

# A VISION FOR CHANGE

Acceptance without  
exception for trans  
people

2017-2022

## **A VISION FOR CHANGE**

Acceptance without exception  
for trans people

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# INTRODUCTION FROM STONEWALL'S TRANS ADVISORY GROUP

**The UK has played an important role in the journey towards trans equality, particularly benefiting from the brave and dedicated efforts of a few individuals and organisations. As a result, legislation developed, affording the first specific legal protections from discrimination for trans people. Trans communities themselves evolved because of this, with individuals and groups providing mutual support and empowering each other. This has led to a greater presence and visibility in day-to-day society.**

While many of us benefited from the successes of this time, many more did not. For some, this was because of deep-rooted social alienation. For others, laws and systems have not recognised or accommodated their true identities. These systems require people to prove who they are in relation to very rigid gender criteria, which define what is acceptable, and more importantly, what isn't. Consequently many trans people are left with few opportunities to live authentic, honest lives.

The drive for trans equality must be led by trans people. We must be at the forefront, leading the way, in order to reach our goals. At the same time, we welcome and thank the many allies who offer to work hand-in-hand with us; those who are equally passionate in their drive to further the equality of all trans people.

In 2015, following extensive dialogue with the trans communities in the UK, Stonewall announced positive steps to become truly trans-inclusive in its own work, and this process is very much underway. At the same time, Stonewall committed to working with trans people and groups to support progress in trans-specific areas of work. This led to the formation of the Stonewall Trans Advisory Group (STAG): a group that brings together 18 individuals with a range of trans identities and backgrounds, to work in collaboration with Stonewall. Diversity of opinion, lived experience, identity and ideals have been embraced as founding principles of this group, as have the challenges and opportunities inherent in that. We invite dialogue and critique from all quarters and will be transparent in our operation, and we will use that to continuously shape our work with Stonewall. Our group will also periodically seek new members and increased diversity of experience and background. We will

work to give a voice to all parts of trans communities, and we are determined that no-one will be left behind.

Because of this, we are committed to engaging further with trans communities that are underrepresented. We will continue to reach out to trans people who are disabled, from black, Asian and minority ethnic backgrounds, neurodiverse, and live in rural communities, and would love for even more people from these communities to be engaged with STAG and involved in the development of our future projects.

This document outlines the key areas on which we will work with Stonewall. It is based on a shared mission: that trans people deserve to live full, authentic lives; at work, at home and in public. To make that a reality will require vision, drive and focus. It will require many individuals, many groups and many allies working together to achieve common goals.

The issues outlined in this document are our starting point because of the very real effect they are having on trans people, their families, friends, loved ones and colleagues. It is written from us to others – both in the trans communities and more widely – to demonstrate the breadth of issues faced by trans people, and we have, in many places, drawn on our own experiences to bring these issues to life. Stonewall has responded throughout the document with its commitment to working alongside us to achieve our vision for change. The lived experience of future trans generations will be the marker against which we will measure our progress.

This is a movement bigger than any one organisation. Together, we will ensure Stonewall's vision of acceptance without exception is an unquestionable reality for all trans people.

# INTRODUCTION FROM RUTH HUNT, CHIEF EXECUTIVE, STONEWALL

**I am very proud to be a trans ally. When I became Chief Executive of Stonewall, it was incredibly important to me that Stonewall too stepped up to take its place as an ally. We had been silent on trans issues for too long.**

Between March 2014 and February 2015 I led a series of conversations with hundreds of trans people to understand the role we could play in working towards trans equality. What came out of those conversations was that Stonewall had two distinct, but different, parts to play. Firstly, we needed to become a truly LGBT inclusive charity. That meant all our work – our campaigns, research, programmes and everything else – had to incorporate trans people and issues. We were willing and ready to commit to that, wholeheartedly, and we are very proud to be firmly on that path.

Since then, we have produced trans inclusive reports and guidance for a variety of different audiences, including the *Unhealthy Attitudes* report, a series on supporting trans staff in the workplace, a toolkit for community sport organisations and guidance for schools on tackling bullying. We have worked with Gendered Intelligence to train all our staff on key issues for trans people. We have introduced trans themes into all our conferences, heard from inspirational trans speakers, and given trans young people a voice through the *Young Campaigners* Programme. Our work is now, where appropriate, always trans inclusive, and will continue to be.

The second strand identified during our consultation with trans communities was the role Stonewall should play in supporting a trans specific agenda. While trans people face many of the same inequalities that lesbian, gay and bi people face – and can of course also be part of these communities – there are also many issues specific to them. It was clear that we had a responsibility to use our expertise and resources to support the work already being done in trans communities to promote equality, but also to support trans communities to establish their own vision for the future.

With that mission in mind, we appointed a new Head of Trans Inclusion, and the Stonewall Trans Advisory Group was recruited and formed. Its purpose is to reflect a broad and diverse range of trans experiences and define that vision for the future. This document does just that. It is a plan for trans equality produced and articulated by trans people. It is a clear blueprint for trans people, allies, LGBT organisations, other organisations and institutions about the role they can play to ensure every trans person is accepted without exception.

Any work towards trans equality must be driven by trans people and achieved by trans people, but it will be utterly and unequivocally supported by Stonewall as an LGBT charity, and we will do everything we can to make it a reality.

# HOW TO READ THIS DOCUMENT

## THERE ARE THREE KEY SECTIONS:

### EMPOWERING INDIVIDUALS:

enabling trans people to actively and visibly participate in everyday and public life by empowering trans people, changing hearts and minds and creating a network of allies.

### TRANSFORMING INSTITUTIONS:

improving services and workplaces for trans people.

### CHANGING LAWS:

ensuring equal rights, responsibilities and legal protections for trans people.

## WITHIN EACH OF THE SECTIONS, THE FOLLOWING HAS BEEN OUTLINED:

### THE CURRENT LANDSCAPE:

an outline of the main issues, and how they impact on trans people.

### VISION FOR CHANGE:

what needs to change to ensure acceptance and inclusion for trans people.

### STONEWALL'S RESPONSE:

the tangible actions to which Stonewall commits to in order to help achieve the vision for change.

### WHAT OTHERS CAN DO:

the actions that others can take, whether that's trans people, the wider LGB communities, allies, organisations or others, to help achieve the vision for change.

# A NOTE ON LANGUAGE FROM STONEWALL'S TRANS ADVISORY GROUP:

## LANGUAGE IS IMPORTANT.

In relation to gender and identity, language is nuanced, contextual and complex. It has evolved over time, and it has developed as our understanding of gender has developed, to accommodate a wide variety of lived trans and gender diverse experiences. This can make language difficult for trans people and those who would be their allies.

The language in this document is open to change, so that it best reflects appropriate language of the day. But importantly it will always be deliberate in simplifying wherever possible. This is for the purpose of clarity, and to ensure that we bring the largest group of people along with us, including those just beginning their journeys as allies. We understand and recognise that many will not yet appreciate the variety and importance of an individual's language regarding their own gender identity and gender expression.

Within the document we use the term 'trans' in its most all-encompassing form, to include any person whose gender identity and/or gender expression does not conform to conventional ideas of male or female gender, or the sex they were assigned at birth. This includes all binary and non-binary gender identities and those who have an absence of gender identity. A full glossary of terms used in this document can be found on page 38.

Finally, following consultation with trans people in Scotland, along with the Scottish Trans Alliance, it was overwhelmingly agreed that this document should cover England, Wales and Scotland. As a result, given devolved aspects of Scottish, and Welsh law, there are differences in language and approach where context differs.



# EMPOWERING INDIVIDUALS:

enabling full participation in everyday and public life by empowering trans people, changing hearts and minds and creating a network of allies

## THE CURRENT LANDSCAPE:

Despite recent strides forward, trans people and their stories are often misrepresented. In public and everyday life, trans people are underrepresented and ignored, and therefore their experiences are totally absent from public consciousness. In media, trans people are also misrepresented, with stories and experiences largely driven by people who aren't trans. This means very narrow trans experiences are portrayed. Lack of awareness of the lived experiences of trans people can lead to trans people being subjected to verbal, physical and psychological abuse, as well as discrimination in many walks of life.

## ROLE MODELS

Positive role models can be powerful agents of social change. However, many people do not think of themselves as role models. They do not have enough confidence or practical knowledge about how they can achieve change. Often, there is little by way of encouragement or support from colleagues, peers, friends, families, carers, employers, service providers and local communities.

Trans people often need support and encouragement from allies to feel safe in putting themselves forward in this way. There is also no universal experience of being a trans person, and different parts of people's identities and varied experiences are often ignored and erased. We do not see diverse trans role models in our society. There is very little representation of trans role models who are older or from BAME communities, and we rarely see trans people of faith or with a disability. People's transition experiences are different, and unfortunately many experiences are either misrepresented, or completely absent. In addition, the fact that a person is trans often dominates the discussion at the expense of everything else.

**'I hope that if people see people like me, then it will help them to see they can be themselves. Hopefully people who are frightened about themselves can see that this can actually work.'**

– ALEX DRUMMOND

**'Be proud. There will be people who want to cut you down but you don't have to listen. You can be yourself and be proud.'** – AIMEE CHALLENGOR

## REPRESENTATION OF TRANS PEOPLE IN PUBLIC LIFE

Although several trans candidates have put themselves forward for electable public positions in recent years, in May 2016, there were only three openly trans people holding elected public office in the UK. Trans individuals who are keen to hold public office may be put off by the threat of discrimination, negative media coverage and excessive public scrutiny. The lack of trans people in these positions may also discourage potential trans candidates, who could fear being singled out as 'the trans one', and the pressure, exposure and responsibility that comes with that label. The UK, Scottish and Welsh Governments have begun engaging with trans people to advise on trans-specific policies, but the lack of trans individuals in public office limits Government capacity to take account of trans people's needs in their decision-making.

# REPRESENTATION OF TRANS PEOPLE IN THE MEDIA

Trans people and issues have begun to be recognised more frequently in the media, and there has been some progress in increasing the variety of trans people's stories that are shared. There have also been several best-practice guides introduced. However, overused stereotypes still dominate when trans people are featured in the media, and mainly focus on glamourised celebrity transitions or in-depth medical procedures. As a result, the lived experiences of many trans people are almost completely absent from the media, and therefore the general public rarely see or understand trans people's real experiences.

Furthermore, some media organisations continue to report on harmful stories, which often involve reducing trans people to caricatures, or allowing debate around whether trans peoples' identities are valid.

## DIVERSITY OF EXPERIENCES

The huge diversity in the experiences of trans people is rarely explored or represented. In society, there is little awareness and understanding of non-medical transitions, non-binary people, or of gender variance generally. Trans people, like everyone, have multiple parts to their identities which come together in unique ways. Trans people who are also part of other marginalised groups may face unique issues that are rarely acknowledged.

## LGBT COMMUNITIES

The inclusion of trans people within the lesbian, gay and bi movements has at times been a contentious issue. However there are obvious overlaps of need, experience and potential learning, and of course trans people may also identify as lesbian, gay or bi. Despite this, trans people also face unique challenges and narratives. Trans identities are often incorrectly confused with sexual orientation, relegated to a side issue, or dismissed, rather than being given their own emphasis and space.

There is also sometimes explicit hostility towards trans people from cisgender lesbian, gay or bi people (those whose gender identity matches the sex they were assigned at birth). There is also a lack of universal acceptance that trans identities are valid.

Finally, some members of other groups seeking gender equality refuse to recognise the legitimacy of either self-defined gender or legally defined gender through the Gender Recognition Act 2004. This can lead to hostility and abuse.

## ROLE OF ALLIES

Although an increasing number of people consider themselves allies to trans people, many feel uncertain about what to do or say to support trans people. Furthermore, a lack of confidence often provokes a fear of making mistakes and mistakenly causing offence. This prevents many potential allies from promoting trans issues and developing inclusive communities in all parts of society. Allies are most needed where trans people are most vulnerable and this can often be in isolated, small or rural communities where they can feel alone without the support of friends, family and networks.

**'There are loads of things that we all have to face in life that we don't choose. We all get a different hand in life. Gender identity should not be something that makes your life worse, it should make your life better and it should be something that's seen as a positive, helpful, challenging thing to do – to take control of who you are and say 'this is how I feel', 'this is what I'm going to do'. That should be a positive thing. It should be like coming of age.'** – ERIC

## VISION FOR CHANGE:

**1.** More trans people to be empowered to tell their stories.

**2.** Broader representation, awareness and visibility of a diverse range of trans identities and experiences - in public life and media.

**3.** Trans people to be able to make a positive difference in every aspect of their own lives, whether that's at work, home, during leisure time, in healthcare settings, in sport or in communities.

**4.** Trans people to be actively involved in all areas of public life.

**5.** LGBT communities to be truly trans inclusive, with LGB and T people taking active steps to challenge homophobia, biphobia and transphobia within the communities, and ensuring LGBT spaces and events fully involve and include trans people.

**6.** Trans people to be actively included in campaigns and movements for gender equality.

**7.** A society where transphobia is unacceptable and is challenged by everyone. To achieve this, it's vital to have a greater range of allies listening to, and speaking alongside, trans people, and challenging transphobia when they see it and hear it.

**8.** Trans people in isolated communities and rural areas to feel the impact of this work and feel a part of the wider trans and LGBT communities.

**'If we don't see trans people, then it's easy to hold hostility. Familiarity will breed acceptance. A lot of prejudice is because people are unsure and uncertain how to understand trans people. If they just became more familiar, there would be more acceptance.'**

– ALEX DRUMMOND

**'We need community development and education. We need people on the ground delivering work at a grassroots level. But at the moment we've got a community where a lot of people aren't engaged and don't know how they can contribute. We need to empower and equip people to do that.'** – TARA STONE

**'My Filipino community theatre group here in the UK has been the place where I spend a lot of my time. It has also been a safe place for me to be myself. It's full of very diverse and supportive individuals, but most don't know the difference between trans and "bakla" (the most culturally used term and visible subset gay men in the Philippines). Different cultures have various levels of awareness, knowledge and acceptance towards lesbian, gay, bi and trans people. It is absolutely necessary to demonstrate our differences, have a positive impact and educate them. This can be a challenge, but it is all worth it, we just need a first step forward.'** – VICTORIA GIGANTE

# STONEWALL'S RESPONSE:

## THE STONEWALL TRANS ADVISORY GROUP

Stonewall will continue to work collaboratively with the Trans Advisory Group so that trans voices are at the core of our trans specific campaigning. Part of the development of STAG will be reaching out to people from many different communities to increase the diversity and experiences within the group. Stonewall will work with the Trans Advisory Group to encourage trans disabled people, those who are BAME, neurodiverse, or from rural and isolated communities to join and help shape future work in a way that is fully inclusive. It will be Stonewall's aim to facilitate this engagement so that the Trans Advisory Group is representative of the widest possible range of trans identities and experiences.

## EMPOWERING TRANS ROLE MODELS

Stonewall will apply for funding to deliver Role Model programmes to trans people. This will give individuals the opportunity to explore what it means to be a role model and the space to identify how they are going to create an inclusive environment for everyone. Positive action will be taken to encourage a diverse range of trans people to participate in these programmes.

Stonewall will support people of all gender identities to stand up as role models, including BAME trans people, those with a faith, disabled, and older trans people. The visibility of non-binary, gender queer and non-conforming identities is just as vital. Stonewall will help to amplify these voices.

Stonewall will also increase the number of trans people who take part in the Stonewall School Speaker programme, which trains and enables people to go into schools, colleges and organisations to share their personal and professional journeys. Sixty new school speakers will be trained in England in 2017, and each year for the next four years, alongside 10 in Wales and 10 in Scotland per year. These people will be from diverse communities, including at least 10 per cent from trans communities (and a minimum of two in Scotland each year), and at least 10 per cent from BAME communities.

**'We need to see that people can be trans and be successful, and have friends, and jobs and lives and be happy. I want to focus on possibility and success, so people can see it's perfectly doable.'**

– ALEX DRUMMOND

**'Always be yourself. Don't hide yourself from society because it won't allow you to be who you want to be. We need to empower society with the gender you really are instead of being the gender you feel uncomfortable in.'**

– ZACH BROOKES

**'Don't feel like you have to prove anything to anyone or turn yourself into a stereotype to prove yourself. Your gender is not the clothes you wear or the hobbies you have, any more than it is for cis people. Your gender is yours and nobody has the right to tell you you're doing it wrong.'**

– CHARLEY HASTED

## AMPLIFY VOICES

Stonewall will provide a platform for trans people to tell their stories, without the focus always being on their trans identity, and will amplify the voices of trans people who are rarely seen or heard. Stonewall will also celebrate the positive work of trans allies, provide clear signposting for allies to local trans and LGBT organisations, and indicate accessible resources and appropriate training to further engage networks of allies.

**'Like anyone, we have relationships, we are diverse. It's amazing to witness the variety of people who get to tell their stories and talk about their lives, not just for being trans but because of who they are. They are empowered, capable and authentic; not despite being trans, but because of it.'** – AYL A HOLDOM

**'Realising that we only get one chance at life and we shouldn't spend it living up to expectations that make us miserable is a big part of why lots of us transition. That sentiment is still true afterwards though; being authentic to ourselves should be for life, not just for transition.'** – SARAH BROWN

## REPRESENTATION IN MEDIA

Stonewall will work in partnership with trans organisations that are already doing work in this area, as well as the Department for Culture, Media and Sport, to help to improve trans representation in media. This will include broadcasters, print media, individual journalists and the wider industry, to help them understand the complexities of trans experiences and reflect them in the best way.

Stonewall will work with trans communities to amplify diverse voices and experiences. This will include working closely with selected media partners on specific projects that profile trans people from a range of backgrounds and experiences, often on topics not specifically relating to gender identity. Media producers will be encouraged to increase the variety of topics and voices that are heard in order to broaden and deepen society's awareness, understanding and acceptance of trans people.

## EMPOWER A NETWORK OF ALLIES

Stonewall will seek funding to deliver Stonewall Trans Allies programmes across England, Scotland and Wales to build up a network of allies to trans people. These one-day facilitated programmes will directly target people who do not identify as trans. It will give them the opportunity to explore what it means to be an ally and the space to identify how they can create inclusive environments for trans people. Up to 36 people will take part in each of these programmes, leading to a network of engaged allies to support trans equality and inclusion.

A national campaign will be developed to educate and inform the general population about trans identities, including non-binary identities, and the challenges that their families and friends face. The campaign will challenge stereotypes, celebrate the diversity of experiences, confront negative attitudes and ensure all trans people feel included, engaged and accepted in society. The campaign will also look inwards to LGBT communities, to challenge negative attitudes and misconceptions about trans people. Many of the organisations, schools and individuals that work directly with Stonewall will be approached to support the campaign, so that the widest possible audiences understand the importance of putting trans issues on the agenda.

## CHALLENGE TRANSPHOBIA

In 2017, Stonewall will commission a large-scale research report to look at the experiences of lesbian, gay, bi and trans people in the UK in many aspects of life. Through this, an evidence base will be developed outlining the experiences of trans people in healthcare, universities, places of worship, community spaces, and in the workplace, as well as looking at levels of transphobic hate crime and discrimination in the UK. This will inform future campaigns. In addition, campaigns and movements for gender equality that validate the identities of trans people, and are fully inclusive of trans identities, will be actively supported. Stonewall will continue to campaign and challenge transphobia in all its forms, and will confront individuals and movements that refuse to recognise the legitimacy of trans identities, and which are hostile or abusive to trans people.

**'Trans is one aspect of me, it is not the defining characteristic of me. Trans is not my definition.'**

– HELEN BELCHER

**'If you do things in the right way, and are willing to help people work through stuff, then I've found that most people do genuinely want to help and support you.'**

– BRANDON YEADON

**'Reach out for help if you need it. That's what I did. Get out there, make new friends, understand the issues, and also understand what they mean for you. Until you start reaching out, you'll never be at peace, and while you're not you're driving yourself crazy. It does get easier.'** – JOHN LUCY MUIR

**'It is really important to celebrate all those aspects of you – your very own patchwork of identity. You do not have to leave behind your community. You will find people, wherever you are, who understand and support you. Just because you are trans you don't have to leave anything behind'.**

– SURAT-SHAAN KNAN

# WHAT OTHERS CAN DO:

## AS A TRANS PERSON

The decision to share a trans history is entirely down to the individual. Regardless of whether or not you disclose your trans status, you can still be a role model, and demonstrate why inclusion for all is important. You can become more active as a role model in your own communities, professions or settings, in any capacity – from challenging transphobic remarks, to standing up for other people, or taking part in NHS patient experience initiatives. How much you choose to share about yourself is totally up to you.

When it is safe for you to do so, challenge assumptions and be an advocate for change. That might include influencing policy and practice in your organisation or local service provider, or changing hearts and minds by being vocal about what you believe in. Recognise that you can be a role model to other trans people.

Seek out opportunities to become more actively involved in your local community, in civic life and in national and local politics. This could include becoming a trustee of a charity, a school governor, a Special Constable, a local councillor or a committee member on a staff network.

Make sure you support and give positive feedback to trans allies, and to organisations, who get it right.

**‘At college I was a mentor for two students who came out as trans, and I supported them to try to integrate into the college. I helped them to develop friendships and supported them with education, as well as helping motivate them to do things.’ – ZACH BROOKES**

**‘Being a trustee to support the inspiring work of Stonewall was something that greatly appealed to me, and which has now proved important and timely. I’m very proud to be working with and supporting STAG to further secure acceptance without exception’.**  
– KATIE CORNHILL

**‘I had actually been aware of people who were trans in the military, so I had role models. Just being aware of them in the background relieved one area of concern. It showed me that being trans and respected was possible. I was still concerned about being ostracised because of the stereotypes prevalent in society, but I knew at least there would be people to speak to who’d been through similar at work. So, I sought them out, and they held my hand and offered advice in the very early days while I was coming out. I very quickly realised it wasn’t as scary for everyone as I was worried it might be.’ – AYL A HOLDOM**

**‘In early transition I looked for support in Newcastle and there wasn’t much there. I met the local tea and coffee group and got involved, but I felt trans people deserved more. Over time I developed that group into ‘Be’: a community development and support organisation providing training, consultancy, partnered multi-agency working, as well as the holistic support services we began with.’ – TARA STONE**

## AS AN ALLY TO TRANS PEOPLE

Engage with trans people and local trans organisations to see how you can best support them. Individuals will have their own ideas about where and how you might be able to get involved, but knowing that you are there as an ally is an important first step. Be active in signalling your support for trans role models and leaders to be visible in your schools, workplaces and communities.

**‘It helped me a lot to have a supportive mentor, rather than having to face things alone. Be open and honest with the right people, and try to identify allies. Also, make sure you learn from other organisations; it helps to look at solutions rather than just problems.’**

– BRANDON YEADON

**‘I have remained in the same geographical area where I was Headteacher since my retirement. Hundreds of former students and staff are still in touch with me personally and via social media. Over the 14 years since adopting a more appropriate gender role, I have not had a single example of anything other than acceptance.’**

– CAROLYN MERCER

## EVERYONE

Take part in campaigns that promote trans inclusion and equality, and challenge transphobia. Examples of this are Stonewall’s No Bystanders campaign and By Your Side campaign, which encourage people to stand up as allies to others and support inclusion and acceptance for all. You can also encourage your friends, family and colleagues to do the same.

Get involved in the planning and delivery of LGBT events and ensure they are actively inclusive of all trans people. Help to ensure that LGBT spaces, events and organisations are promoted to all trans communities. Play an active role in ensuring that LGBT spaces do not try to delegitimise trans identities.

If a representation in the media is negative or stereotyped, make a formal complaint directly to the relevant media producer and to trans and LGBT organisations. Give positive feedback to media producers who get it right.

**‘Trans Media Watch has always wanted to be in there talking to people to change hearts and minds. We had some lucky breaks and got in front of some good people. We were professional, we explained and educated but were resilient. We held our line. We understood where people were coming from and we weren’t afraid to challenge. Most people just genuinely didn’t know. Very often they thought they were doing the right thing so they just repeated it, without understanding the problems associated with it.’**

– HELEN BELCHER

**‘I’ve been involved with All About Trans, meeting with people from the media industry to allow them to meet me face to face and see that I’m a regular person, it creates a familiarity. So we’re not an ‘other’ tribe. We don’t need to throw rocks at them.’**

– ALEX DRUMMOND

**‘Be true to yourself. Even in communities that are broadly supportive, sometimes people will say daft stuff.’**

– KARL RUTLIDGE

# TRANSFORMING INSTITUTIONS: improving services and workplaces for trans people

## THE CURRENT LANDSCAPE:

Trans people are often disadvantaged and discriminated against in everyday life. This can include in accessing public services, in the workplace, school, the Criminal Justice System (CJS), and in healthcare services. Work needs to be done so that these institutions have the tools to ensure this doesn't happen in the future, and so that trans people are supported by these organisations.

## CHILDREN, YOUNG PEOPLE AND EDUCATION

Many trans children and young people are not receiving the support they need to feel comfortable and accepted for who they are; children are often dismissed and young people are stereotyped by their gender. The education system, government departments, NHS and often those closest to them categorise their behaviour and appearance based on whether they were assigned male or female at birth. This leads to children being given gendered toys, clothes, colours and roles throughout their upbringing. This type of gender stereotyping can lead to them feeling ashamed or uncertain when they don't conform to these traditional gender stereotypes.

All young people explore different aspects of their identity when they begin to understand who they are. Many will come to terms with how they are perceived by the world and be comfortable with their gender identity. Some young people will not recognise their identity within traditional gender stereotypes and will instead choose to express their gender in other ways, and some will be unable to reconcile who they are with how they are perceived, and may seek out support.

Children and young people should be able to speak to those around them – whether that's parents, teachers, carers, doctors or friends – about gender, and should feel confident asking for help and support if they have questions. Similarly, parents, schools, medical practitioners and support services should be confident when discussing these issues with young people, in an age-appropriate way. They must be able to recognise when a young person needs support. Many young people will explore their gender identity, often with the help of medical practitioners and those around them. Through this process, there will be some who reconcile their questions and feelings about their gender identity, demonstrating the importance of enabling these conversations. However, where a child or young person is clearly, consistently, and with certainty, demonstrating their identity is at odds with how others perceive them, additional help must be available, and their identity must be respected.

Trans children's identities are as valid as anyone else's but they are often unable to speak up for themselves and articulate their needs. They should be allowed and encouraged to 'be themselves.' Parental support is essential for them. Schools and other agencies need to work with parents, as well as the children, to ensure they are empowered. This will help to eliminate the isolation, loneliness and powerlessness often felt, and improve self-esteem. Through this, dysfunction within education, as well as self-harm and suicidality, can be largely eliminated.

LGBTQ young people do not see their experiences or gender identities reflected in the subjects they learn, with nine in 10 never having learned about trans issues (*Metro, Youth Chances 2014*). Trans young people are more likely to feel happy, able to be themselves and reach their full potential if they are learning in an environment where trans people, alongside people of all different identities, are valued. Education settings have an opportunity, and an obligation as part of the Equality Act 2010, to promote equality and foster good relations.

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**Half of trans respondents have not told parents or siblings that they are trans.**

*(METRO, YOUTH CHANCES, 2014)*

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**58 per cent of trans people knew they were trans by age 13.**

*(METRO, YOUTH CHANCES, 2014)*



## EMPLOYMENT

People perform better when they can be themselves, and employers can have a huge impact on the lives of their trans staff.

While disclosure of a trans history must always be optional, it is good practice for employers to ask the question as part of a staff survey, with an option to prefer not to say. Disclosing gender identity or gender history is a decision for each trans person to make, with many different factors at play. For some people, their trans status is a historic part of who they were, rather than a part of their current identity, so they may choose not to disclose and should never be forced to do so.

However, organisations should always strive to create a supportive environment. If a trans employee wishes to disclose their trans identity or trans history, or they choose to express their identity fluidly, they should feel comfortable and accepted to do so. However, sometimes trans people are prevented from doing so because their organisations do not foster an inclusive and supportive environment. In addition, knowledge and understanding about trans issues in the workplace tend to sit within a diversity and inclusion team; senior management is often uninvolved or uninformed about the issues, which can make it hard for trans people to be themselves.

In addition, many people in organisations are unaware or vague about their obligation to protect the privacy of trans individuals. When they do become aware, it is often because the organisation has failed to protect a trans person's privacy. Employees have a legal right not to have their trans status revealed. Disclosing this status in the workplace can be a breach of privacy, and is against the law, which is designed to protect a person's dignity and safety. Trans people should have trust in their employer, if they are to perform well and feel respected at work.

Trans identities, including gender fluidity, should always be accepted within the workplace, and organisations should put appropriate steps in place to ensure the environment encourages authenticity and acknowledges the benefits to the individual, their team and the organisation.

According to Stonewall's Workplace Equality Index staff survey, respondents who identified as trans and were comfortable disclosing their gender identity to all colleagues, managers and customers or service users, were more likely to report being satisfied at work.

## FAITH

Faith is a part of many people's identities, and that, of course, includes trans people. Acceptance as part of a faith community can be incredibly important, but trans people can be left feeling unwelcome. Trans people's identities are often questioned and denied, leading to exclusion from community life and possibly even spiritual abuse. A lack of inclusion means that trans people may be denied the rites of their faith in their self-declared gender and name, if this differs from the sex they were assigned at birth. There may also be further issues for trans people and their partners in relation to marriage and civil partnership. Even faith communities that aim to be inclusive sometimes fail to take issues facing trans people seriously. There is also a lack of resources available to help faith communities actively support trans people and their families.

Many religious texts were originally written in languages other than English. In addition, over many years, translations and interpretations of language differ, and reflect the thinking and understanding about gender of the time and within the culture they originate in. Our understanding of identity and the language used to describe it has evolved and is ever changing, and this should be considered when looking at historical translations of faith texts.

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**Only 32 per cent of trans people see trans role models in the workplace.**

*(WORKPLACE EQUALITY INDEX, 2017)*

## HATE CRIME, THE CRIMINAL JUSTICE SYSTEM (CJS) AND SUPPORT SERVICES

Far too many trans people are prevented from fully participating in society because of fear of abuse and humiliation. Trans people experience high levels of discrimination, hate incidents and hate crimes in all parts of their lives. Alongside discrimination and abuse, reporting of transphobia, by trans people and other people, is significantly lower than other hate incidents and hate crimes according to the National Trans Police Association (NTPA). Many are worried that the police will not take reports seriously, that reports will be made public and put trans people in further danger, or that there will be negative media coverage resulting from any report. This creates a vicious circle.

New guidance for the care and management of trans prisoners, in England and Wales, is welcome. The review which highlighted the need for this new guidance demonstrated there were serious concerns in how trans prisoners were detained. It has been the case that trans people were imprisoned in single-sex prisons inconsistent with their gender identity. They have been left experiencing high levels of abuse and violence. It is, therefore, a positive step forward that the review, and guidance, explicitly addresses the need for a trans person's gender identity to be respected, including non-binary people.

In Scotland, through working in partnership with the Scottish Trans Alliance, the Scottish Prison Service developed and operate a policy through which trans prisoners are accommodated based on a self-declaration model. There is still further work to do to ensure the consistency and quality of decision making, and to ensure that the policy is updated to reflect the needs of non-binary prisoners. Staff training is also important in ensuring that trans prisoners are treated with confidentiality, dignity and respect.

In the family courts, during a divorce, many trans people become the one at fault simply by trying to gain recognition of their gender identity. They risk being separated from their children and family members because the family courts fail to intervene and protect them. Furthermore, the family courts have been unable to demonstrate consistency in how they deal with trans young people. There is no guidance in place to help the courts approach family disputes involving a young person's gender identity. This is due to a lack of awareness and understanding of the issues trans people face - whether they're adults or younger people.

Survivor and crisis support systems can also be problematic, particularly for trans women and those who identify as non-binary. Some trans people have been excluded from accessing support because of their gender identity. In addition, crisis centres can be ambiguous, unsupportive and excluding about their support for trans people. As a result, those who are in need may not receive the help they need and deserve. Good practice is emerging from Scotland. The Gender Based Violence strategy pushed forward by the Scottish Government is trans inclusive, and support services across Scotland have engaged in specific training to ensure the needs of trans survivors are met.

## HEALTH AND SOCIAL CARE

Trans people routinely experience unlawful discrimination and poor treatment in health and social care services. They also suffer from service providers lacking knowledge and understanding of trans specific health needs and of general physical, sexual, reproductive and mental health needs. This is now a risk, as far as the growing number of older trans people are concerned. Many health and social care staff report hearing derogatory comments about trans people and many believe their employers don't take effective steps to prevent discrimination or respond to poor treatment of trans people. Trans people, their carers and their families can sometimes experience intrusive and insensitive interviews when attempting to access medical treatment.

**'I was sexually assaulted and I didn't know who to get in contact with. Most of the crisis centres work for women and are unclear about non-binary people. I went to Galop, and they were amazing. My caseworker arranged for me to meet with the police anonymously, and they spoke about the process. The caseworker was so supportive; she explained everything to the police about me being non-binary and what it meant – just so I wouldn't have to stress about it. She dealt with all the 'hard stuff' about me being trans and it made it so much easier to deal with the whole situation.'**

In particular, parents of children and young people accessing the specialist gender identity service continue to express concerns about the content of NHS England's treatment protocols, and their interpretation by clinicians. This dissatisfaction is compounded by the fact that most of those seeking access to the service must travel to London to be assessed. Despite current efforts to increase capacity and reduce waiting times this still means lengthy journeys for many people. These concerns are mirrored by those accessing the NHS Scotland specialist gender identity service for under 17 year olds in Glasgow.

Moreover, some practitioners continue to fail to treat trans people properly, not simply in respect of their specific gender related healthcare requirements, but also in relation to their general health needs. For example, given the growing numbers of older trans people it is important to ensure that health and social care staff working in care homes, and providing home care as well as in mainstream healthcare, receive appropriate training and guidance in relation to safeguarding the well-being of older trans people.

Despite NHS, Royal College and General Medical Council (GMC) guidance, many trans people continue to find that their GP does not have sufficient knowledge, or is reluctant to refer them to appropriate gender identity services. Many people are left travelling long distances to their gender identity service and, particularly for those in Scotland and Wales, trans people routinely face journeys across England to receive their treatments. Trans people in Wales must always travel to London, as there is currently no gender identity service there. This can result in inappropriate referrals, delays, unnecessary stress and potential harm. Clinics have different approaches to treatment and, as a result, the approach to delivery and the quality of care varies considerably.

In this context, it is particularly important to ensure that trans people with physical and learning disabilities or mental health conditions do not face additional barriers to accessing gender identity services and appropriate specialist support contrary to legal obligations and General Medical Council Guidance.

For those requiring surgery, surgical capacity is limited and waiting lists and times are lengthy. Trans people face long journeys, waiting times that regularly exceed the statutory limit, high costs (which can be prohibitive) and difficulties in bringing supportive friends, carers and family to accompany them to appointments. These factors can cause added stress during what is often a difficult process.

Finally, it is important to highlight the problems faced by trans people, and particularly young trans people, in relation to securing access to safe affordable housing and avoiding homelessness. In addition to the difficulties of finding suitable accommodation, there is also a legitimate concern about harassment by landlords and neighbours. Housing benefit restrictions for those under 25 compound the issue for young trans people seeking to move out of transphobic households. Social landlords need to ensure that trans tenants are safeguarded and protected from abuse and harassment.

## SPORT

Many trans people feel excluded from taking part in sport, particularly team sport. Gender stereotypes, transphobic chanting and language, and a lack of visible trans sporting role models can create serious barriers. These can prevent young people and adults from being themselves and trying new activities. The right of trans athletes, particularly trans women, to actively participate in fair competition at every level of sport, often finds itself under scrutiny from fellow athletes and governing bodies.

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**One in five (20 per cent) of patient-facing staff have heard colleagues make negative remarks about trans people.**

*(UNHEALTHY ATTITUDES, 2015)*

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**More than half (54 per cent) of trans people reported that they have been told by their GP that they don't know enough about trans-related care to provide it.**

*(TRANS MENTAL HEALTH SURVEY, 2012)*

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**13 per cent of sports fans think that anti-LGBT language is harmless if it's just meant as 'banter'**

*(STONEWALL, 2016)*

## VISION FOR CHANGE:

- 1.** An end to the mistreatment and abuse of trans people in the Criminal Justice System (CJS). Trans people must be housed in the correct prison and supported to live according to their self-identified gender. There should be robust training for the prison services and National Offender Management Service (NOMS). Sufficient support needs to be provided to trans victims of crimes, and trans people should be monitored and supported throughout the criminal justice system.
- 2.** The police service to encourage and support trans people, and for anyone who witnesses hate crimes, to report them.
- 3.** The family courts to treat trans people fairly where there is a risk of being separated from children, parents and/or wider family, because of their trans status.
- 4.** Crisis and survivor support centres to help and include trans people.
- 5.** Public service providers to deliver inclusive services to trans people and their families.
- 6.** Employers to foster supportive environments for trans people, with policies, recruitment and progression opportunities for trans members of staff. Employers must respect the privacy of their trans employees and create workplace cultures where trans people can be themselves and fulfil their potential. They must also do what they can to turn wider workforces into trans allies.
- 7.** All organisations to make sure they are enabling their staff to support trans service users and customers.
- 8.** Trans people to be welcomed, accepted and fully included in faith communities.
- 9.** An end to the practice of intrusive and insensitive interviews with trans people's family members and carers, when they are accessing medical treatment.
- 10.** All trans young people to have the right to medical confidentiality and individual consent in line with Gillick competencies.
- 11.** Improvements to the treatment and participation of trans people in sport – from community and grassroots clubs to professional leagues.
- 12.** Schools, healthcare services and local services for children and young people to provide a visibly supportive environment for them, and those who may be questioning their gender identity. All children and young people, including those who are trans, should be free to play, grow, learn and succeed, unaffected by gender stereotypes.

## WHAT SERVICE PROVIDERS CAN DO:

All organisations need to pay attention to, and follow, legal guidance, and they must ensure that services are provided equally for trans people. In addition, they must regularly review their processes, and professional bodies must consider trans service users when overseeing the work of these organisations.

## WHAT CHILDREN AND YOUNG PEOPLES' SERVICES, AND EDUCATION INSTITUTIONS CAN DO:

All children and young people deserve the right to be happy and to be themselves. Gender is one aspect of what makes them who they are, and it's important that they are allowed the space to explore and develop their own sense of self. Supporting children to understand that people are all different, and that they should be accepted for who they are, is a simple and positive message. Many trans children suffer from discrimination and lack of understanding, and young people's services have a responsibility to help them know they are safe and supported to be themselves.

It can be daunting or scary for young people to talk to their parents if they are questioning their gender identity, and undoubtedly it can be scary and difficult for parents too, but maintaining an open dialogue and listening to each other will enable them to talk if they sense something isn't right. Trans young people aren't choosing to be trans; they're choosing to be themselves. It's important that all services working with young people demonstrate that being who they are is safe and accepted.

Services that help children and young people coming to terms with their gender identity are invaluable. It is important that age-appropriate care and support is available to everyone who requires this. Mermaids is an organisation dedicated to supporting children and young people dealing with gender issues. They provide a vital service to families in need of help. There is a real need for guidance on how young people can be better cared for in these services and it is crucial this is focused on getting it right for the individual and their welfare. This may include contact with doctors who are able to provide the correct support, such as counselling, or access to Gender Identity Services. These services work with young people, and their parents / carers, to decide on the right course of action for an individual, which could include the use of hormone blockers to delay puberty. This type of help is not appropriate for all young people exploring their gender identity, but it is an option that can help to prevent a child from being exposed to serious harm and support them to embrace who they are.

Schools have a responsibility, and a legal requirement, to ensure all students in their care are free from discrimination. Sexual orientation and gender identity are included as part of this. All education professionals can play a part in challenging transphobia by talking in a positive and age-appropriate way about trans issues. This should include talking about the importance of diversity, equal rights, citizenship, and celebrating difference. Senior leadership teams can play a key role by creating a whole-school approach to tackling transphobic bullying and language, and ensuring that the school environment allows all children to be themselves. This includes developing clear anti-bullying policies, training all school staff, empowering teachers to create an inclusive learning environment, and ensuring trans people are reflected across the curriculum, including in age-appropriate Personal, Social and Health Education (PSHE).

It is important that the UK, Scottish and Welsh Governments develop practical statutory guidance on supporting young trans people and creating trans inclusive learning environments. The UK, Scottish and Welsh Governments should also ensure that initial and ongoing teacher training equips teachers with the skills and confidence to tackle transphobic bullying and to address trans issues in the curriculum.

Ofsted, Education Scotland and Estyn should ensure that inspections, guidance and inspector training look at how transphobia is being tackled and the steps taken to ensure trans young people are adequately supported.

**'Only a few schools have had to face trans issues, in my experience. Unfortunately, little advance preparation is done. They do it and, usually, do it reasonably well. However, for me, the main issue is not when a child 'transitions'. It should be related to a more general acceptance. Inclusion of LGBT issues in the formal curriculum is important but a more inclusive ethos within the hidden curriculum is even more powerful.'**

– CAROLYN MERCER

**'I have a god-daughter who is 15. The way her cohort deals with gender identity is completely different from the way I did. In 20 years this isn't going to be a question. The younger generation are not so fundamentally wedded to a binary system. It doesn't give them comfort like it gives us comfort. Gender identity and gender roles are not going to be something people cling to, it's not going to be something people use to divide other people up into groups of good people and bad people.'** – ERIC

**'I've worked with Gendered Intelligence on their trans youth camp. I was very overwhelmed and very inspired by the way they encourage trans youth to be who they are. I have helped them to know it's OK to open up if they want to. My role is just to be there and help guide them through what can be an emotional few days. I want them to know that they are safe.'**

– VICTORIA GIGANTE

## WHAT THE CRIMINAL JUSTICE SYSTEM AND SUPPORT SERVICES CAN DO:

The CJS in England and Wales, including the National Offender Management Service (NOMS) and the Magistrates Association, should develop and implement comprehensive and robust staff training for the treatment of trans people, especially those who do not conform to narrow definitions of gender identity. NOMS need to ensure that prisoners are consistently and correctly placed in prisons according to their self-identified gender, with any exceptions fully justified according to the new policy and guidance. In addition, an advisory group to monitor the effectiveness of the new guidance, should be established. This was already recommended by the review into the care and management of transgender prisoners. This group should report to Parliament on a regular basis.

The Scottish Prison Service should continue to work in close partnership with the Scottish Trans Alliance to ensure that the policy relating to the treatment of trans prisoners is updated and implemented in line with best practice standards, in particular to ensure fair treatment of non-binary prisoners and prisoners starting their transition while in custody. Staff training is also important in ensuring that trans prisoners are treated with confidentiality, dignity and respect.

Police forces must help to raise awareness about transphobic hate crimes and hate incidents, and encourage all members of society to recognise, report and challenge transphobia. LGBT network groups and individual allies in the police, judiciary and probationary services also have a responsibility to raise awareness of specific trans issues and ensure that rules and guidelines are put in place for how to support trans people appropriately. Senior leadership can play a key role by ensuring that local policies and procedures allow for self-definition and recognise and provide for the needs of all trans people. Senior leaders can also ensure that initial and in-service training of all personnel is improved and evaluated.

Judges, magistrates and other legal professionals, as well as court administrative staff, must be trained to ensure understanding of particular issues that affect trans people. Language used, including pronouns, can have significant adverse impact on victims, witnesses and defendants. There are certain vulnerabilities when a trans person is involved in legal proceedings including media coverage and potential hate responses. These can be minimised by understanding and appropriate professional care.

The specific mental and physical health care needs of trans people should be recognised and addressed across the CJS, with appropriate policies and procedures established, and compliance with them regularly reviewed and assured. In addition, trans people must be supported by survivor and crisis support services in their self-identified gender.

Trans people in the CJS workforce should be seen as positive role models, and it is vital that they work with allies, at all levels of seniority, to build a workforce that is fully inclusive.

The family courts must make a concerted effort to understand issues around gender identity, including how this can affect families and manifest itself. Awareness of gender dysphoria, non-conformism and the many different expressions of gender needs to be improved so that the courts are better able to deal with issues involving trans parents, family members or young people. The courts are in a unique position to ensure young people are safeguarded and that the rights of trans parents are upheld without allowing their trans status to become an influencing factor in case decisions.

**'Organisations need to take a look at what they're doing now to support trans staff. You need to understand where you're starting from: Have you got policies in place? A staff support network? A training package for diversity? Has it got trans inclusive materials? Is it inclusive of all forms of gender identity? Gender expression? That can give you a benchmark from which to begin. And then remember, policies and guidance are only as good as what you do with them.'**

*– JOHN LUCY MUIR*

## WHAT EMPLOYERS CAN DO:

Employers must demonstrate a firm organisational commitment to trans inclusion. This means having trans inclusive environments, policies and procedures, as well as demonstrating to all staff, customers, clients and service users that trans inclusion is important. To be a best practice organisation, commitments should go above and beyond what is required as part of the current legal framework. This is especially relevant to non-binary identities, which are not explicitly recognised within this framework, and puts non-binary people at a huge disadvantage. Employers must take steps to address this.

Employers also need to understand their requirement to protect confidentiality of employee records, and ensure any private health insurance offered as an employee benefit makes appropriate provision for trans people.

It is the responsibility of employers to train their staff to understand the issues that may affect trans people, so that they can fully support their colleagues and customers and be effective allies. Employees must see a firm top-down organisational commitment to trans inclusion, which demonstrates to trans staff that they will be supported throughout their time in the organisation. By ensuring that the workplace fosters the kind of environment that enables this to happen, trans people will be more comfortable – even if they choose not to disclose their trans history.

Practically, there are many things that employers can put in place, quickly and easily, to help support their trans staff. In the workplace, the use of gendered facilities, such as toilets and changing rooms, provide an additional barrier to trans people performing every day acts. Trans people should be able to choose the facilities that align with their gender identity and use them without fear of intimidation or harassment. Communicating widely to staff is vital. Even more effective is the implementation of gender-neutral facilities. This allows everyone to use all the facilities, regardless of gender identity, trans status or expression of gender. Another practical step an employer can take is to support and take an active interest in employee network groups.

Finally, employers should review Stonewall's six-part workplace guides to trans inclusion and get advice about how to effectively monitor and increase the number of trans people involved in every part of their organisation and sector. Stonewall's Diversity Champion programme and Workplace Equality Index could also help to monitor and measure your progress in relation to trans inclusion.

There is also an important role for trade unions to play in supporting trans members. They must work in partnership with employers to raise awareness of, and provide support to, trans employees.

**'Gender identity and sexual orientation can be complex. There's only really awareness of the classic binary narrative, and there's not really understanding beyond that. There's very little awareness today that gender identity is a spectrum. My employer understands the importance of people being their authentic self. They want me to be my best; which means I have to feel free to be myself all of the time.'** – JOHN LUCY MUIR, ACTING CHAIR A:GENDER, HOME OFFICE

**'Employers can create safe spaces for people to be a range of genders, not just male and female. They should create workplaces where non-binary and gender queer folk can work productively. If you have to live in stealth to be successful, then you're not living.'** – ALEX DRUMMOND, COGNITIVE BEHAVIOURAL PSYCHOTHERAPIST AND PROFESSIONAL PHOTOGRAPHER

**'The Public Service Sector has a long way to go on its journey to be more inclusive. I'm so lucky my experience with my line manager was positive, because I'm sure that if I'd had a negative reaction it would have been a different journey for me. It would have set me in the wrong direction rather than the right one.'** – KATIE CORNHILL, STATION MANAGER - COMMUNITY RESILIENCE HAMPSHIRE FIRE AND RESCUE SERVICE

**'By the time I came out, people had either met a trans colleague in the military or had at least heard of someone's experience through the grapevine. People knew roughly how to be supportive, which was critical in giving me the confidence to remain in my role. I could have moved into a background role, but I was determined not to let that happen. It was those role models that really gave me the confidence to fight to remain with my operational unit. There was absolutely no reason for me to have to hide away.'** – AYLA HOLDOM, SEARCH AND RESCUE PILOT, ROYAL AIR FORCE

## WHAT FAITH INSTITUTIONS CAN DO:

Faith communities need to commit themselves to being vocal allies to trans people. This includes ensuring that faith institutions are committed to making places and acts of worship welcoming, inclusive and safe for trans people. This ranges from having gender-neutral toilets to providing appropriate pastoral care, and ensuring trans people are enabled to undertake all service and leadership roles without additional barriers being put in place. All faith institutions should be working to provide inclusion to all trans people of that faith.

References to the scriptures and sacred texts are frequently used as the backbone of much of the discrimination against LGBT people. It is important for faith institutions to examine the actual texts, and the context in which they were written.

Faith organisations should work with others in their faith to develop trans inclusive resources and policies. This could include HR policies and best practice guides to support staff (lay and ordained), resources to help individual faith communities understand and think through trans issues in a respectful and open way, or information on how to make worship spaces safe and inclusive. Faith institutions should also think about how to make worship resources and liturgy inclusive. For example, liturgy which talks about 'brothers and sisters', to expressly include women, unfortunately excludes non-binary people. Using non-gendered language, for example 'children' or 'siblings' would go one step further. We also need religious institutions to offer people access to the rites, rituals and traditions in a person's correct name and gender.

Finally, congregations can be important allies to trans people, by showing support at key points, for example on Transgender Day of Remembrance.

## WHAT HEALTH AND SOCIAL CARE BODIES CAN DO:

All NHS organisations responsible for staff development, commissioning groups, professional standards organisations, local health and social care providers, and health and social care inspectorates should establish and enforce appropriate standards of governance, care and staff training to ensure the delivery of inclusive services to trans people and their families. Financial resources must be committed to support the practical engagement of trans people, and local trans and LGBT groups and organisations, including parent groups, in the design and delivery of inclusive health and social care services for trans people.

Urgent and significant improvements in Gender Identity Services are needed to address delivery and capacity problems. The lack of available support in many areas of the UK, especially in relation to accessible local gender identity diagnosis and treatment services for children and young people, must be corrected. Delays in treatment due to capacity, distance from treatment centres, or poor referral processes, must be rectified. Healthcare bodies must develop clear strategies to attract and recruit more clinicians to become gender identity specialists across all relevant disciplines.

The current provision of trans healthcare is still rooted in the medicalisation of gender diversity. New models of care, which don't require psychiatric diagnosis as their foundation, should be explored.

**'I feel very blessed and lucky that I am part of Liberal Judaism: a faith community that is so embracing of LGBTQI identities. It sometimes feels that faith and LGBT are at odds. I know some people have had bad experiences, but for me it was the opposite. I came out as trans and queer while I was practicing my religion.'** – SURAT-SHAAN KNAN

**'When I went through the selection process for ordained ministry in the Methodist Church, I was the first trans person to do that. It forced them to think quite seriously about how they were going to deal with it – in terms of the need to develop a policy to support trans people. Nothing like this existed.'**

– KARL RUTLIDGE

**'The NHS is a work in progress. They are working hard from the centre to improve service and get the message across, but it's a huge organisation. There's a lot more work to be done around specific consciousness raising about the way trans people are treated in the NHS. Trans people must be treated properly!'** – SUZANNA HOPWOOD

**'My experience with my GP has been a nightmare, not because she's not trans-friendly but because she's overworked. I know that she has the will to help me but she's just too stretched. The provision for transition within the NHS is fundamentally flawed, but we're exceptionally lucky to still have it.'** – ERIC



## WHAT SPORTS TEAMS AND FANS CAN DO:

Sports clubs should do all they can to tackle any transphobic abuse and bullying that occurs at their clubs, whether this is among players, fans or on social media. This should be treated with the same level of urgency as discrimination based on faith, race, sexual orientation or disability. Gender-neutral language should be used wherever possible, and, where feasible, clubs should challenge wider stereotypes and assumptions about gender in sport by offering mixed-gender sessions and gender-neutral changing facilities. Clubs should ensure that senior players and club stakeholders are active in challenging transphobia, so that it is clear that transphobic behaviour and language is not acceptable. In addition, clubs and associations can take part in Stonewall's Rainbow Laces campaign, and use the resources available on Stonewall's websites to get involved.

Governing bodies must ensure there is full legal compliance and equality of provision to trans people, and that processes and procedures are regularly and frequently reviewed. National sporting bodies should be in regular communication with each other to ensure gender policies are up to date, coherent and consistent and follow the Equality Act and International Olympic Committee guidelines.

**'When I was thinking about transitioning, I was really worried about continuing to play golf because it's quite an old-fashioned sport and I thought there was no way I was going to be able to switch to the men's section. The governing body had an old guidance document that included some information about male to female transition – mainly focused on the medical stuff – but had nothing about female to male, so it wasn't relevant or applicable to me at all. I spoke to the Vice-Captain in my club, contacted the governing body and introduced them to GIRES. Together we produced a really comprehensive gender guidance document. I think it's one of the best for amateur sport.'**

– BRANDON YEADON

**'At our sports club, we have a family membership, and we're a same-sex couple, and they're fine with that. But a lot of sporting organisations and clubs need to think about how their membership schemes apply to non-traditional families. Don't assume, for example, that where there are two parents, one is always going to be male and one is going to be female. Think about changing facilities. These are easy things for sports clubs to consider.'** – SARAH BROWN

# STONEWALL'S RESPONSE:

## CHILDREN, YOUNG PEOPLE AND EDUCATION

Resources to support primary and secondary school teachers to deliver inclusive services to trans young people and their families will be further developed.

In addition, in 2017 Stonewall will produce a large-scale education research report – *The School Report* – to provide the basis of Stonewall's policy recommendations for the UK, Scottish and Welsh governments. In this, the experiences of trans young people in schools will be measured, and an online resource for schools on how to deliver an inclusive curriculum will be developed. Accessible, age-appropriate guidance and resources for education staff across different settings including how to tackle transphobic bullying, celebrate difference and support trans pupils, will also form part of Stonewall's resource development.

Stonewall will deliver training to equip school staff with the skills and confidence to train their colleagues by developing a new training module. It will sit alongside the existing training module on tackling homophobic, biphobic and transphobic bullying, and will be focused on creating a trans inclusive school environment. Stonewall, importantly, will also continue to work with the relevant departments in the UK, Scottish and Welsh governments to ensure teachers receive relevant training and guidance.

The *School and Education Champions* programmes will continue to support schools, local authorities and academy chains on an ongoing basis. As part of this, Stonewall will continue to work with trans and LGBT organisations, as well as education providers, in the implementation of its education work.

Working in partnership with trans young people, and the organisations that support them, including healthcare services, schools and their families, Stonewall will explore additional ways to support trans young people. The *Young Campaigners* Programme will provide the space for a diverse group of young people to consider how they can become active campaigners for change in their communities.

## CRIMINAL JUSTICE SYSTEM

Stonewall will continue to work with the Home Office, Ministry of Justice, and the Scottish Government Justice Directorate to tackle transphobic hate crimes, and achieve fair treatment in the CJS. Stonewall welcomes the new guidance on The Care and Management of Transgender Offenders for England and Wales and will continue to work with the National Offender Management Service and the Scottish Prison Service in respect of training and future guidance for all trans prisoners. This will include pushing for coherent recording and sentencing legislation on trans hate crimes as well as improving the reporting in Scotland.

## FAMILY COURTS

Stonewall will work with legal services, firms and the courts to provide a greater understanding of gender identity and the many hurdles families can face when a parent or young person is trans. Stonewall will explore ways to increase the awareness and training provided to those who work in the family courts and come into contact with cases involving trans people.

## DIVERSITY CHAMPIONS AND WORKPLACE INTERVENTIONS

Stonewall will work with organisations, to help them improve their policies and practices, through the Diversity Champions programme. Workplace guides will be developed to ensure employers can appropriately support trans people at every stage in their careers and create workplace cultures where they are able to be themselves.

In 2018, the annual Stonewall Workplace Equality Index will be fully trans-inclusive, measuring organisations' policies for trans people. In order to perform well in the Index, organisations must be able to demonstrate their commitment to trans equality and inclusion, in addition to lesbian, gay and bi inclusion. As part of this, an annual list of the top 10 employers for trans people will be published.

## FAITH

Stonewall will continue to work with all different faiths and faith leaders to promote universal acceptance for trans people. This includes continuing to tell the stories of trans people of faith, as well those within faith communities who are trans allies, to demonstrate that neither must exist in isolation. Stonewall will work collaboratively with those faith organisations that are already working towards full inclusion for trans people, to share guidance and good practice. Faith schools across the UK will also continue to be a focus to improve visibility of trans people and issues, and build a network of allies for the future. This will include the development of a new programme, which will work specifically with faith schools to help combat homophobic, biphobic and transphobic bullying.

## HEALTH AND SOCIAL CARE

Stonewall will work with the NHS organisations responsible for staff development, as well as government departments and other relevant health and social care bodies, to develop and deliver policies and programmes that begin to address the poor treatment many trans people experience. This will include addressing the recommendations made in *Unhealthy Attitudes*. Empowerment Programmes – including Role Model and Allies programmes – will be delivered to at least 20 NHS trusts and boards in England, Scotland and Wales, to help them understand how to be allies to the trans communities. In addition, Stonewall will work closely with NHS England, NHS Wales and NHS Scotland to ensure trans people are fully involved in the design of relevant public services.

## SPORT

The Rainbow Laces campaign will continue to promote trans inclusion, alongside lesbian, gay and bi inclusion, and participation in sport, from community grassroots sport to professional leagues. Following the launch of a community toolkit for sports organisations, Stonewall will help to support them to make their sport and teams more inclusive. There will be a focus on targeting sports fans with the aim of changing attitudes and broadening the network of allies. The campaign will also reach schools and organisations to ensure that sport is inclusive at all levels.

# WHAT OTHERS CAN DO:

## AS A TRANS PERSON

You can report any cases of poor treatment, discrimination or transphobia when accessing any service through the appropriate complaints procedures. Make sure you also report examples of good practice. Take part in any local consultation groups or engagement exercises to ensure that the experience of trans people in service design and delivery is heard and responded to in an appropriate and positive manner.

If safe to do so, actively challenge and report transphobic hate incidents and hate crimes. In an emergency call 999. At other times, you can contact your local police force by dialling 101. You can report crime anonymously through the police website True Vision, or the Police Scotland website, and you can get more support from Stop Hate UK.

Help to ensure better engagement with the CJS by becoming prison visitors, providing talks to youth offender institutions, becoming magistrates and by lobbying MPs, MSPs, AMs and local authorities to improve facilities for trans prisoners.

To help improve education services for trans people, you could get involved in Stonewall's School Role Model programme. You could also play an active role in the governance of your local school by becoming a school governor.

If you are of faith, help your faith to understand the differences in its community, and work with allies to help them understand how they can support trans people.

**'I set up QUILTBAG, which is the UK Fire and Rescue Service support network for sexual and/or gender identity, and I'm currently the chair of that. It's developing at a nice pace and we're currently setting up a national support service for people who may want to come out in their own service but don't know how to. We also help managers who have people in their team who may want to come out, and we link them up with other managers. We also offer support to people's families. There is nothing in place like this throughout the UK Fire and Rescue Service.'** – KATIE CORNHILL

**'In general, I've had a very positive experience. I've helped to get the Methodist Church thinking about how they are going to support trans people going forward. I hosted an evening at the training college for people to learn how to support trans issues. We learnt about trans terminology, I shared my own story, and we spoke about the theology. If we talk about the idea that God loves everybody then we can't exclude people just because we find their situation challenging. It's made people much more aware, and hopefully what it will mean is that when those people go out and leave college they'll be able to support trans people in a more meaningful way.'**

– KARL RUTLIDGE

**'I support and coach tennis to people with disabilities – for example learning disabilities, those who are visually impaired and wheelchair users. I'm hoping to set up a group for trans people in the future, and I'm trying to find ways of integrating it into coaching programmes. I think tennis is something that can help them with socialising and getting out and playing sport for health reasons, as well as helping them to meet people who are in the same situations as them, and help mentor them.'** – ZACH BROOKES

**'The stories of trans people of faith have never been recorded. It's made communities much more aware of the diversity of trans people. I founded 'Twilight People: Stories of faith and gender beyond the binary' because I felt that narratives like mine were missing. I feel that my story and this project has helped myself and other people to be more confident and perhaps to have more of a space and more of a voice in the community. It has affected what rabbis are discussing in terms of prayers for example. It creates the sense that we should really listen to each other and work to ensure that we are inclusive in all aspects of community life.'** – SURAT-SHAAN KNAN

**'People over the phone need to stop assuming they know someone's gender. The bank thought someone I know was fraudulent because they didn't sound male over the phone. We didn't pass over the phone because we don't sound the way they expect a man or a woman to sound. We need to help call-centre staff because you can't assume someone isn't the gender they say they are just because they don't sound the way you expect them to sound.'** – CHARLEY HASTED

## AS AN ALLY TO TRANS PEOPLE

If a trans person tells you about poor treatment, discrimination or transphobia when accessing any service, encourage and support them to report it. Use your influence to support the inclusion of trans people by promoting best practice, and reporting discrimination and transphobia in your organisations, and in groups of which you are a member.

If you witness any kind of transphobic hate crime, make sure you report it. Remember that hate incidents and crimes can be reported by people other than the victim, by witnesses or on behalf of trans people. If you think someone was subject to a transphobic hate incident or crime, report it.

You can also help to encourage trans people to be actively involved in service-need assessments, planning and design. In addition, ensure that you are encouraging trans people to apply for roles in your organisation or community. Make sure you inform your local trans and LGBT organisations if you have paid or volunteer positions available at your place of work, and give people a contact person to speak to about the role.

## EVERYONE

Stonewall produces a number of resources and guides to help employers, educators and service providers improve their offerings for trans people. You can download these from Stonewall's website, or request copies through its Information Service.

Many people engage with the education system in some way. Parents and carers can ask schools about their policies and how they are promoting diversity. Allies can talk to friends or family who are teachers, school governors or on the Parent Council, or become school governors or join their school's Parent Council themselves.

**'Access to Trans Healthcare is an amazing organisation. They run a grant giving programme that provides grants to trans people. These could help with medical expenses, new clothing to match someone's identity, or even travel costs for people to travel to appointments.'**

– CHARLEY HASTED

**'Being addressed as 'Miss' for the first time was very moving for me. I'm a 'tough, old bird' but it was still a challenge going into schools where I had previously been known in my former gender presentation. Being able to continue to contribute to the general, as well as specific, development of young people is important to me. Young people are not merely the future; they are a key part of the present.'**

– CAROLYN MERCER

# CHANGING LAWS: ensuring equal rights, responsibilities and legal protections for trans people

## THE CURRENT LANDSCAPE:

The UK is often described as one of the best places in the world for legal protections for LGBT people but, while we've made great strides on sexual orientation, our legislation for trans people is outdated.

## THE GENDER RECOGNITION ACT (GRA)

The Gender Recognition Act 2004 is now dated, falls short of best practice and international progress, contains processes and language that are morally questionable and is in urgent need of reform. The process for legal gender recognition is deeply medicalised, intrusive and demeaning. It requires trans people to acquire a diagnosis of gender dysphoria, live in an 'acquired gender' for a minimum of two years, and submit evidence supporting all this to a Gender Recognition Panel, who they will never meet. This not only denies trans people the ability to determine their own gender, but is costly in time and resources for already over-stretched health services, leading to over-treatment of trans people at a time when the NHS struggles to find the resource to support patients. In addition, there is currently no provision for the recognition of non-binary identities in the GRA, or anyone under 18.

If people live as one gender, but are legally recognised as another, they do not have access to legal protections, such as the right to always be treated as their correct gender in the legal system, and for pension calculations and insurance policies. The UK is fast falling behind Ireland, Norway, Malta, and others, having embraced self-determination for gender.

## THE EQUALITY ACT

The use of 'gender reassignment' as a protected characteristic in the Equality Act 2010, makes it very unclear who is, and who is not covered by the Act. This is exacerbated by the use of the word 'transsexual'. Examples of who is covered by 'gender reassignment' in the explanatory notes make things no clearer and could be interpreted very narrowly, limiting the scope of who is protected.

The Equality Act also allows trans people to be treated differently in particular situations. When applying for certain jobs, participating in sport, accessing single-sex services, serving in the Armed Forces, or attending school a trans person's rights are not the same as everyone else's. This means that trans people in these areas are not protected from discrimination and harassment in the way other people are. Those who disclose the fact they are trans are most at risk.

## FAMILIES AND MARRIAGE

Trans people can face barriers that prevent them from having their gender legally recognised if their family doesn't support them.

In England and Wales, those who are married and want to have their gender legally recognised, need the written permission of their spouse in order to do so if they want their marriage to continue. If their spouse does not give this permission, the trans partner cannot have their gender legally recognised and remain married. This means that a spouse can effectively block their partner's decision to have their gender legally recognised. If this happens, there are then six months for either partner to annul the marriage, and during this time the trans partner is left without recognition. In practice, this means that spouses have the power to decide whether or not people are able to have their gender legally recognised. Spouses should not have an effective veto over trans people's right to self-determination and legal protection.

This can become even more problematic if there are children involved, and if proceedings become hostile and protracted. Sometimes spouses can make this deliberately difficult.

Finally, there is often a lack of professional support for trans people regarding their independent decision-making processes and ability to take positive steps to affirm their gender, even when it is recognised that gender dysphoria is not a mental illness. Medical professionals may require interviews with families, who may not understand or support trans people's decisions.

## SEX BY DECEPTION

Recent 'sex by deception' cases involving trans people and gender identity issues have revealed an alarming lack of clarity around trans people's rights and obligations to disclose or not disclose their trans history to their sexual partners. These cases demonstrate that it is possible for non-disclosure of a person's trans status to impair the validity of consent. This leaves a great many trans individuals at risk of prosecution for a criminal offence. It is, however, still unclear as to whether the courts regard this to be the case for a trans person who has undergone medical transition, and it is further greyed by whether or not an individual can be defined as trans, based on their appearance, by the court. Clarity is urgently needed.

## RECORDING GENDER

Trans people can face unnecessary obstacles in everyday situations because of the way gender is recorded on official documents and records, and the processes in place to change their recorded gender. This includes the use of gender markers on passports. Many trans people are afraid to travel abroad for fear of intrusive questioning or difficulties at passport control. This can be especially worrying for those travelling with children, particularly if they had, or adopted, children when they were legally a different gender.

In addition, non-binary people are not recognised or protected under law. Official documents ask people to describe their gender as male or female, often providing no other option, even when gender has limited or no relevance to the purpose of the document. The International Civil Aviation Organisation allows passports to be issued with an 'X' gender marker but the UK does not issue these. Not having legal recognition means non-binary people must constantly live as someone they are not.

## ASYLUM

Trans asylum seekers face serious barriers in the complex asylum system. Many are refused asylum because they fail to 'prove' their gender identity, while their self-identified gender is often ignored, including in asylum decisions and documentation. This was explicit in a recent report from Stonewall, *No Safe Refuge*. Trans asylum seekers are also vulnerable to marginalisation and abuse within immigration detention centres, compromising their ability to access legal advice, financial support, healthcare and to pursue an asylum claim. In addition, trans, as a term, is not necessarily widely understood in languages other than English, which can present a barrier during asylum claims.

## VISION FOR CHANGE:

**1.** A reformed Gender Recognition Act to secure all trans people the right to self-determination and the removal of barriers that prevent some from having their gender legally recognised if they are unsupported by their family.

**2.** A reformed Equality Act that will protect all trans people. The protected characteristic should be changed from 'gender reassignment' to 'gender identity' and the use of the terms 'gender reassignment' and 'transsexual' should be removed. Trans people must be able to understand when their rights are infringed, and to be able to take appropriate action.

**3.** Removal of the spousal veto and replaced with a mechanism that protects trans people and does not delay access to legal gender recognition.

**4.** Judicial clarity of 'sex by deception' cases to define the legal position on what constitutes sex by deception based on gender, and to ensure trans people's privacy is protected.

**5.** Legal recognition of non-binary people and for national and local government documents and procedures to accurately reflect gender identity, including a non-obligatory 'X' category on forms and passports.

**6.** Reform of the asylum system, to ensure that trans asylum seekers are not placed in detention where they face serious risks.



# STONEWALL'S RESPONSE:

Stonewall Scotland and Stonewall Cymru will work with the Scottish and Welsh governments to achieve the best possible legislative framework to support the rights of trans people, and to encourage collaborative working with Westminster colleagues.

## GENDER RECOGNITION ACT

Stonewall will continue to lobby the UK Government, devolved administrations, and obtain cross-party support, to reform the Gender Recognition Act 2004 and to ensure that the legislation is entirely fit for purpose and future-proofed. This will include calling for the removal of the demeaning requirement to provide medical evidence and, instead, establishing a simple administrative process. Stonewall is committed to working with trans people and communities to gather and provide information to the Ministry of Justice on developing a self-declaration process, which will subsequently be informed by trans people in the UK and by global best practice. This will make specific provision for non-binary identities.

## EQUALITY ACT

Stonewall will lobby Government for reform of the Equality Act, to include 'gender identity' as a protected characteristic and to remove the use of the terms 'gender reassignment' and 'transsexual' from the Act. Removing current ambiguities in the Act will ensure that all trans people, including those who identify as non-binary, are unequivocally protected and included. It will also signal to trans employees and service users, as well as public bodies and employers, that discrimination of trans people is not acceptable.

In addition, Stonewall will advocate for the removal of all instances of permitted discrimination of trans people from the Act, as well as for updates to the explanatory notes and statutory codes of practice accordingly. Stonewall will lobby political parties in England, Scotland and Wales to include full equality for trans people, and the reform of the Equality Act, as part of their political commitments.

## FAMILIES AND MARRIAGE

The fight for truly equal marriage will continue. While it is encouraging to see those married trans people who have gained legal recognition since the introduction of the Marriage (Same Sex Couples) Act 2013, many more struggle. Stonewall will urge the Government to enact the clause in the 2013 Act that protects the survivor pension rights of the spouse of a trans person. In addition, the support that exists for parties in a hostile divorce because of the spousal veto will be investigated, ensuring that any children receive sufficient protection. In England and Wales, Stonewall will lobby the Government to remove the spousal veto and replace with a mechanism that protects trans people and does not delay access to legal gender recognition. This will bring the process in line with that in Scotland.

## SEX BY DECEPTION

Stonewall will support calls for a judicial review to clarify prosecution policy and guidance, and amend it where necessary with due regard to the trans person's right to privacy.

## RECORDING GENDER

Trans people need to be able to access identification documents matching their identity, including recognition of their gender. As part of this, non-binary people must be able to obtain birth certificates, passports and driving licences, along with all forms of identification, with the option to select an 'X' gender marker. Passports and Identity Documents need to be recognised and respected in other countries. Stonewall will lobby the UK Government, devolved administrations, and political parties for recognition and protection of non-binary people in law, as well as appropriate ways to record gender in all official documents. This includes the removal of gender and gender prefixes from official forms where they are not needed, or to provide additional options to male and female where removal is not possible.

Stonewall will work with the Foreign and Commonwealth Office to help ensure that any changes made to passports and documentation does not leave people unprotected, or at risk, when travelling outside of the UK.

## ASYLUM

Stonewall will continue to work with the Home Office and wider sector to improve decision making, guidance and training on trans asylum claims. This will include lobbying the Government and working with parliamentarians to ensure that trans asylum seekers are not placed in detention where they face serious risks.

# WHAT OTHERS CAN DO:

## AS A TRANS PERSON

Engage with local and national consultations that relate to trans rights and equality. Make sure you share your story and experiences with policy and decision makers, and have your voice heard.

**‘I got involved in campaigning eight or nine years ago because I felt that trans people very often felt lucky by not losing very much. I thought that was wrong. We shouldn’t have to lose anything. We shouldn’t be happy if we don’t have to lose very much. I’m involved in politics but rest assured I am not a token candidate – I have views on lots of things. It would be very easy if I were elected to become the trans one – but it really is only one part of me.’** – HELEN BELCHER

**‘Someone recommended I should join a political party, so I joined the Green Party. I got involved with the LGBTIQ+ association in the party, and then the Chair role came up. I was encouraged and supported to go for it. I’d been on the Stonewall Youth Volunteering Programme, so I had the knowledge of how to campaign and get involved. And I was elected. Following that, I was appointed as the spokesperson for the party’s LGBTIQ issues. Apparently I’m the first openly trans spokesperson of any UK political party.’**

– AIMEE CHALLENGOR

**‘I stopped caring about being something, and decided I wanted to be someone. It completely changed my perspective and I knew I wanted to build something. The work I do now has spun out of that. Believe in what you believe in. It might take a long time but keep going.’**

– TARA STONE

## AS AN ALLY TO TRANS PEOPLE

Encourage and support your trans friends, family and acquaintances to get involved with campaigns to promote trans equality. Get involved yourself and demonstrate that you are an ally to trans people.

**‘We need people in public service to recognise that discrimination against trans people is an issue; gender is an issue. So we shouldn’t be discouraged from raising trans issues just because we’re trans, or be accused of blowing our own trumpet just because it’s an issue that affects us.’** – SARAH BROWN

**‘It’s important, as early as possible, to make a positive impact on the lives of young people. I’m pretty sure the future would be better if we did this. I just want them to know that I am there for them. I want to do as much as I can to help them.’** – VICTORIA GIGANTE

## EVERYONE

If you are involved in party politics, then make sure your voice is heard to influence the policy of your respective party.

Talk to your local councillors and MPs, AMs and MSPs. Ask them to lobby the Government to commit to introducing proposals on an administrative process for self-declaration of gender, including reviewing the minimum age requirements, and ensuring that these proposals are opened up for consultation.

Ask your local councillors, MPs, AMs and MSPs to lobby the UK government and devolved administrations to urgently bring forward reform of the Equality Act, granting proper protections to all trans people, including those who do not fit the traditional gender binary. Ask that they consult with non-binary people on an effective and appropriate way to ensure their access to legal gender recognition.

Use Stonewall's guidance on writing to your local MP, AM or MSP and influencing local and national government, including how to contact people, use research and make a persuasive argument.

To find details of your local MP, AM, MSP, and councillor, go to:

[www.parliament.uk/get-involved/contact-your-mp](http://www.parliament.uk/get-involved/contact-your-mp)

[www.writetothem.com](http://www.writetothem.com)

[www.theyworkforyou.com](http://www.theyworkforyou.com)

**'If you see opportunities to engage and influence, and you feel confident enough to do it, you should take them. Don't be defensive. Be confident that, as a citizen of this country, you have equal rights.'** – SUZANNA HOPWOOD

# WAYS TO GET INVOLVED

**1.** Become more active as a role model or ally in your own communities, professions or settings, in any capacity.

**2.** Seek out opportunities to become more actively involved in your local community, workplace, in civic life or in national and local politics.

**3.** Support and give positive feedback to allies, and to organisations, who get it right.

**4.** Take part in campaigns that promote trans inclusion and equality, and challenge transphobia. Encourage your friends, family and colleagues to do the same.

**5.** Get involved in the planning and delivery of LGBT events and ensure they are actively inclusive of all trans people. Play an active role in ensuring that LGBT spaces do not try to delegitimise trans identities.

**6.** Challenge and report any cases of poor treatment, misrepresentation, discrimination or transphobia.

**7.** Engage with local and national consultations that relate to trans rights and equality.

**8.** Talk to your local councillors, MPs, AMs and MSPs about the issues related to trans equality.

## FOR MORE INFORMATION ABOUT TRANS ISSUES:

All About Trans: [www.AllAboutTrans.org.uk](http://www.AllAboutTrans.org.uk)

Gendered Intelligence: [www.GenderedIntelligence.co.uk](http://www.GenderedIntelligence.co.uk)

GIREs: [www.GIREs.org.uk](http://www.GIREs.org.uk)

LGBT Youth Scotland: [www.LGBTYouth.org.uk](http://www.LGBTYouth.org.uk)

Mermaids UK: [www.Mermaidsuk.org.uk](http://www.Mermaidsuk.org.uk)

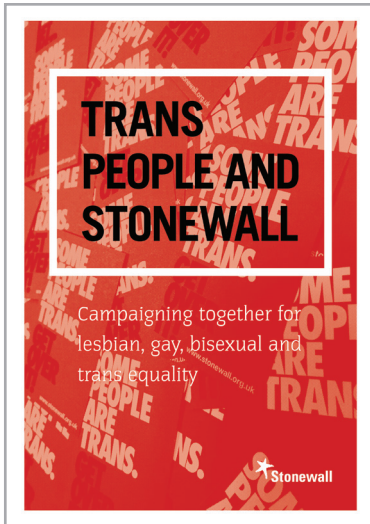
Scottish Trans: [www.ScottishTrans.org](http://www.ScottishTrans.org)

Trans Media Watch: [www.TransMediaWatch.org](http://www.TransMediaWatch.org)

The Information Service is open to call on 08000 50 20 20, Monday to Friday, 9.30am to 5.30pm. Email on [info@stonewall.org.uk](mailto:info@stonewall.org.uk) or on Twitter at [@stonewallUKinfo](https://twitter.com/stonewallUKinfo). Also use the *What's in my area* tool to find local groups in your area - [www.stonewall.org.uk/whats-my-area](http://www.stonewall.org.uk/whats-my-area).

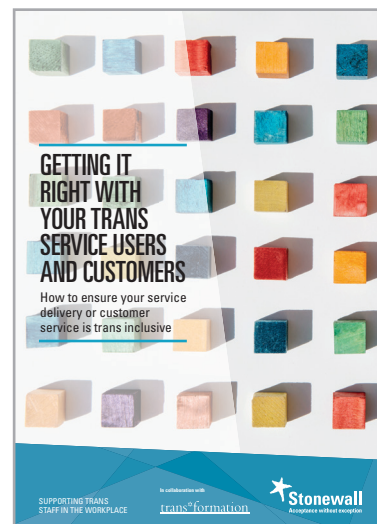
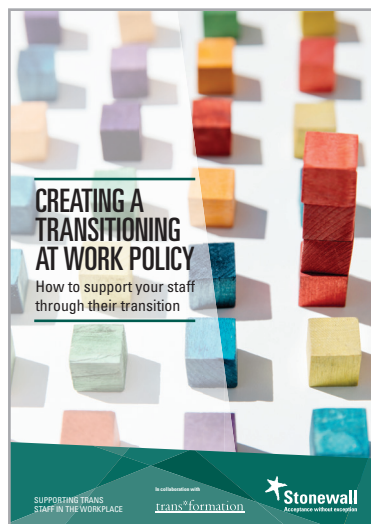
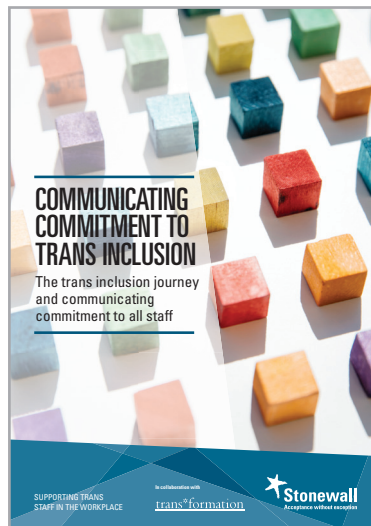
# YOU CAN ALSO READ THE FOLLOWING FROM STONEWALL:

Trans people and Stonewall (2015)



DOWNLOAD: [www.stonewall.org.uk/sites/default/files/trans\\_people\\_and\\_stonewall.pdf](http://www.stonewall.org.uk/sites/default/files/trans_people_and_stonewall.pdf)

Supporting trans staff in the workplace, 1-6 (2016)



DOWNLOAD: [www.stonewall.org.uk/our-work/workplace-resources](http://www.stonewall.org.uk/our-work/workplace-resources)

# GLOSSARY

**Allies of trans people** – a cis person who supports members of the trans communities.

**Bi** - refers to an emotional and/or sexual orientation towards more than one gender.

**Cisgender or Cis** – someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

**Gay** – refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.

**Gender** – often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

**Gender dysphoria** – used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the gender they were assigned at birth.

**Gender expression** – how a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

**Gender identity** – a person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

**Gender reassignment** – another way of describing a person's transition. To undergo gender reassignment can include undergoing some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and, as identified on page 30, is one that should be reviewed.

**Gender Recognition Certificate (GRC)** – this enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

**Gillick competence** – a term used in medical law to decide whether a young person (under 16 years of age) is able to consent to his or her own medical treatment, without the need for parental permission or knowledge.

**Intersex** – a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary. Stonewall works with intersex groups to provide its partners and stakeholders information and evidence about areas of disadvantage experienced by intersex people but does not, after discussions with members of the intersex community, include intersex issues as part of its current remit at this stage.

**LGBT** – the acronym for lesbian, gay, bi and trans.

**Lesbian** – refers to a woman who has an emotional, romantic and/or sexual orientation towards women.

**Neurodiverse** – a concept where neurological differences are recognised and respected in the same way as any other human difference.

**Non-binary** – an umbrella term for a person who does not identify as only male or only female, or who may identify as both.

**Outed** – when a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent.

**Person with a trans history** – someone who identifies as male or female or a man or woman, but was assigned differently at birth. This is increasingly used by people to acknowledge a trans past.

**Pronoun** – words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they / their and ze / zir.

**Queer** – in the past a derogatory term for LGBT individuals. The term has now been reclaimed by LGBT young people in particular who don't identify with traditional categories around gender identity and sexual orientation but is still viewed to be derogatory by some.

**Sex** – assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions.

**Sexual orientation** – a person's emotional, romantic and/or sexual attraction to another person.

**Trans** – an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) Transgender, Transsexual, Gender-queer (GQ), Gender-fluid, Non-binary, Gender-variant, Cross-dresser, Genderless, Agender, Non-gendered, Third gender, Two-spirit, Bi-gender, Trans man, Trans woman, Trans masculine, Trans feminine and Neutrois.

**Transitioning** – the steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

**Transphobia** – the fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

## A VISION FOR CHANGE

Acceptance without exception  
for trans people

Produced by Stonewall Trans Advisory Group  
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# A VISION FOR CHANGE

Acceptance without  
exception for trans  
people

2017-2022