



Briefing

Trans awareness for women's organisations in the UK

20 November 2009

Understanding and supporting
women and their organisations

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Introduction

Women's Resource Centre has produced this briefing to help women's groups, services and organisations better understand the context and issues facing trans people and to outline the law as it relates to trans people in the UK.

The authors have tried to ensure this briefing is up-to-date and accurate at the time of publication. We are grateful to individuals from the trans community, the women's sector and the Equality and Human Rights Commission (EHRC) who provided input and amendments that have been incorporated.

Context

In this briefing, the term trans woman is used to refer to people who identify as women; i.e. male to female (MtoF).

Trans is an all-encompassing term that includes all people that cross gender boundaries, permanently or otherwise. Trans includes, but is not limited to: people who live in the opposite gender to that registered at their birth, whether or not they have undertaken gender reassignment surgery, transvestites who cross-dress, intersex people who are born with anatomy or physiology which differs from norms associated with male and female anatomy, and others who do not identify with traditional female and male norms. Some people may not identify with being male or female and may prefer 'third gender'.

Transsexual is the medically and legally recognised term to describe people who are intending to, are currently, or have undergone gender reassignment surgery. Transgender is an all-encompassing term for people that cross gender boundaries, permanently or otherwise. Many prefer **trans** as the umbrella term.

Gender identity refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth¹.

Exact figures about the trans population fluctuate and available information tends to be about people who intend to, are undergoing or who have undergone gender reassignment surgery. For example, NHS records estimate that 5000 – 6000 people in the UK have undergone gender reassignment surgery.² The number of people presenting as trans for support or treatment, within the NHS, is increasing by 15% each year.³

¹ *The Yogyakarta Principles: Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity*. (2007) www.yogyakartaprinciples.org

² Prof S. Whittle, Dr L. Turner. *Leading Trans Equality: A Toolkit for Colleges* (2008) Centre for Excellence in Leadership and Quality Improvement Agency: London

³ B. Reed, S. Rhodes, et al. *Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution* (2009) Gender Identity Research and Education Society: Ashtead

This is one way of capturing the size of the trans population, but is problematic – not least because it implies a link between transexualism and medicalisation⁴. Trans is not a mental illness, but trans people (and their family and friends) often feel isolated and need support to deal with the various challenges associated with transgenderism⁵.

People are often unwilling to ‘out’ themselves for fear of discrimination and data has been not always been accurately collected. Therefore much less is known about trans people who have not come into contact with service provision and medical pathways, but still experience discrimination.⁶

In 2000, one person in every 12,000 identified as male to female trans, while one in every 30,000 was female to male⁷.

Estimates from the Inland Revenue’s Diversity and Equality Unit in 2007 suggested that “more than 1 in every 10,000 of the male population may be transsexual [with] the rates of occurrence of known female to male transsexuals significantly lower”.⁸

A report from the Gender Identity Research and Education Society (GIRES) in 2009 suggests that 80% of trans people are trans women, and 20% are trans men⁹, and this report does a good job of assessing the size of the trans community in the UK.

Understanding notions of gender identity and everyday forms of gender expression is important for understanding the human rights problems faced by trans people¹⁰.

Trans people are a minority and often excluded group who experience violence, prejudice and discrimination that effects every part of their lives:

- 72% of trans people have experienced some kind of harassment in public spaces.¹¹
- 47% of trans people do not use public, social or leisure facilities for fear of discrimination.¹²

⁴ Prof S. Whittle, Dr L. Turner, R. Combs and S. Rhodes. *Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience in Healthcare* (2008) Transgender Europe and The European Region of the International Lesbian and Gay Association.

⁵ B. Reed, S. Rhodes, et al. *Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution* (2009) Gender Identity Research and Education Society: Ashtead

⁶ M. Vergara, B. Nea, et al. *Supporting equality groups: An overview of support to the diverse third sector in England* (2008) National Equality Partnership: London

⁷ J. Mackey. *The Penguin Atlas of Human Sexual Behaviour* (2000) The Penguin Group: London

⁸ <http://www.hmrc.gov.uk/about/diversity.htm>

⁹ B. Reed, S. Rhodes, et al. *Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution* (2009) Gender Identity Research and Education Society: Ashtead

¹⁰ Commissioner for Human Rights. *Human Rights and Gender Identity* (2009) Council of Europe

¹¹ Prof S. Whittle, Dr L. Turner. *Leading Trans Equality: A Toolkit for Colleges* (2008) Centre for Excellence in Leadership and Quality Improvement Agency: London

¹² Prof S. Whittle, Dr L. Turner and M. Al-Alami. *Engendered Penalties: Transgender and Transsexual People’s Experiences of Inequality and Discrimination* (2007) Press for Change and Manchester Metropolitan University

- 42% of trans people are not living permanently in their preferred gender because they fear 'coming out' at work, repercussions for their employment status and transphobia in the workplace.¹³
- 25% of over 1400 trans people interviewed in one study reported that they were refused health treatment because a practitioner did not approve of gender reassignment¹⁴.

Trans is often linked with lesbian, gay and bisexual (LGB) communities, organisations and movements, and there is increasing visibility of trans people within these communities. However, trans is a gender identity and not a sexual orientation and the inclusion of trans within LGB is a source of some debate. This is explored in more detail later in this briefing.

¹³ Prof S. Whittle, Dr L. Turner and M. Al-Alami. *Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination* (2007) Press for Change and Manchester Metropolitan University

¹⁴ Prof S. Whittle, Dr L. Turner, R. Combs and S. Rhodes. *Transgender EuroStudy: Legal Survey and Focus on the Transgender Experience in Healthcare* (2008) Transgender Europe and The European Region of the International Lesbian and Gay Association.

Case Study: Trans hate crime

Around the world, people are subject to persistent human rights violations because of their actual or perceived gender identity. Trans 'hate crime' is widespread, and the murder rate of trans people is disproportionately high.

On 9th January 2009, leading trans rights activist Cynthia Nicole was killed in Honduras. This followed five attacks within two months in Honduras against trans women sex workers, three of which were fatal. At the time, Amnesty International UK said "transgender women in Honduras must be terrified right now. Their community is experiencing serious violence and the authorities are not doing enough to protect them. If these killings are not thoroughly investigated, and the perpetrators brought to justice, then a very clear message is sent that violence against these women is acceptable and can go on without punishment".

At the time, Venezuelan trans rights group Transvenus said "This is an all-too-common experience for too many trans women across the world. We are systemically excluded from legal protections, we are demonised and marginalised".

On November 8th 2008, trans woman Lateisha Green was murdered by Dwight DeLee in New York. In July 2009, DeLee was charged with second degree murder as a hate crime.

On the 20th January 2009 trans woman Minja Kochis was killed in her flat in Belgrade.

International "Transgender Day of Remembrance" is held every November 20 to remember those affected by trans hate crime.

Trans and the law

Campaigning by the trans community and its champions has led to the development of various pieces of legislation that protect the rights of trans people and to much greater awareness and understanding of the issues facing trans people.

Gender reassignment is recognised as one of seven equalities strands in the UK, along with gender, age, race, disability, sexual orientation, religion and belief. It appears as such as part of the proposed Equality Bill.

The Sex Discrimination (Gender Reassignment) Regulations 1999 and the Gender Recognition Act 2004 are considered watershed pieces of legislation for the trans community. The Sex Discrimination (Amendment to Legislation) Regulations 2008 are also important in the extension of protection to the provision of goods, services, facilities and housing in accordance with the EU Gender Directive.

- **The Sex Discrimination Act (SDA) 1975** provides legal protection on the grounds of sex (i.e. female or male) and gender reassignment. This allows for some posts to be filled by people of a particular sex, and exemptions such as these are termed a 'Genuine Occupational Qualification' (GOQ). The main fields where this may apply are health and social care, counselling and youth work. The GOQ must be identified at the beginning of the recruitment process, and be stated in the application pack. If a post is subject to GOQ, some limited temporary exemptions to the usual anti-discrimination employment practices apply. Individuals who make a claim for sex discrimination under the SDA are considered to be their birth sex unless they have received a Gender Recognition Certificate (GRC). Once an individual has obtained a GRC, the individual is a recognised member of their acquired gender for all purposes in law and therefore there can be no exemptions. An employer may confirm whether an employee or potential employee has received a Gender Recognition Certificate¹⁵.
- **The Human Rights Act 1998** sets out fundamental human rights to which everyone in the UK is entitled. The Act requires all public authorities, including the Government and the judiciary, to uphold these rights. The rights in the Human Rights Act are largely those enshrined in the European Convention on Human Rights. For example, the European Court of Human Rights (ECHR) decided unanimously in 2002 (in the cases of Goodwin & I vs UK) that transsexual people have the right to enjoy the protection of Article 8 (the right to private life) and Article 12 (the right to family life, which includes marriage).
- **The Data Protection Act 1998** provides protection for trans people regarding the processing and treatment of 'sensitive information' about their identity and gender reassignment.
- **The Sex Discrimination (Gender Reassignment) Regulations 1999** extend the SDA 1975 to cover discrimination, victimisation and harassment in employment and vocational training towards trans people (as long as they are intending to undergo, are undergoing or have undergone gender reassignment).
- **The Gender Recognition Act 2004** provides full legal recognition of a trans person's new gender for all purposes, including marriage, a new birth certificate, pension rights, social security benefits and privacy. Trans people must satisfy the Act's evidence requirements and apply to a Gender Recognition Panel (who are legal and medical practitioners). Evidence requirements include a person showing they have been diagnosed as having gender dysphoria, that they have lived in their acquired gender for two years, and that they intend to stay in their acquired gender for life. If successful, the applicant will receive a GRC. Surgery is not a prerequisite for obtaining a GRC.
- To receive a **Gender Recognition Certificate** (GRC), a trans person must be unmarried and not be in a civil partnership. Anyone currently married

¹⁵ Stonewall Scotland and Scottish Transgender Alliance. *Changing for the Better: How to Include Transgender People in Your Workplace: A Guide for Forward-Thinking Employers* (2008) Stonewall Scotland: Edinburgh

must divorce their current partner or have the marriage annulled before obtaining a full GRC. Once gaining a GRC, they may legally marry in their new gender, or enter a civil partnership with someone of the same sex. There may be reasons why a person has not obtained a full GRC, for example because they are not prepared to be forced to divorce their partner. An absence of a GRC in these circumstances should not be taken to imply a person is ambivalent about their gender identity or 'not really' trans.

- It is an offence under the Gender Recognition Act to 'out' someone at work (e.g. disclose their trans identity, their previous gender, or disclose that they have applied for a Gender Recognition Certificate). Such disclosure is a criminal offence liable to a fine of £5000.
- The **Gender Equality Duty 2007 in the Equality Act 2006** amends the SDA 1975 to place a duty on all public authorities to have due regard to the need to eliminate unlawful discrimination and harassment against women, and promote equality of opportunity between women and men. This places public bodies under an obligation to address and eliminate unlawful discrimination and harassment towards trans people in employment and vocational training.
- **The Sex Discrimination (Amendment of Legislation) Regulations 2008** extends the scope of the SDA 1975 by requiring public authorities to eliminate unlawful discrimination and harassment on the grounds of gender reassignment in the delivery of goods, facilities and services, and the management of premises.
- **The Equality Bill 2008** proposes to extend protection against gender reassignment discrimination and harassment in the exercise of public functions (e.g. when a public authority is exercising regulatory, law enforcement or statutory powers; see the Gender Equality Duty Code of Practice for further information on what amounts to a public function). The Bill also proposes to provide protection from gender reassignment discrimination in schools and from indirect gender discrimination in all areas of the Bill. Although the duty to have regard to the need to eliminate discrimination and harassment on the grounds of gender reassignment already applies in employment, vocational training and services under the current gender equality duty, the Government proposes to also place a duty on public authorities to advance gender equality and foster good relations on this ground also. It also proposes that the definition of gender reassignment is amended so that individuals no longer have to undergo medical supervision in order to be included within the definition of those protected from gender reassignment discrimination. The Equality and Human Rights Commission (EHRC), along with others, are lobbying for the enactments in the Equality Bill and these submissions are set out in briefs to the Public Bill Committee¹⁶. The majority of the Bill is expected to come into force in autumn 2010, with the general public sector duty following in April 2011.

¹⁶ www.publications.parliament.uk/pa/cm200809/cmpublic/equality/memos/ucm1702.htm
www.publications.parliament.uk/pa/cm200809/cmpublic/equality/memos/ucm1802.htm

Some loopholes in the law

Despite changes to legislation that provide greater protection, there are still some loopholes in the law which mean that the trans community is not always protected and can be discriminated against. For example:

- Transsexual people (e.g. those planning to undergo, who are undergoing, or who have undergone gender reassignment surgery) are the only group of trans people who have legal protection under equality laws. This leaves out those who have not transitioned full time or permanently, intersex people, those who chose not to conform to a single gender and, generally, children.
- There are limitations with the law in that it only recognises a 'binary model' (e.g. a person is either female or male). Transgenderism challenges Western binary thinking¹⁷.
- As yet, there is nothing to cover transphobic bullying in the primary or secondary education systems, and there is no protection for incitement to hatred on the basis of gender reassignment.
- If a person applying for a Gender Recognition Certificate wants to stay married to the same person, they need to annul the existing marriage or divorce and then remarry or partake in a civil partnership, i.e. you cannot convert a marriage into a civil partnership. Obtaining a divorce, GRC and Civil Partnership can occur on the same day in theory, but it does create some legal difficulties.
- There is currently no legal protection for people who associate with trans people (e.g. friends, family and others) in the same way that people are protected because of their association with people of a particular race or sexual orientation. The Sharon Coleman case in 2008¹⁸ set the precedent for changes with regards to this. In this case, a mother was forced to resign from her job after being discriminated against 'by association' because she was denied time off work to look after her disabled son. In July 2008, the government agreed to take 'discrimination by association' forward in the Equality Bill.¹⁹
- Organisations, work places and institutions can often take time to change people's records or claim that changes can't be made without a Gender Recognition Certificate. This is incorrect and adds stress to the transition process.
- The introduction of the Gender Equality Duty does not change the legal exemptions in the Sex Discrimination Act 1976, especially where there is a clear need to preserve decency or privacy, such as in a women's refuge.

¹⁷ M. O'Flaherty and J. Fisher. *The Yogyakarta Principles: Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity* (2008) Oxford University Press

¹⁸ <http://www.equalityhumanrights.com/legislative-framework/legal-updates/recent-developments-in-disability-discrimination-cases/the-coleman-case/>

¹⁹ Lord Privy Seal and Minister for Women and Equality. *The Equality Bill – Government Response to the Consultation* (2008) UK Government

The Gender Duty should not be interpreted to mean that women-only services should be cut, have funding withdrawn or that any new services should not be funded. It does not mean that services be provided on the same scale for both men and women. For example, because women make up the majority of victims of domestic violence and rape, it may be more appropriate for a local council to fund services for women, rather than funding refuges to provide services equally for men and women.

- Everyone is entitled to enjoy all human rights without discrimination on the basis of gender identity or any other aspect of their identity²⁰. Human rights principles require all public bodies to treat everyone with fairness, respect, equality, dignity and autonomy. This should include (in theory) all people falling under the transgender category, regardless of whether or not they are planning to undergo, are undergoing, or have undergone gender reassignment surgery or identify as neither female or male. The EHRC Human Rights Inquiry has identified that there is no statutory duty at present to promote human rights, similar to the duties imposed by anti-discrimination legislation. Thus, the EHRC has called for the Government to “consult as to whether or not a statutory duty should be imposed on all public authorities to take into account human rights before they implement new policies”²¹.

The trans voluntary and community sector

A number of groups cater for trans people and campaign on critical issues. Many are informal networks delivering self-help support, information and advice and social events. Most of these are unfunded, volunteer-run and/or receive funding from membership fees alone. However, some are registered charities and receive statutory funding.²² Some organisations also provide support for the partners, families and friends of trans people.

The trans sector is under resourced and faces funding and recognition issues just like the women’s and lesbian, gay and bisexual (LGB) sectors. There are limitations to service provision in terms of geographic inconsistencies, size, capacity and influence.

Intolerance towards trans people within the wider community impacts on the visibility of the sector. Fear of violence and discrimination seems to be the primary challenge preventing the formal organisation of trans people’s groups. One organisation highlighted the barrier as: “our members’ need for secrecy and to hide their trans status from their community for fear of abuse to them and their families”.²³

²⁰ M. O’Flaherty and J. Fisher. *The Yogyakarta Principles: Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity* (2008) Oxford University Press

²¹ www.equalityhumanrights.com/humanrightsinqury

²² M. Vergara, B. Nea, et al. *Supporting equality groups: An overview of support to the diverse third sector in England* (2008) National Equality Partnership: London

²³ Ibid

Further, specialist infrastructure support is still largely under development for this sector. Special efforts must be made to target support to groups operating (or potentially operating) in remote areas.

There are differing views on whether trans should be linked with the lesbian, gay and bisexual sectors. Many trans organisations seek support by forming partnerships and networks within the LGB sector, and often combine frontline service delivery with awareness-raising, research and lobbying activities.

Support for trans people is often provided by LGB services and organisations and some describe themselves as LGBT organisations. Also, the wider LGBT sector has campaigned on issues together (e.g. transphobia and homophobia).

However, trans is about gender identity rather than sexual orientation, so some groups feel that trans should be distinct and separate to LGB work. Trans women may have experiences that are distinct from LGB women, and thus the support needs are different. Specific issues that trans women face are not always fully addressed within LGBT organisations. Also, trans people can often be marginalised within the LGB sector. For example, trans people make up less than 10% of governing body members in London's LGBT sector.²⁴ There is certainly a need to support the trans sector in its own right.

Many trans women experience exclusion from women's spaces and services. The issue of trans women and women-only services is sensitive within parts of the women's sector and still requires further debate and discussion. Some women-only services are currently re-evaluating their policies.²⁵ Here, we have included two different examples of women's organisations experiences of working with trans women:

- Nottingham Women's Centre in the UK is a women-only service that worked with Press for Change (a trans lobby group) in 1998 to develop a policy to challenge discrimination against trans women.
- Vancouver Rape Relief in Canada is a women-only service providing services to women victims of male violence. In 2007, they won a case to define their membership and who can access their organisation.

²⁴ M. Vergara, B. Nea, et al. *Supporting equality groups: An overview of support to the diverse third sector in England* (2008) National Equality Partnership: London

²⁵ Press for Change (1998) www.pfc.org.uk

Case study: Nottingham Women's Centre

In 1998 Nottingham Women's Centre worked with trans women from the Nottingham Transgender Network to develop a policy for inclusion of trans women. Trans women had been using services at the centre but no actual policy existed for protected admission and other female service users were concerned about their use of a women-only space. Trans women were entitled to apply for positions in the centre and could not be refused under sex discrimination laws and one Community Development Worker was a trans woman.

The Centre Management Committee held an intensive consultation process with all the groups involved and arranged for several training sessions for the Management Committee and voluntary workers to help the centre deal with trans issues. Individual groups could still choose their membership criteria but the centre itself was opened officially to trans women.

The consultation process highlighted various issues that the centre had to address but continued to work with the Transgender Network to provide inclusive services. The final policy is below:

Policy Statement on Access to the Nottingham Womens Centre By Transgender Individuals

Nottingham Women's Centre General Committee, after lengthy and detailed consultation, has unanimously decided to allow access to the centre by transgender women, that is:

By individuals indentifying as and living as women full-time in all spheres of life.

This decision has been taken in line with our existing anti-oppressive and anti-discriminatory policies and practice. Nottingham Women's Centre is a Centre for individuals indentifying as and living as women full-time. There is no access to:

- transvestites (men dressing as women but identifying as men)
- individuals indentifying as third gender
- female to male transgendered individuals who indentify as men and live full-time as men

Self-Identifying groups with the Women's Centre retain the right to define criteria for attendance at their group. However, we encourage groups to consider the position of transgendered women in relation to their group.

Bookable space in the Centre will be available to all women, including transgendered women. The Women's Centre Equal Opportunities Policy is under review and will take account of the position of transgendered women. It is expected that all women will continue to behave in accordance with the Centre's anti-discriminatory policies.

Procedures of Implementation

Nottingham Women's Centre will become accessible to transgender women from 1st June 1998.

Prior to this date:

- all paid workers and volunteers in the Centre will be fully informed of the process of implementation.
- transgender awareness training will take place for all paid workers and volunteers
- all groups based in or using the Centre will be fully informed by letter
- a summary statement will be published in the Centre newsletter, on noticeboards and in the front door display cabinet
- a press release will be issued and sent to relevant local, regional and national publications and organisations. e.g. Outright, Pink Paper, Press for Change.

Nottingham Women's Centre General Committee, 30 March 1998

Case Study: Vancouver Rape Relief

Kimberley Nixon, a trans woman, approached the Vancouver Rape Relief (VRR) and Women's Shelter in 1995 seeking to be part of the training programme. Nixon was not accepted onto the programme, and made a Human Rights Complaint about this. As a result VRR offered Nixon an apology and offered her a place on the fundraising group. These offers and requests were not accepted.

In 2002, the British Columbia Human Rights Tribunal heard Nixon's complaint of discrimination and this was upheld. The tribunal found that VRR had acted in good faith towards Nixon but had not proved that life experience as a girl and woman was a necessary pre-requisite to becoming a peer counsellor. Damages of £7500 were awarded to Nixon.

In 2003, The British Columbia Supreme Court conducted a judicial review of the Tribunal decision based on VRR's application for review. The Supreme Court set aside the decision of the Tribunal, and found that the Tribunal had made an error in deciding that VRR had discriminated against Nixon.

In 2005, Nixon appealed to the British Columbia Court of Appeal. The court decided that the VRR had the right to train women who had the shared experience of being 'oppressed since birth' as a result of being born and raised female.

In 2007, Nixon's leave to appeal was dismissed. VRR won the case, under s.41 of Human Rights code (group rights exemptions) which meant they could determine the criteria for membership to their organisation.

Recommendations for good practice within your organisation

- Send a positive message to all staff and service users that your organisation is inclusive and takes equality and diversity seriously.
- Publicise and practice your commitment to equality. Trans staff still working in their original gender will be looking discreetly for signs that their employer is supportive.
- Work in partnership with trans staff, volunteers, service users, local trans organisations and trans equality organisations to achieve best practice in equality.
- Take steps to ensure staff can report bullying and discrimination.
- Ensure equality and diversity, recruitment, bullying and harassment policies specifically address trans equality and transphobia, and that these policies are widely promoted to staff. Employers are legally obliged to protect staff from transphobic bullying and harassment and at a minimum be able to demonstrate they have taken steps to address bullying. Other policies should be assessed for their impact on trans staff, volunteers and service users. If you are a women-only service you could consider developing a trans policy on membership and access to your service.
- Extend equality measures to all trans people whether or not they have undergone permanent gender reassignment or have full legal recognition.
- Be prepared to talk through concerns with staff and management and seek to find a way forward that avoids getting stuck in intransigent positions.
- Use the appropriate pronoun, according to how a person presents. If you are not sure, politely and discreetly check how she or he would like to be referred to.
- Respect people's privacy. Trans people are often sensitive about revealing information about their past, especially if they think it may impact on how they are perceived or treated.
- Don't use inappropriate or offensive language (tranny, shimmy, cock in a frock, she-male).
- When people complete their transition, they may no longer regard themselves as being trans, and may describe themselves as women or men. In these cases, it would be disrespectful to carry on calling them trans.
- Set up and widely publicise ways for staff to access confidential support, information and advice.
- Set up a trans or LGBT network for employees and encourage members to make links with external support organisations.

- Include trans equality in staff, trustee and volunteer induction and on-going training.
- Ensure staff receive training on data protection and privacy to ensure they do not, through ignorance, break the law. This is particularly important when voluntary and community organisations are commissioned to provide services on behalf of the public sector, e.g. in health.
- Stay up-to-date with new developments in trans legislation, language and good practice.

Organisations providing support to trans people

a:gender

Support network for staff in government departments/agencies who have changed or need to change permanently their perceived gender, or who identify as intersex

www.agender.org.uk

Gender Matters, West Midlands

Provide information and support to all trans people, their family, friends and to professional organisations who wish to have more of an understanding of Gender Dysphoria or Transgender Issues

www.gender-matters.org.uk

Gender Trust

Provides information about trained counsellors, psychologists and psychotherapists. Help for those who are Intersex and for partners and families of all these individuals. Guidance and information for those who may encounter gender issues in the course of their work, and training for employers and other organisations on the legal, medical and social aspects of the lives of transsexual and transgender people. Also a National Helpline and support to anyone who has enquiries about gender identity issues: 0845 231 0505

www.gendertrust.org.uk

Gendershift, Yorkshire and the Humber

Social enterprise providing training and consultancy services on gender identity

www.gendershift.com

Gender Identity Development Service (GUIDE)

NHS service particularly for children and young people up to the age of eighteen who are experiencing difficulties in the development of gender identity, and their families. This may include children who are unhappy about their own biological sex and wish to belong to the other one.

<http://www.tavi-port.org/patient/tavistock-clinic/patient-services-and-departments/gids.html>

Gender Identity Research and Education Society (GIRES)

Provides policy advice, research and information, and organises training and workshops on trans issues

www.gires.org.uk

Gendys Network

A network for all who have encountered gender identity problems personally and for service providers

www.gender.org.uk/gendys

Mermaids

Family support group for children and teenagers with gender identity issues. Also campaigns to raise awareness about these issues with professional services

www.mermaidsuk.org.uk

Older Tees

International support network for older trans people including medical information

www.oldertees.net

Press For Change

A political lobbying and educational organisation, which campaigns to achieve equal civil rights and liberties for all trans people in the UK, through legislation and social change

www.pfc.org.uk

Rose's and Repartee

Online magazine and information for transvestites produced by Rose's a membership group for trans people in the UK

<http://roses.repartee.tv/Roses.htm>

Rubicon Society

Support helpline for trans people
020 8252 2623

Scottish Transgender Alliance

Support and information to improve transgender inclusion, equality and rights amongst transgender groups as well as statutory, voluntary, community and commercial sectors

www.scottishtrans.org

The Beaumont Society

UK-wide support group for trans people and their partners

www.beaumontsociety.org.uk

Transgender Zone

Online support and information for trans people in the UK

www.transgenderzone.com

Trans-health

International online magazine providing information about health and fitness for trans people

www.trans-health.com

TransLiving International

Support and advice for the trans community

www.transliving.co.uk

Tranznet

Network of trans organisations in the UK

www.tranznet.org.uk

UK Intersex Association

Education, advocacy, campaigning and support organisation run for and by intersex people

www.ukia.co.uk

Way Out Publishing

Online trans resource that produces the Tranny Guide to services

www.wayout-publishing.com

Trans social and support groups

Blackpool Renaissance Transgender Group

Support group for all trans people with regular meetings as well as a forum for partners, families and friends

http://www.gynwayblackpool.com/renaissance_transgender_forum.htm

Depend

Offers free, confidential and non-judgmental advice, information and support to all family members, spouses, partners and friends of trans people

www.depend.org.uk

FTM London

Monthly support group for female-to-male trans people

www.ftmlondon.org.uk

FTM Network

Informal self-help group for female-to-male trans people

www.ftm.org.uk

Inner Enigma, Manchester

Support for trans and intersex people, their partners and immediate family offering counselling and an outreach befriending service

www.innerenigma.com

MORF, Manchester

Monthly social and support group for transguys

www.morf.org.uk

Northern Concord, Manchester

Support and self-help group for trans people and their partners

www.northernconcord.org.uk

Sibyls

A Christian spirituality group for trans people with a quarterly newsletter, retreats and gatherings in London, Manchester and Dorset

Contact: rosie@sibyls.co.uk

Spectrum London

Peer support forum for trans people and their partners, family, friends and allies

www.spectrumlondon.org.uk

The Clare Project, Brighton

Drop-in for anyone who wants to talk about gender identity

www.clareproject.org.uk

The Seahorse Society, Basingstoke

Monthly self-help and support group for trans people and their families, friends and others involved in their welfare

<http://seahorse-society.mysite.wanadoo-members.co.uk>

T-Boys, Leeds and Sheffield

Social group for female-to-male trans people and their partners

Contact Lee tboysuk@yahoo.co.uk

TransForum Manchester

Monthly social and support group for trans people
<http://www.mccmanchester.co.uk/trans.htm>

Translondon

Monthly support and discussion group for all trans people
www.translondon.org.uk

Transmen Scotland

Self help and support group for female-to-male trans people with monthly meetings and social activities
www.transmenscotland.org.uk

Trans Wirral

An education, advocacy, campaigning and support organisation for all transsexual and intersex people in the North West
www.transwirral.btik.com

Unique, North Wales and West Cheshire
Support and information for trans people
www.uniquetg.org.uk

Western Boys, South Wales and the South West
Support and social group for transmen and their partners and friends
www.westernboys.org

Wirral TransSister, Birkenhead
Group for trans women based at the Terrence Higgins Trust
Contact: info.wirral@tht.org.uk

Language

Acquired Gender is a term from the Gender Recognition Act of 2004. It means the gender that a person has transitioned to in order to match their self-perceived gender identity.

Trans is an all-encompassing term that includes all people that cross gender boundaries, permanently or otherwise. Trans includes, but is not limited to: people who live in the opposite gender to that registered at their birth, whether or not they have undertaken gender reassignment surgery, transvestites who cross-dress, intersex people who are born with anatomy or physiology which differs from norms associated with male and female anatomy, and others who do not identify with traditional female and male norms. Some people may not identify with being male or female and may prefer 'third gender'.

Transsexual is the medically and legally recognised term to cover people who intend to undergo, are undergoing, or have gender reassignment. Individuals may or may not have a Gender Recognition Certificate (GRC).

Sexual orientation is separate to gender identity and covers sexual desires, feelings, practices and identification and sexual orientation can be towards people of the same or different sexes.

Alternatively, **gender identity** refers to a person's self-expression and identity in relation to social categories of masculinity or femininity. According to Amnesty International, a person's subjectively felt gender identity may be at variance with their sex or physiological characteristics.²⁶

The specific terms people use and expression of gender identity varies widely from culture to culture.

Gender reassignment is the process of transition that a person goes through when they change from being the gender they were assigned at birth – either male or female – to living in the gender with which they identify.

Gender dysphoria is the medically recognised term to describe anxiety and discomfort associated with feeling that the way you look on the outside and the way you are expected to behave does not match the way you feel. Dysphoria means unhappiness. This is not a mental illness, but sometimes support and treatment can help.

FtoM refers to a person who has or is transitioning from female to male.

MtoF refers to a person who has or is transitioning from male to female.

Intersex people are born with anatomy or physiology which differs from norms associated with male and female anatomy.

²⁶ <http://www.amnestyusa.org/lgbt-human-rights/about-lgbt-human-rights/page.do?id=1106573>

Further reading and resources

Equality and Human Rights Commission **Trans Research Review** (2009)
<http://www.equalityhumanrights.com/fairer-britain/trans-inequalities-reviewed>

Guidance for organisations dedicated to the addressing the needs of **intersex and trans survivors of domestic and sexual violence** by Survivor project (USA)
www.survivorproject.org

Guidance and resources for **supporting transgender people of faith** by TransFaith Online (USA)
www.transfaithonline.org

Guidance for the higher education sector on supporting **trans staff, students and graduates in higher education**
www.unison.org.uk/acrobat/A7002.pdf
www.ecu.ac.uk/publications/files/trans-staff-and-students.pdf
www.prospects.ac.uk/cms/ShowPage/Home_page/Handling_discrimination/Transsexual_and_transgender_issues/overview/plbafal
http://services.pfc.org.uk/files/CEL_toolkit.pdf

Guidance for employers on **including trans people in the workplace** by the Scottish Transgender Alliance and Stonewall Scotland
www.scottishtrans.org/Uploads/Resources/changing_for_the_better.pdf

Guidance on **meeting the Gender Equality Duty for transsexual staff** by the Equality and Human Rights Commission (EHRC)
www.equalityhumanrights.com/advice-and-guidance/public-sector-duties/resources/frequently-asked-questions/questions-on-the-gender-equality-duty/

Guidance for the NHS on **trans healthcare delivery** by the Department of Health
www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_089941

Guidance for **Young Trans People** by the Department of Health
www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_074258

Support for trans people, their families and friends by the Department of Health
www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_097169

'Jay's Story': A **personal reflection on transitioning** by the NHS
www.nhs.uk/video/pages/medialibrary.aspx?Page=1&Filter=&Id={3E6D2FB3-4A85-4CA9-B0E8-C6C02F98FBA1}&Tag=&Uri=video%2f2009%2fJune%2fPages%2fTransgender-Jaystory.aspx

Guidance for **Older Trans People** by Age Concern
www.ageconcern.org.uk/AgeConcern/1057B44338A147ED86A2BC90F8796A17.asp

Guidance on applying **international human rights** law to gender identity
www.yogyakartaprinciples.org/

About the Women's Resource Centre

WRC is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision makers on behalf of the women's not-for-profit sector for improved representation and funding.

Our members work in a wide range of fields including health, violence against women, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

There are over ten thousand people working or volunteering for our members who support almost half a million individuals each year.

For more information about this briefing, contact:

Kara Beavis
Policy Officer
Email: kara@wrc.org.uk
Tel: 020 7324 3030

Charlotte Gage
Policy Assistant
Email: charlotte@wrc.org.uk
Tel: 020 7324 3030

Women's Resource Centre
Ground Floor East, 33-41 Dallington Street
London EC1V 0BB
www.wrc.org.uk