

North West Regional College

Transgender Equality Statement

Issue	Document Title	Date Reviewed	Next Review Date	Responsibility of
2	Transgender Equality Statement	February 2023	February 2026	Equality co-ordinator



North West Regional College

Transgender Equality Statement

North West Regional College recognises that there can be differences between physical sex and gender identity/expression. The College will at no time discriminate against people on the grounds of their gender identity/expression, including their transgender status.

Where this statement refers to 'trans people/students', it has in mind anyone whose gender identity is different to that which they were assigned at birth. When it refers to 'gender identity', it covers the identities of people who are not trans (cisgender people), the fixed identity of many trans people and the more fluid identities of many other trans people.

North West Regional College treats all students with respect, and seeks to provide a positive working and learning environment free from discrimination, harassment or victimisation.

North West Regional College undertake the following:

- Trans students are welcome at the College and we will ensure that the environment is supportive and safe.
- Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity/expression.
- Staff will ensure that their curriculum does not rely on or reinforce stereotypical assumptions about trans people, and that it does not contain transphobic material.
- Staff will respect the confidentiality of all trans students. However, at times personal information will need to be disclosed, for example for the management of student placements. In such circumstances staff will only reveal information with the student's prior agreement and in compliance with the UK GDPR and Data Protection Act 2018 and the Gender Recognition Act 2004.
- Transphobic abuse, harassment or bullying (name-calling/derogatory jokes, unacceptable or unwanted behaviour, intrusive questions) is a serious disciplinary offence and will be dealt with under our Student Disciplinary Policy.

- Transphobic propaganda, in the form of written materials, graffiti, music or speeches, will not be tolerated. North West Regional College undertakes to remove any such propaganda whenever it appears on the premises.
- Staff will provide a supportive environment for students who wish their trans status to be known. However, it is the right of the individual to choose whether they wish to be open about their gender identity. To 'out' a student, without their permission is a form of harassment and, possibly, a criminal offence. Disciplinary action will be taken against anyone who does this should it happen.
- Students undergoing medical and surgical procedures related to gender reassignment will receive positive support from our staff to meet their particular needs during this period. We would encourage students to be open about this process at the outset of the course to enable staff to facilitate time out for hospital appointments and possible surgery. The College has a strict attendance requirement therefore known absences must be authorised well in advance.
- North West Regional College will endeavor to promote the diversity of its student culture in all publicity materials and literature.

The College is committed to promoting equality of opportunity and good relations in accordance with Section 75 of the Northern Ireland Act 1998. This policy should be interpreted in a manner consistent with the aforementioned legislation.

The College will provide this policy in alternative formats on request where reasonably practicable, eg, Braille, Large Print, Computer Disk, Audio Formats, etc, and/or alternative language.

Glossary of gender related terms

Brunel University, London – Policy for Transgender Students

Gender related term	Description
AFAB	Acronyms meaning “assigned female at birth” (also designated female at birth or female assigned at birth). No one, whether cis or trans*, has a choice in the assignment of sex. This term is preferred to “biological female”, “female bodied”, “natal female”, and “born female”.
Agender	Pronounced āgender – An umbrella term encompassing many different genders of people who commonly do not have a gender and/or have a gender that they describe as neutral. Many agender people are trans*. Because this is a new and quickly-evolving term, it should be used with caution — check a user’s definition of the term before responding or using it.
Ally	A (typically) straight and/or cis person who supports members of the LGBT+ community.
AMAB	Acronym meaning “assigned male at birth” (also designated male at birth or male assigned at birth). No one, whether cis or trans, has a choice in the assignment of sex. This term is preferred to “biological male”, “male bodied”, “natal male/”, and “born male”.
Cisgender/cis	Someone whose gender identity is the same as their sex at birth.
Deadnaming	Using someone’s birth name rather than a changed preferred name; often referring to misaddressing a trans* person after a name-change as part of transition.
Genderqueer	An identity commonly used by people who do not self-identify or express gender within the gender binary. A person who identifies as genderqueer may identify as neither a man nor a woman, may see themselves outside of, or in between the binary gender boxes, or may simply feel restricted by gender labels. Many genderqueer people are cisgender and identify with it as an aesthetic. Not everyone who identifies as genderqueer identifies as trans* or non-binary.
Gender-fluid	A changing or “fluid” gender identity.
Gender binary	A system of viewing man and woman as two opposite categories, in which no other possibilities are believed to exist. This system is oppressive to anyone who defies the sex assigned at birth, but particularly those who are gender-variant, or are intersex.

Gender related term	Description
Gender dysphoria	Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.
Gender expression	A person's outward expression of gender identity, 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 reassignment – another way of describing a person's transition. To undergo gender reassignment often implies some medical intervention, but may also include living in a self-identified gender with changes in name, pronouns, dress etc.
Gender identity	A person's innate sense of gender self-knowledge, whether man or woman, or something else (see non-binary below), which may or may not correspond to their sex.
Gender Recognition Certificate	This enables trans* people to be recognised legally in the affirmed gender, and to be issued with a revised birth certificate in the new gender. The certificate is not needed to change gender markers in work or study environments, nor to change gender on other legal documents, such as a passport. The certificate is only available to those over 18 years old.
Gender variant	An individual's behaviour or gender expression by an individual that does not match masculine and feminine gender norms.
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.
Medical transition	May include hormone replacement therapy (HRT) and/or gender reassignment surgeries. For a transman, this may include Phalloplasty (lower surgery), breast reduction (top surgery) and hysterectomy. For a transwoman, this may include breast augmentation, orchiectomy (removal of testes), tracheal shaving (removal of Adam's apple), facial feminisation surgery and penile inversion vaginoplasty (creation of a vagina by inverting penile skin).
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Gender related term	Description
Out	To disclose gender identity or sexual orientation without the subject's consent: this negative action often causes distress and may be considered abusive.
Passing	If someone is regarded, at a glance, to be a cisgender man or cisgender woman.
Pronoun	Words we use for people's gender – for example, 'he' or 'she'. Some people may prefer others to use them in gender neutral language and use pronouns such as they/their and ze/zir.
Queer	In current usage, the term is used by LGBT+ individuals who do not identify with traditional categories of gender identity and/or sexual orientation. However, the term is still associated by some with the previous derogatory connotations.
Questioning	The process of exploring's on individual's own sexual orientation and/or gender identity
Social transition	May include coming out to friends and family as transgender; asking people to use pronouns (he/him, she/her, they/them) that match gender identity; going by a different name; dressing/grooming in ways that match gender identity.
Stealth	Desisting from being openly transgender in all, or almost all, social situations. Some transgender persons who can consistently pass in society choose stealth.
Trans*	An umbrella term to describe people whose gender is not the same as, or does not sit with, their sex at birth. There is a wide variety of terms used by trans* people to describe themselves including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, two-spirit, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.
Transfeminine	A person who identifies with femininity rather than masculinity but does not want to be defined as wholly woman.
Transgender	A person whose gender differs from their sex at birth — that written on their birth certificate. Gender can refer to one's own, internal sense of being a man or woman, or another type that doesn't fit either category.
Transmasculine	A person who identifies with masculinity rather than femininity but does not want to be defined as wholly man.

Gender related term	Description
Transphobia	Fear, disgust, violence or discomfort of someone on the grounds of trans* status, including denial or refusal to accept professed gender identity.
Transsexual	This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex assigned at birth. This term is still used by some, although many people prefer the term trans* or transgender.
Trans man	A term used to describe someone who is female at birth but identifies and lives as a man. The same meaning as FTM, an abbreviation for female-to-male.
Trans woman	A term used to describe someone who is male at birth but identifies and lives as a woman. The same meaning as MTF, an abbreviation for male-to-female.
Trigender	A gender identity which can be literally translated as 'three genders' or 'triple gender'. Trigender people experience exactly three gender identities, either simultaneously or varying between them. These three gender identities can be a man or a woman and/or any non-binary identities.

It should be noted that language in this area is constantly changing and that it is vital to check with individual students what terminology they feel comfortable with and what they choose to use.