

## GENDER REASSIGNMENT POLICY

Key points for policy:

- This policy should be used when a member of staff has informed their manager of the intention to transition.
- Appendices A and B can be used to assist in the smooth management of the transition
- The separate FAQ section is available and covers questions for the employee, colleagues and managers

### 1. INTRODUCTION

- 1.1 Warwickshire County Council is committed to being a fair and inclusive employer and will not discriminate against an applicant, worker or employee on the basis of their gender identity or Trans status, including those who are undergoing, intend to undergo, or have undergone transition (also known as gender confirmation).
- 1.2 This policy provides guidance and advice to staff and managers about Trans and gender reassignment and applies to all employees.
- 1.3 Key Trans terminology can be found at **Appendix C**.

### 2. RESPONSIBILITIES

- 2.1 All staff are responsible for making sure individuals do not suffer any form of discrimination as a result of their gender identity or Trans status, and that they are supportive of individual needs. Every person working for Warwickshire County Council will be accountable for their own behaviour and actions, on and off site during working hours or within any activity linked to their employment.
- 2.2 All Managers are responsible for trying to prevent any breaches of the policy amongst their teams and taking action where appropriate. Trans staff are entitled to be treated with respect and allowed to perform their roles free from

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harassment and discrimination. Warwickshire County Council views harassment or discrimination of staff or workers (including temporary staff from employment agencies or contractors and volunteers) as a serious disciplinary offence.

### **3. WHO ARE TRANS PEOPLE AND WHAT IS GENDER REASSIGNMENT?**

- 3.1 There are some people whose gender identity does not match the gender they were assigned at birth. These people are called Trans people. A number of Trans people wish to change their appearance and secondary sex characteristics to be in line with those typical for their preferred/ affirmed gender. The process is known as 'transition' and medically referred to as 'gender reassignment'. However, not all Trans people express a desire to transition.
- 3.2 Estimates are that almost 1% of the population considers themselves transgender or gender variant, this equates to about 500,000 people in the UK.<sup>1</sup>

### **4. HOW IS GENDER TRANSITION ACHIEVED?**

- 4.1 The process of changing gender can be slow and difficult, with effects beyond the purely medical for the individual undergoing it. The timings of the various stages vary between individuals, and each situation is unique. The process can be very stressful requiring support and sympathetic handling, and the appropriate approach in the workplace is needed as the transition can have significant impact both upon the individual and upon colleagues.
- 4.2 The process of transitioning consists of counselling, followed by medication to alter the body and physical characteristics. During the early part of the medical process it is possible the individual may display typical characteristics of more than one gender. The final stage may be to undergo surgery. Not all people going through gender reassignment have surgery as this is a personal choice and not a key criterion in the process. Some may not be able to have surgery due to medical conditions, age or risks associated with surgery.
- 4.3 Being Trans is not a life style choice, a facet of sexual orientation or a disease.

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<sup>1</sup> Reed, B., Rhodes, S., Schofield, P. and Wylie, K (2009) Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution Gender Identity Research in Education Society

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## 5. WHAT IS A GENDER RECOGNITION CERTIFICATE?

- 5.1 The Gender Recognition Act 2004 enables Trans people to be legally recognised in their self-identified gender and to be issued with a new birth certificate. Not all Trans people will apply for a GRC and you have to be over 18 to apply. You do not need a GRC to change your gender at work or to legally change your gender on other documents such as your passport.

## 6. WHICH LEGISLATION PROTECTS TRANS PEOPLE?

- 6.1 Gender Reassignment is one of the nine protected characteristics within the Equality Act 2010. The Act gives protection against: direct and indirect discrimination, discrimination by association, discrimination by perception and all forms of harassment and victimisation.
- 6.2 The definition of Gender Reassignment within the Act gives protection from discrimination to a person who has proposed, started or completed a process to change their sex. This protection begins as soon as the proposal to transition is shared with their employer, and also provides protection:
- To Trans people who are not under medical supervision
  - To people who experience discrimination because they are perceived to be Trans people
  - To people from discrimination by association because of gender reassignment
- 6.3 Many of the articles contained within The Human Rights Act 1998 also offer protection to Trans people.

## 7. SUPPORTING EMPLOYEES

- 7.1 An employee going through the gender reassignment process, or disclosing their gender identity and Trans status, can get support from their line manager or staff care. It is a matter of choice who should be contacted, but it is recommended that the line manager works with the employee to agree an action plan to cover the period of their transition.
- 7.2 The action plan meetings will also provide the opportunity for both the employee and manager to discuss, understand and facilitate the smooth transition in the workplace.
- 7.3 Confidentiality must be maintained at all times including any future, present and past disclosures and actions.
- 7.4 Advice and support is available for managers from either HR advisory or the E&D team but should only be sought with the consent of the individual

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concerned.

- 7.5 As soon as the Trans employee wishes, they should be called by their new name and pronouns and language appropriate to their affirmed gender should be used. The Council will agree with the Trans employee as part of the action plan when the employee would like this to happen and how the Council will respond to anyone who fails to respect this wish.
- 7.6 Any failure to respect this wish may constitute misconduct and all incidents of harassment, bullying, misconduct or victimisation will be dealt with quickly and in accordance with the Council's policies on harassment and/or disciplinary procedure.
- 7.7 Managers should support the staff member in a positive manner and listen to any concerns or issues they may have. Any incidents of harassment, discrimination or victimisation will be dealt with using the relevant health and safety (personal safety) policy as well as the accident/ incident reporting policy.
- 7.8 Whether or not a member of staff is in possession of a Gender Recognition Certificate it is unlawful to disclose their Trans status without their consent. Failure to adhere to this could lead to disciplinary action.

## 8. **TRANSITION ACTION PLAN**

- 8.1 The employee and their line manager should write an action plan together for managing the disclosure of their gender identity and Trans status and any Transitioning steps they are intending to take. This will include agreeing dates and communication plans with the Council being guided at all times by the person concerned. Examples of managers checklist and meeting guides can be found at **Appendix A and B**.
- 8.2 Under no circumstances should any communication or actions be taken without the explicit consent of the individual. The action plans with any other notes of the meeting should be kept strictly confidential and held locally by their manager. Any information that needs to be shared with others must be done with the express consent of the employee concerned. After a person has transitioned into their affirmed gender these records should be destroyed.

## 9. **USE OF SINGLE SEX FACILITIES**

- 9.1 All employees should be free to use whichever facilities they feel most comfortable in with regards to their gender identity. The action plan can agree a time when the individual may wish to switch between gendered facilities. The

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individual should not be made to use disabled facilities unless they wish to, nor gendered facilities that they are uncomfortable with.

## **10. SICKNESS AND ABSENCE**

- 10.1 In putting together the action plan the time off the employee needs for any related treatment should be discussed. When the individual is absent for treatment or surgery then normal sick pay, medical appointments or absence arrangements should apply. Flexibility should be offered in taking holiday or rearranging working hours where possible in order to attend medical appointments or undergo medical treatment. A fit note will be required for absences over 7 calendar days but does not need to state details.
- 10.2 It is possible that medical treatment for gender reassignment might result in extended absence from work. As with any other long term absence, the employee should be monitored by their manager with advice and support from occupational health and human resources.
- 10.3 If the absence continues beyond expectations the County Council's managing sickness absence policy should be referred to for guidance.

## **11. DISCLOSURE AND BARRING (DBS) CHECKS**

- 11.1 The DBS has developed a separate application procedure, which allows Trans applicants to exclude previous names from the Disclosure Application form. However, applicants will still be required to send details of their previous identity directly to the 'Sensitive Applications Team' via [sensitive@db.sgs.gov.uk](mailto:sensitive@db.sgs.gov.uk)

## **12. CERTIFICATES**

- 12.1 Any certificates issued by Warwickshire County Council in the past (for instance certificates to show training has been successfully completed) shall be, where possible, reissued with new names and titles where required.
- 12.2 If the Council needs to see certificates of past achievements that were issued by external bodies and it has not been possible for replacements to be obtained, these should be treated in the strictest confidence.
- 12.3 Copies should not need to be taken, it should be sufficient for an authorised person to simply verify that they have seen the certificates, that they met the necessary requirements. A file note can then be added stating the verification to the employee's electronic file.

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### 13. REFERENCES

- 13.1 When a manager is asked for a reference for a Trans member of staff, they must provide it without disclosing, inadvertently or otherwise, that the person has changed their gender or presents in a gender different to their birth sex.
- 13.2 It is up to the individual to make sure that HRMS is updated with the correct personal details.

### 14. RECRUITMENT

- 14.1 People who have already transitioned do not have to inform Warwickshire County Council of their change.
- 14.2 Job applicants and interviewees should not be asked their Trans status.
- 14.3 References, security checks and qualifications – these should be handled sensitively, it is important to remember that references and qualifications may be registered in the person's former name. There is no obligation to disclose a previous identity and where this is done for the purposes of references, strict confidentiality should be followed.
- 14.4 Records and confidentiality – A Trans person may change their name and official documents such as their driving licence, passport and medical card to reflect their affirmed gender identity. In addition, the Council should make sure all employment records reflect their affirmed gender. However, confidentiality should be maintained and access to these records should be restricted to employees who need the information to do their work only.
- 14.5 Once an employee obtains a Gender Recognition Certificate (GRC), there should be no disclosure of this information, as it may be deemed a criminal act and subject to a fine.

### 15. PENSIONS

- 15.1 *State pensions*
- 15.1.1 Trans people who do not obtain a Gender Recognition Certificate retain their state pension rights in accordance with the sex that is recorded on their birth certificate.
- 15.2 *What about occupational and personal pensions?*
- 15.2.1 The employee should contact the pensions department or scheme administrator to inform them of the change in gender, the name and title by which they wish to be known, any change in their marriage or civil partnership status and when gender recognition was obtained. The individual's pension calculation and any

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subsequent claim to a survivor's pension can then be correctly calculated. The pension provider will be able to explain how this change may affect their pension or the pension of their spouse/ civil partner in the event of their death. The pension provider can also advise of the circumstances in which they need to know if a gender recognition certificate has been obtained.

- 15.2.2 The employee may like to seek independent financial advice to make sure the most beneficial outcome is achieved.

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## **APPENDIX A - Checklist for Managing Gender Transition at Work**

This checklist is for the manager and employee to use when they meet to help develop the action plan for managing the employee's gender transition at work. A suggested meeting guide is available at Appendix B.

The employee may wish to be accompanied by their union representative, colleague or friend to meetings that relate to the employee's transition.

The action plan and notes of any meetings held must be kept strictly confidential in the individual's employee record.

Topics to consider; discuss and agree are:

- The timescale of transitioning processes and potential medical and/or surgical procedures
- Time off required for medical treatment or appointments
- If and how the employee would like colleagues to be told – i.e. about themselves specifically, the process generally and key facts about transitioning.
- Agree whether any training for or briefing to colleagues (or others) will be needed.
- Agree who needs to know and who will tell them. This could be done by the employee themselves; their manager or another person.
- Anything relating to dress and appearance
- Use of facilities and when the member of staff will begin to use these
- Issues of confidentiality, harassment and how any inappropriate behaviour from others will be dealt with
- Other issues and changes for the employee outside their employment (e.g. changes in family status; change of driving licence; passport and name change by deed poll or statutory declaration).
- Formal Documents e.g. proof of ID to work, ID cards or work passes, passport, insurance, driving licence etc... and how these will be changed
- Any other alterations to existing records and systems and when they should be made
- The expected date when the employee will change name, personal details and gender.
- How the employee will update their manager and the frequency of update meetings
- Any further support that the employee thinks will be required
- Discussion of any other aspects that are not listed above.

Following the meeting the manager should write up what has been discussed and give a copy of the plan to the employee. After the employee has successfully transitioned into their new gender role or they have obtained a gender recognition certificate, these records should be destroyed.



## Appendix B

### Meetings Guide and Checklist

Meetings	Suggested Agendas	Date completed
Initial Meeting	1) Agree who will initially be informed and/or involved in supporting the employee. 2) Provide the employee with details of the policy. 3) Agree a date for a second meeting – this should take place as soon as possible. 4) Identify what support is needed and how this can be met.	
Planning Meeting 1	1) Agree timescales including the support/progress meeting timetable. 2) Agree who should/needs to be told including when and how. 3) Are there any adjustments that need to be made during the transition? 4) Where a role requires on going contact with individual customers/service users discuss ways of communication with the people involved. 5) If relevant discuss the timings of expected absences due to medical procedures etc...	
Planning Meeting 2	1) Does the person wish to inform colleagues, external organisations and contacts personally, or should this be done on their behalf? 2) Agree how the tasks identified in task list below will be completed (who when etc.) 3) When will use of chosen gender facilities begin. 4) How will negative reactions be managed 5) Agree how to respond to any media interest 6) Does any information need to be provided to colleagues 7) Agree final timetable for when key actions will take place. 8) Discuss any concerns of the Transitioning person 9) Discuss any questions the line manager may have. 10) If relevant discuss the timings of expected absences due to medical procedures etc...	
Progress meetings	1) Review progress 2) Check list of tasks completed 3) Review/ revise timetable	
Final meeting	This should take place at a stage when the Transitioning person feels that support should finish and all tasks have been completed or alternative ongoing support should be agreed.	

## Check List

Task	Process	Staff member	Manager	Other	Completed
Change name and details on HRMS <sup>2</sup>					
Change email address					
Change name on IT systems					
Change payroll information					
Inform national insurance office					
Inform Pensions					
Others (to be agreed at planning meetings)					

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<sup>2</sup> HRMS -There is a section on HRMS that asks whether an individual has the same gender identity they were assigned at birth. This question is optional, and any disclosure made here should not be linked to any other system.

## APPENDIX C KEY TRANS TERMINOLOGY

**Trans people or Gender Variant people** -These are umbrella terms used to describe a whole range of people whose gender identity or gender expression differ in some way from the gender they were assigned at birth.

**Gender identity**- This is an individual's self-perception of their own gender. A person may identify as a man, as a woman or as having a non-binary gender.

**Gender expression** - This is an individual's external gender-related appearance (including clothing) and behaviour (including interests and mannerisms). A person may have masculine, feminine or androgynous aspects of their appearance or behaviour.

**Cisgender** – An adjective for someone whose gender corresponds with assigned sex.

**Biological sex** - A person's biological sex includes all aspects of their biological structure, not only their genitals but also their internal reproductive system, their chromosomes and their secondary sexual characteristics such as breasts, facial and body hair, voice, and body shape. Most people's biological sex will be clearly and consistently female or male. However, a small but significant number of people have bodies which are not completely male or female. People born with these kinds of physical variations are referred to as intersex people. A person may also have a biological sex which is not completely clearly male or female if they have undergone some hormonal or surgical intervention as part of a process of gender reassignment.

**Gender dysphoria** - Gender Dysphoria is distress, unhappiness and discomfort experienced by someone about their biological sex not fully matching their gender identity.

**Trans men / women** – This is a term used to describe people who consistently self-identify as the opposite gender from the gender they were assigned at birth based on their physical body. Depending on the range of options and information available to them during their life, most Trans people try to find a way to Transition to live fully in the gender that they self-identify as. Transitioning is also known as gender reassignment. Many, but not all, Trans people take hormones and some also have surgery to make their physical bodies match their gender identity better.

**female-to-male (FTM) Trans man** is someone who was assigned female at birth but has a male gender identity and therefore is currently seeking to Transition, or has already Transitioned, to live permanently as a man.

**male-to-female (MTF) Trans woman** is someone who was assigned male at birth but has a female gender identity and therefore is currently seeking to Transition, or has already Transitioned, to live permanently as a woman.

**Intersex people** - This is a term used to describe people born with external genitals, internal reproductive systems or chromosomes that are in-between what is considered clearly male or female. There are many different intersex conditions. When an intersex baby has ambiguous genitals, medical staff often make an educated guess about which gender to assign to the baby. Sometimes the person's gender identity matches their assigned gender, but sometimes the guess made by the medical staff turns out not to match the intersex

person's own gender identity. In many cases, an intersex person will simply self-identify as a man or as a woman. However, in some cases, an intersex person may self-identify as being neither a man nor a woman.

**Cross-dressing people** - This is a term used to describe people who dress, either occasionally or more regularly, in clothes associated with the opposite gender, as defined by socially accepted norms. Cross-dressing people are generally happy with the gender they were labelled at birth and do not want to permanently alter the physical characteristics of their bodies or change their legal gender. They may dress as the opposite gender for emotional satisfaction, erotic pleasure, or just because they feel more comfortable doing so. Cross-dressing men are sometimes referred to as Transvestite men; however this is becoming an increasingly out-dated term and may cause offence.

**Non-Binary gender** – This is an umbrella term used to describe people who find they do not feel comfortable thinking of themselves as simply either men or women. Some may identify their gender as being a form of combination between a man and a woman, somewhere in between or being neither. Other non-binary terms are; Androgyne where people have a gender which is simultaneously feminine and masculine, although not necessary in equal amounts and Genderqueer which denotes or relates to a person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

**Acquired gender** This is a term used in the Gender Recognition Act 2004 to mean the gender role that a person has Transitioned to live their life in and which matches their self-perceived gender identity. The acquired gender of a male-to-female Trans woman is therefore female and the acquired gender of a female-to-male Trans man is therefore male. A similar term is Affirmed – This word is used to acknowledge the gender identity of an individual. E.g. Affirmed Female is (mtf or m2f) an individual who was born anatomically male, however, identifies as female. Affirmed Male is (ftm or f2m) an individual who was born anatomically female, however, identifies as male.

**LGBT** -This is the acronym most commonly used in the UK to talk about lesbian, gay, bisexual and Trans people. It is important to note that those who identify as lesbian, gay and bisexual are referring to their sexuality, whereas, those who identify as transgender are referring to their gender identity. LGBT equality work addresses the two equality strands of sexual orientation and gender identity together due to shared experiences of discrimination and harassment, shared social 'scene' venues and community groups, and also similar issues around decisions on whether or not to 'come out' about their identity to colleagues, family and friends. However, Trans people can be lesbian, gay, bisexual, straight or asexual– just like anyone else.

## **GENDER REASSIGNMENT FAQ'S**

### **Employee**

**I intend to undergo a gender reassignment process. Who do I need to inform?** You can choose to speak to staff care or occupational health advisor prior to informing your line manager. It is recommended that your line manager works with you to agree an action plan to cover the period of transition.

**Can I take someone along to inform my line manager?** Yes it is possible to take someone with you when informing your line manager of your intention to transition. This could be a friend, co-worker, union rep or member of the LGBT network.

**I don't want my colleagues to know yet, can the organisation guarantee confidentiality?** The organisation is committed to maintaining confidentiality and not disclosing any information without your consent.

**Do I need to communicate my gender reassignment to my colleagues?** It is entirely up to you as to how and when colleagues are informed. Details can be agreed within the planning meetings to manage your transition.

**What should I do if I receive negative comments or harassment from colleagues / customers before, during and after my transition?**

As with all issues of bullying and harassment you may seek support from the harassment contacts and your line manager. Any incidents of harassment, discrimination or victimisation will be dealt with using the relevant health and safety (personal safety) policy as well as the accident/ incident reporting policy.

**Am I entitled to any time off to undergo gender reassignment?** When time off is needed for treatment or surgery sick pay entitlements, absence arrangements and reporting and time off for medical appointments apply. Flexibility should also be offered in taking holiday or rearranging working hours where possible in order to attend medical appointments or undergo medical treatment. A fit note will be required for absences over 7 calendar days but does not need to state details.

**What happens if following a medical procedure I am not fit to return to carry out all the duties of my role?** As with any other return to work after a medical procedure a return to work meeting will be held. Altered hours, amended duties, and a phased return can be discussed and where possible, in line with the needs of the service, agreed with your line manager and/or occupational health.

**My work involves interaction with customers and I'm worried this could complicate my relationships. How will the organisation support me?** In most cases the change of gender identity will not affect an individual's interaction with customers and suppliers. In those cases where it might, it will be necessary to develop strategies for 'coming out' with your manager and might include; briefing customers in advance, or supporting the individual to give their new name and a brief explanation on phone calls or during face-to-face meetings. Your line manager will of course need to make sure that you continue to be treated with respect.

**When will I be able to use single sex facilities?** The usual starting point for using the acquired gender facilities will be the day you first attend work in your acquired gender. This can be discussed and agreed within your planning meetings.

**When will my details be updated on the organisation systems to reflect my new gender?** This can be agreed within the planning meetings managing your transition at work.

**Will my transition affect my pension?** Possibly, Trans people who do not obtain a Gender Recognition Certificate retain their state pension rights in accordance with the sex that is recorded on their birth certificate.

Your pension provider will be able to explain how this change may affect your pension or the pension of your spouse/ civil partner in the event of your death. They can also advise of the circumstances in which they need to know if a gender recognition certificate has been obtained. You may like to seek independent financial advice to ensure the most beneficial outcome is negotiated.

### **Colleagues**

**My colleague has informed me that they intend to transition, is this possible?** Yes, there are a small number of people whose gender identity does not match the gender they were assigned at birth. These people are called trans people. A number of these people experience a desire to change their appearance and secondary sex characteristics to be in line with those typical for their affirmed gender. The process is known as 'transition' and medically referred to as 'gender reassignment'.

**Where can I find more information on gender reassignment to support my colleague?**

GIRES – Information for trans people, their families and the professionals

who care for them. Also produced an online e-learning course – [http://](http://www.gires.org.uk/elearning/new/player.html)

[www.gires.org.uk/elearning/new/player.html](http://www.gires.org.uk/elearning/new/player.html)

Web: <http://www.gires.org.uk> Email: [info@gires.org](mailto:info@gires.org); Tel: 01372 801554

GIRES also has a directory of support groups across the country and can be found at: <http://www.gires.org.uk/the-wiki>

A:GENDER - The support network for staff in government Departments or Agencies who have changed or need to change permanently their perceived gender or who identify as intersex <http://www.agender.org.uk/>

**My colleague has informed me that they intend to change genders. Should I talk to them about their gender reassignment?** Allow the person transitioning to dictate topics of conversation and follow their lead. If you have a close relationship with the person it may be appropriate to ask if they are comfortable talking to you about it.

**Are they permitted to use single sex facilities?** Yes, the usual starting point for starting to use the relevant gender facilities will be the day the employee first attends work in their acquired gender.

### **Manager**

**I have a member of staff who has disclosed that they intend to undergo gender reassignment. What do I need to do to support them?** All members of staff are responsible for helping to ensure that individuals do not suffer any form of discrimination as a result of their gender identity or trans status, and that they are supported through the process. Sensitive and considered discussion with the individual can identify and resolve any potential areas of difficulty before they arise. Agreeing a process at an early stage is essential to assist a smooth transition. Further advice can be sought from the HR advisory and E&D teams.

**They haven't told their colleagues but I think they need to know as soon as possible, should I tell them?** No, the organisation is committed to maintaining confidentiality and not disclosing any information without the consent of the individual. It is up to the person concerned to decide when and how their colleagues are informed. This can be discussed and agreed within the planning meetings.

**What practical considerations do I need to make for them?** There are a number of practical issues that may arise that relate to trans people. These range from using single gender facilities through to, name changes and dress codes. All of these can be discussed and agreed within the planning meetings during the transition period.

**At what point can they use the single sex facilities?** The usual starting point for starting to use the acquired gender facilities will be the day the employee first attends work in their acquired gender.

**As a manager is there anyone I need to inform about my member of staff's intention to undergo gender reassignment?** No, not initially. The employee and the person writing their action plan should agree when and how the disclosure is made. The managers checklist and task guide attached to the policy identify which departments need to be informed once the disclosure has been made.

**Are they entitled to any time off as part of their gender reassignment process?** When time off is needed for treatment or surgery sick pay entitlements, absence arrangements and time off for medical appointments apply. A fit note will need to be provided for all absences over 7 calendar days.

**They have asked that I inform the team of their plans to change genders. How do I do this?** Agree with the person concerned about what details they would like shared and how they would like the information passed on. Signposting to general Trans advice and information could also be provided. Colleagues should receive consistent messages, agreed beforehand with the individual, about the changes. Colleagues should also feel able to ask questions to help them understand the situation and continue to treat their colleagues with respect and dignity. If the trans-employee welcomes the idea, a team briefing or training session could be held, to explain what will happen, provide information about gender reassignment and respond to any questions.

**Do they have to provide me with any proof that they are undergoing gender reassignment?** No, the Equality Act 2010 has made it clear that a person's transition is a social process and not necessarily a medical process. Consequently, requesting medical evidence, such as a doctor's letter could now constitute discrimination under the Equality Act.

**Once they have changed genders are they required to provide me with a Gender Recognition (GR) certificate?** No, the Gender Recognition Act 2004 allows trans people (who are able to satisfy the necessary evidential requirements) to apply for full legal recognition in their affirmed gender. Following a successful application, by issuing them with a Gender Recognition Certificate, the law regards the trans person, as being of their affirmed gender allowing them to acquire a new birth certificate and affording them full recognition of their acquired sex in law for all legal and social purposes, including marriage. A Gender Recognition Certificate is not required for any other purposes.