



TRANS GUIDANCE FOR THE POLICING SECTOR

GUIDANCE FOR THE INDIVIDUAL



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As NPCC lead for LGBT issues I see it as extremely important that all officers and staff can come to work and bring their whole self. It makes sense for individuals to be themselves, which is much easier than trying to be someone else, and importantly it makes business sense. We know people perform much better if they feel supported and able to be honest and open about who they are.

Policing must have a diverse workforce if it is to be truly representative of our communities and if we are to provide the best service. Inclusivity for trans staff is as important as for all members of our workforce.

Staff who are transitioning whilst in work will be afforded psychological support as well as the time and flexibility to manage any related absence from the workplace. Career opportunities and progression will not be restricted as a result of the transitioning process and there must be a clear agreement between the member of staff and management about the process and how the individual will be supported.

All trans staff, regardless of their position, can expect ongoing support and protection from adverse treatment in the police force.

ACC Julie Cooke

WHAT DOES THE LAW SAY?

Current legislation allows trans individuals to have their birth certificate changed to reflect their gender identity as male or female (Gender Recognition Act, 2004) and protects those who are planning to undergo, are undergoing or have undergone gender reassignment from discrimination, harassment and victimisation (Equality Act 2010).

WHAT CAN I EXPECT?

As a police force we ensure that everyone is treated with dignity and respect and free from discrimination at work. Our policies and Code of Ethics detail that we extend all protections to everyone under the trans umbrella, regardless of whether they have transitioned or intend to transition. All conversations will be kept confidential, unless prior permission is gained to speak to any third party in the force.

WHO CAN I SPEAK TO?

We would always recommend speaking to your direct line manager in the first instance. If however, you feel unable to do this, the Deputy Chief Constable (DCC), or equivalent rank, in every force has been nominated as the senior single point of contact for you to speak confidentially with. You can email them directly and mark the email as confidential.

Some forces will also have other groups you can speak to, including a diversity team, HR team, LGBT networks or Independent Advisory Groups. Look on your intranet to see if this support is available. If you're a Police Officer your local Federation Rep is there to support you too, and every local Federation Board has an Equality Liaison Officer you can access.

If you're police staff, your trade union representative and the trade union trans and LGBT networks can provide support and advice.

On a national level, you can contact the [National Trans Police Association](#), the National LGBT Police Network or [Stonewall's Information Service](#) for further confidential support.

WHAT SHOULD I SAY?

Your manager may not have received specific training on how to support trans individuals in the workplace, however guidance and support is provided in Trans Guidance for the Policing Sector: Guidance for the Manager.

Think about what your manager needs to know. Do you have a timeline for your transition? Would you like this to be communicated to colleagues? If so, how and when? What do you need from your manager?

Everyone's experiences are different and it's important to work with your manager to develop a plan tailored to your needs.

WHAT IF I NEED TIME OFF?

Time off to transition should be marked separately to sickness. It won't count toward frequent sickness totals or result in you being penalised for promotion or specialisation.

WHAT IF I DON'T WANT TO STAY IN MY CURRENT ROLE, OR CAN'T?

Depending on your individual circumstances, you may wish to be redeployed on a temporary or permanent basis. The force should accommodate this where possible and ensure any changes won't have negative effects.

FURTHER INFORMATION AND SUPPORT

Speak with your supervisor or Occupational Health department to access confidential helpline or counselling services.

BEAUMONT SOCIETY – a national self-help body run by and for trans people. The website provides links to a range of information and advice resources.

GENDERED INTELLIGENCE – a community focused organisation whose object is to deliver arts programmes and creative workshops to trans youth from across the UK in order to increase the quality of young trans peoples' life experiences.

GIRES TRANSWIKI – a comprehensive directory of the UK groups campaigning for, supporting and assisting trans and gender non-conforming individuals, as well as their families. Inclusive of those who are non-binary or non-gender.

NATIONAL LGBT POLICE NETWORK – the official national body for LGBT staff in the police.

NATIONAL TRANS POLICE ASSOCIATION – a body that provides support to serving and retired police officers, police staff and special constables on gender identity issues.

RAINBOW PROJECT – the Rainbow Project is an organisation that works to improve the physical, mental and emotional health and well-being of transgender and LGB people in Northern Ireland.

SCOTTISH TRANSGENDER ALLIANCE – an organisation that aims to improve the lives and experiences of trans people living in Scotland.

STONEWALL – Britain's leading charity for lesbian, gay, bi and trans equality, working to create a world where every single person can be accepted without exception. This includes supporting organisations to create inclusive environments through its [Diversity Champions programme](#), and providing advice to individuals through its [Information Service](#).

UNISON – has an extensive range of resources on trans equality including 'Gender Identity: an introductory guide for reps supporting trans members', 'How to be a good ally to trans people at work', Factsheet on 'Trans workers rights' and others. All of these are at www.unison.org.uk/out

RESOURCES

ACAS: [Supporting trans employees in the workplace](#)

Government Equalities Office/Inclusive Employers: [The recruitment and retention of transgender staff](#)

Home Office/a:gender: [The Workplace and Gender Reassignment](#)

Scottish Trans Alliance and Stonewall Scotland: [Changing for the Better – How to Include Trans People in Your Workplace](#)

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Office of the Police and Crime
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 **Stonewall**
Acceptance without exception