

Once the above has taken place, Registry, in agreement with the student, will replace all previously held photographic images, which will no longer be relevant following the gender reassignment.

# The Law

The process of gender reassignment can take several years to complete and there are different legislative protections at each stage of the process:

**The Equality Act 2010**

Gender reassignment is one of nine protected characteristics within the act, and it is also included in the Public Sector Equality Duty. The definition of gender reassignment within the act gives protection from discrimination to a person who has proposed, started or completed a process to change their sex.

The act offers more far-reaching protection from discrimination on the grounds of gender reassignment than existing equality law as it protects:

* trans people who are not under medical supervision
* people who experience discrimination because they are perceived to be trans
* from discrimination by association because of gender reassignment. For example, it would protect the parents of a trans person from being discriminated against because their child is transitioning.

**The Equality Act 2006 – the Gender Equality Duty**

The Equality Act 2006 amends the Sex discrimination Act 1975 to place a statutory duty on all public bodies, such as the University, when carrying out their functions, to have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality between men and women. As part of that duty the University is specifically required to address and eliminate discrimination and harassment of trans staff and students.

**The Gender Recognition Act 2004**

The legal position for a person who has fully transitioned is clear and unequivocal. The Gender Recognition Act 2004 allows trans people who are able to satisfy the Act’s evidence requirements, to apply to a Gender Recognition Panel to seek full legal recognition. If a Gender Recognition Certificate is issued, and the person’s birth was registered in the UK, they will be able to obtain a new birth certificate which does not disclose the fact that they have changed gender. Thereafter, the Sex Discrimination Act applies to this person in the

same way it would to anyone else. Anyone who acquires information about someone’s trans status is liable to criminal proceedings if they pass that information to a third party without the permission of the individual.

**The Sex Discrimination (Gender Reassignment) Regulations 1999**

This legislation extended the Sex Discrimination Act (1975) to cover discrimination on grounds of gender reassignment in employment and vocational training which includes all Higher Education students. The regulations cover direct discrimination, victimisation and harassment on the grounds of gender reassignment.

The regulations protect a person who intends to undergo, is undergoing, or has undergone gender reassignment from unfavourable treatment on the grounds of their gender reassignment. This includes people preparing for medical treatment. Protection applies from the moment the person indicates their intention to start the reassignment process, even if they subsequently change their mind.

**The Human Rights Act 1998**

The Human Rights Act provides protection to trans people, principally under the right to a private life. This includes, amongst other things, the right to choose a sexual identity, lifestyle and the way a person looks and dresses.

**The Disability Discrimination Act 1995**

A trans person could be protected under the Disability Discrimination Act if their Gender Dysphoria leads to anxiety and depression on a long term basis, although there is no legal precedent at present.

**The Data Protection Act 2018**

Under the Data Protection Act, trans identity and gender reassignment would constitute ‘special category data’ for the purpose of the legislation and must be processed as such.

# Further information

**The Beaumont Society** is a support network that promotes better understanding of the conditions of transgender, transvestism and gender dysphoria. [www.beaumontsociety.org.uk](http://www.beaumontsociety.org.uk/)

**Depend** is an organisation that offers free, confidential and non-judgmental advice, information and support to all family members, partners, spouses and friends of trans people. [www.depend.org.uk](http://www.depend.org.uk/)

**Equality and Human Rights Commission** is a statutory body with responsibility for protecting, enforcing and promoting equality across nine protected characteristics – age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation. [www.equalityhumanrights.com](http://www.equalityhumanrights.com/)

**Equality Challenge Unit** (ECU) works to further and support equality and diversity for staff and students in higher education institutions across all four nations of the UK and in colleges in Scotland. They provide a central resource of advice and guidance for the sector. <https://www.ecu.ac.uk/>

**The Forum** for Sexual Orientation and Gender Identity Equality in Post-School Education brings together partner organisations to co-ordinate work that advances sexual orientation and gender identity equality in post-school education. <https://sgforum.org.uk/>

**Gender Identity Research and Education Society** initiates, promotes and supports research, particularly to address the needs of people who have a strong and ongoing desire to live and be accepted in the gender in which they identify, although different from that assigned at birth. [www.gires.org.uk](http://www.gires.org.uk/)

**The Gender Trust** is recognised as an authoritative centre for professional people who encounter gender identity-related issues in the course of their work. In particular, this group includes employers, human resources officers, health workers and information services.

National helpline: 0845 231 0505. [www.gendertrust.org.uk](http://www.gendertrust.org.uk/)

**Mermaids UK** provides support and information for children and teenagers who are trying to cope with gender identity issues, and for their families and carers. [www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk/)

**Press for Change** is a political lobbying and educational organisation that campaigns to achieve equal civil rights and liberties for all transgender people in the UK through legislation and social change. [www.pfc.org.uk](http://www.pfc.org.uk/)

**Transgender Zone** is an online resource that covers all aspects of transgender issues, including a section specifically for female-to-male trans people. [www.transgenderzone.com](http://www.transgenderzone.com/)