

Trans Equality and Gender Identity Guidance for Staff and Students.

bradford.ac.uk

Introduction

For a small number of people, gender identify does not match the sex that they were assigned at birth. Some will undergo a process of aligning their life and physical identity to match their [gender identity](#). This is known as [transitioning](#). However, it is important to know that not all people will decide to [transition](#).

Some people also identify as neither male nor female, which is known as [non-binary](#). It is important to know that no trans person's journey will be the same as another's and recognising these differences are key.

[Trans](#) people may decide to take hormones or have surgery in order to align their gender identity to their physical identity. However medical intervention isn't part of every trans persons individual journey. Individuals may change gender markers on identification documents without any medical intervention.

Introduction for the Individual

The aim of this document is to provide you with information about your transition at the University of Bradford and ensure that you feel welcome, safe and are motivated to perform your best.

What does the law say?

The current law requires [trans](#) individuals to have their birth certificate changed to reflect their [gender identity](#) to either male or female once they have received a [GRC\(Gender Recognition Certificatie\)](#) It also protects those who are planning to undergo have undergone or are undergoing gender reassignment from discrimination, harassment and victimisation.

What can I expect from the University?

Equality, Diversity and Inclusive is key to everything we do at the University of Bradford and we ensure that everyone is treated with dignity and respect and free from discrimination. All conversations will be kept confidential, unless prior permission is gained to speak to a third party within the University of Bradford.

Who should I speak to?

We would recommend speaking to your line manager or personal tutor. However, if you do not feel comfortable doing that you can speak to another member of staff. You could even email them and mark the email as confidential. The University also provides [counselling services](#), and this may be worth looking into if you require additional support to inform a staff member.

What Should I Say?

Informing someone of your [transition](#) can be daunting and it is important to remember that the staff member may not have any training on how to support a trans individual. However, guidance is provided for them in the other Trans Guidance documents which you may want to inform them of.

Try and think about what the staff member would need to know. Do you have a timeline of your [transition](#)? Any booked medical appointments? How would you like this to be communicated to others if at all? What do you need from the staff member(s)?

It is worthwhile working with your chosen staff member to develop a plan tailored to your individual needs. Templates and more guidance can be found in the overview guidance document.

What if I need time off?

Time off to **transition** should be marked separately to sickness and it will not count towards sickness total or result in you being penalised. However, if you are a student you need to discuss this with your personal/course tutor as this may impact attendance at lectures, completing assignments, attending placements and exams.

Language

Language relating to gender and identity is nuanced, contextual and complex. The language in this document will be reviewed in the future to ensure best practice. For the purpose of clarity when the term 'trans' is used, it is used in the most 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.

Further Information

Further information can be found in the other guidance documents found [here] or on the [Insert where]. You can also contact the Equality team at Equality@bradford.ac.uk