

Leeds Trinity University

Gender Identity Policy Statement

Leeds Trinity University is 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 encompasses a broad range of people whose gender identity is not expressed in ways that are typically associated with the gender assigned at their birth.

This includes those who have non-binary, non-gender or gender-fluid identities.

The University celebrates and values having a diverse workforce that includes trans people, and seeks to ensure that their experience of work, study or partnership with the University is positive and inclusive.

The University recognises the additional challenges that trans people may experience during their studies and in the workplace and seeks to minimise this as much as possible, insofar as we are able. In order to support this intention, the University undertakes the following:

- That 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.
- That staff will not be excluded from employment or promotion or redeployment opportunities because of their gender identity.
- That training will be in place to support greater awareness and understanding amongst our staff in relation to trans issues. Staff and students' requests to change their name, title and gender on records will be handled sensitively, promptly, and individually (in line with the University's Student Name Change Guidance) and individuals will be made aware of any implications of the changes.
- That we will develop a clear approach to the use of pronouns across the University.
- That we will take steps to monitor and review the curricula 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; this will be a component of the institution's Curriculum Framework for Social Justice.
- That we will respect the confidentiality of all trans staff and students and not reveal information without the prior written agreement of the individual.
- To make it clear across our community, that 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
- That transphobic propaganda, in the form of written materials, including social media, graffiti, music or speeches, will not be tolerated. The University undertakes to remove any such propaganda whenever it appears on the premises.
- To strongly encourage reporting of transphobic incidents, by those who witness them or by those who personally experience them. The victim and/or the person reporting the incident should not be assumed to identify as a trans person.
- To provide a supportive environment for staff and students who wish their trans status to be known, whilst recognising the right of the individual to choose whether they wish to be open about their gender identity, trans status or trans history.

- The University recognises that 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.
- To include the provision of appropriate facilities into estates development.
- To recognise the value of peer support and provide organisational support to relevant staff and student networks.
- To include gender identity in internal attitudinal surveys and when monitoring complaints of harassment.
- In providing 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 the University’s obligations under equality law.
- Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support to meet their particular needs during this period.
- To recognise that trans staff and students come from diverse backgrounds and 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 race, age, religion or belief, disability, or sexual orientation.
- In addition, assumptions will not be made about the gender of partners of trans staff or students.
- To ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.

Roles and Responsibilities

Board of Governors

The Board of Governors, through the EDI Committee, will receive regular updates and reports on progress in this area and will seek to be reassured that the University is fulfilling its obligations in relation to trans staff and students.

The Executive

The Executive will ensure that progress is made in this area through oversight of strategies and action plans as appropriate. They will also ensure that resources are available to undertake the work required to progress our work in this area.

Director of Office for Institutional Equity

The Director of OIE will be responsible for overseeing the development, dissemination and implementation of this policy to all key stakeholders. They will also be responsible for identifying training and action plans which may need to be put in place to support this policy.

EDI Committee

The EDI Committee will support and oversee our work in this area through regular reports and feedback from its membership.

Students Union (SU)

The Students Union will participate and work closely with the University to ensure that student needs and feedback are central to the development of strategy in this area.

LGBT+ Staff Network

The LGBT+ Staff Network will be involved in the development of policies, strategies and plans in this area and will provide a forum for consultation on the views and experiences of trans staff at the University.

Human Resources

Human Resources will be responsible for the implementation of employment policies or HR-related processes. They will ensure that appropriate training and staff development is in place to promote greater understanding and awareness of trans issues within its staffing population. They will also ensure that procedures are correctly followed in respect of discrimination, harassment or other issues.

Student Administration

Student Administration will ensure that name changes are dealt with promptly and effectively and will communicate with relevant departments to ensure that changes are disseminated and understood. The Student Name Change guidance outlines how name change requests will be processed.

Student Support

Student Support will ensure their staff are trained in dealing appropriately with trans students and understand the issues they may face. The support available will be clearly communicated so that all staff and students know how to access it.