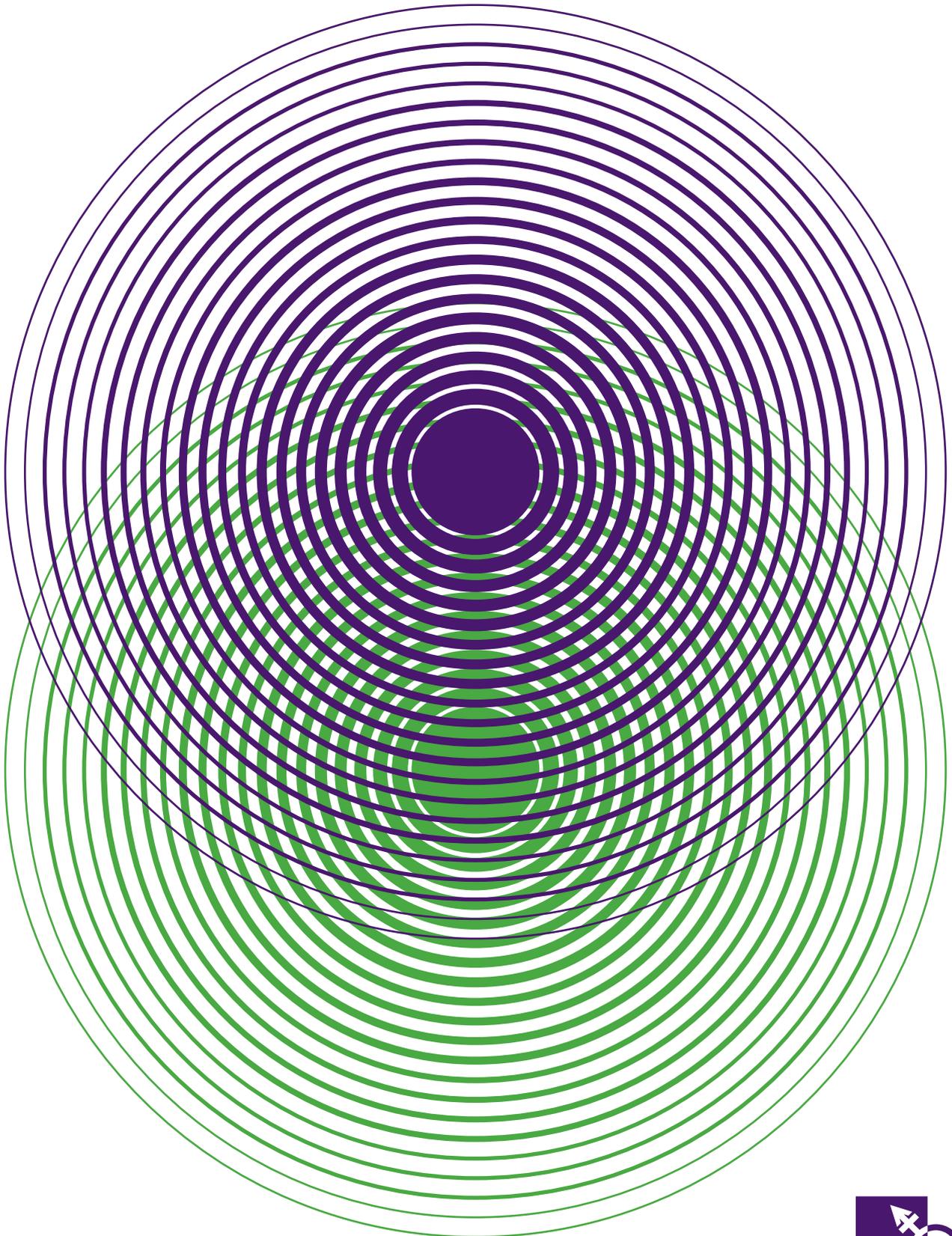


Gender identity
An introductory guide for trade union reps
supporting trans members



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This booklet was written by James Morton, project co-ordinator at the Scottish Transgender Alliance in collaboration with UNISON.

It was updated in November 2012. Further copies, including alternative formats, are available from out@unison.co.uk

or UNISON national LGBT equality officer Membership participation unit 130 Euston Road London NW1 2AY

Introduction

UNISON and the Scottish Transgender Alliance have produced this guide for union reps supporting trans members. For many reps this may be their first experience of dealing with trans equality. The guide gives a background to what it means to be trans followed by practical advice on common workplace issues. This guide can be read alongside UNISON's factsheet *Transgender Workers Rights*, which gives further information on the law and key negotiating points.

Trans workers face high levels of prejudice and discrimination: UNISON is committed to tackling this discrimination and building equality. Everyone has the right to work with dignity and respect and to contribute to the workforce to their full ability.

In UNISON, trans members organise with lesbian, gay and bisexual members, locally and nationally. See page 14 for more information.

Background

What is gender identity?

When a child is born, a midwife or doctor takes a quick glance at the baby's genitals and declares the baby a boy or a girl. In day-to-day situations, we determine people's gender in the first seconds of meeting by unconsciously observing and analysing a huge number of different gender-associated cues. These include clothes, body shape, voice, face shape, mannerisms and behaviour. We also use these clues to signal our own gender. For the majority of people, these gender-associated cues and the gender they were labelled at birth match the gender they identify as. But for a minority not everything matches up as expected.

It can feel uncomfortable and difficult to think about something usually determined easily, without any conscious thought. One way to help think about gender is to use the diagram below showing gender separated out into three different scales:

Physical body

A person's physical body has characteristics that are gendered, including genes, hormones, internal organs and external features.

Gender identity

A person's gender identity is their internal sense of where they exist in relation to being a woman or a man.

Gender expression

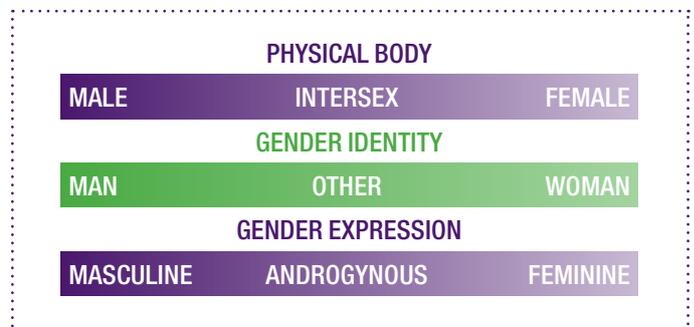
A person's gender expression is their external gender-related clothing and behaviour, including interests and mannerisms.

Throughout history, small but significant numbers of people have found that their physical bodies, gender identities and gender expressions do not all line up at one end of these three scales. There are people whose daily experience of their gender is of every combination of positions on these scales. While nature loves variety, society tends to prefer similarity. There is often a lot of pressure, harassment and discrimination to force people not to reveal any gender variance.

Transgender or trans people

In the UK, the terms transgender people or trans people are commonly used as umbrella terms to cover the diverse ways that people find their gender identity differs from the gender they were labelled at birth.

As trans people have become more widely known and written about, various terms have developed to highlight similarities and differences. However, individual people will always view themselves, and experience their lives, in a unique way. This guide sets out the most common definitions used in the UK. Terms used in other parts of the world may be different and terminology constantly evolves, so definitions may change in the future.



Transsexual people

Transsexual people are usually distinguished from other transgender people by their strong desire to live completely and permanently as the gender opposite to that which they were originally labelled at birth. Transsexual people seek to bring their body into accord with their gender identity so that the man or woman that they really are, finally becomes clearly visible.

The lengthy and difficult process that transsexual people go through in order to achieve this is called 'transitioning' or 'gender reassignment'. It usually involves significant medical treatment in the form of hormones. It sometimes involves surgical procedures. Transitioning is not just about changes in a person's physical appearance. During transition, social and personal relationship dynamics also change to better reflect the gender identity of the transsexual person. This can be both challenging and rewarding for the transsexual person and their friends and family.

There are gender identity clinics within the National Health Service that help transsexual people to transition. They currently follow the international standards of care established by the Harry Benjamin International Gender Dysphoria Association (HBIIGDA), which is now known as the World Professional Association for Transgender Health (WPATH). The standards of care are updated and revised as new scientific information becomes available and can be found at: wpath.org

The Departments of Health are developing clear guidance on transgender care pathways for health practitioners and transgender people.

When people complete their transition, they may no longer regard themselves as being under the trans umbrella. They might consider having been transsexual as an aspect of their medical history that has now been resolved. In such cases, they simply describe themselves as men or as women and it is disrespectful to insist on calling them trans, transgender or transsexual against their wishes.

A female-to-male (FTM) transsexual man or trans man is someone who was labelled female at birth but has a male gender identity and transitions to live completely and permanently as a man.

A male-to-female (MTF) transsexual woman or trans woman is someone who was labelled male at birth but has a female gender identity and transitions to live completely and permanently as a woman.

Non-binary gender variant trans people

Some people do not feel comfortable thinking of themselves as simply either male or female. Instead they feel that their gender identity is more complicated to describe. Some may identify their gender as right in the middle between male and female. Others may feel mainly male, but not 100% male (or vice-versa). They may reject the traditional idea of gender as binary, defined only in terms of male or female. They have created new words to describe themselves, the most common being androgyne, polygender or third-gender, although other terms are occasionally used. Some people will prefer not to define themselves using anything more specific than just transgender or trans.

There is no set definition as to whether someone is androgyne, polygender or third-gender. It is commonly agreed within these communities that self-definition is the most important criteria. Due to society's expectation that all people, including transgender people, will identify as either male or female, it can be very difficult to work out how to express a gender identity that is neither simply male nor female. Some people therefore experience a long period of uncertainty about how they relate to the highly gender-stereotyped world around them.

People who call themselves androgyne, polygender or third-gender also span a wide range of desire to transition. Some have no interest at all in undergoing any form of gender reassignment. Others may wish to partially transition. Some may undergo the same gender reassignment process as transsexual people but reject identifying simply

as the gender they transition to. Occasionally, the desire to transition might fluctuate over time.

Cross-dressers or transvestite people

People who call themselves cross-dressers or transvestites, dress occasionally or more regularly in clothes associated with the opposite gender, as defined by socially accepted norms. They often feel a strong recurring need to cross-dress in order to express their full personality but are generally happy with their birth gender and usually have no wish to permanently alter the physical characteristics of their bodies.

Often cross-dressing provides a pleasant outlet for exploring feelings and behaviour associated with the opposite gender and, as a result, people may use opposite gender names and pronouns while cross-dressed. However, there can be other reasons for cross-dressing apart from exploring gender, including personal fashion tastes and feeling more comfortable and relaxed in particular styles of clothing.

Some people find it difficult to come to terms with their desire to cross-dress and may struggle alone with feelings of shame or fear. In due course, most are able to move beyond these negative feelings and simply enjoy cross-dressing with others at supportive social events.

People who use cross-dressing to explore feelings and behaviour associated with the opposite gender will often self-identify as trans or transgender.

Drag queens and drag kings

Being a drag king or drag queen is about the occasional portrayal of the opposite gender with an emphasis on performance and fun. The opposite gender persona they portray is therefore usually a dramatic or humorous one. Drag performances may take place on stage but also informally during parties, carnivals and other events.

Most people who enjoy being drag kings or drag queens have gender identities that completely match their birth gender and most do not consider themselves to be transgender.

Intersex people

Sometimes a baby's external genitals, their internal reproductive system or their chromosomes are in-between what is considered clearly male or female. People born with these kinds of variations are often referred to as intersex people. There are many different intersex conditions.

The issues faced by intersex people can be similar to those faced by trans people. For example, some intersex and trans people are labelled by others as a gender that doesn't match their gender identity. Some intersex and trans people decide to undergo hormone treatment or surgical procedures as teenagers or adults in order to bring their physical appearance more closely into alignment with their gender identity.

However, there can be very significant differences between the experiences of trans people and intersex people. Intersex people are often identified as such by doctors while they are very young children and their genitals may be operated upon before they are old enough to give consent. They frequently face a long struggle with doctors to get honest information about their intersex condition and any surgery that was carried out on them when they were young.

For more information on intersex issues, contact the organisations listed on page 15.

Gender identity and sexual orientation

Put simply, gender refers to who you are, while sexual orientation refers to who you are attracted to.

Transgender people can be straight, gay/lesbian or bisexual just the same as everyone else.

Male-to-female transsexual women can be described as straight if they are attracted to men, lesbian if they are attracted to women or bisexual if they are attracted to both men and women.

Likewise, female-to-male transsexual men can be described as straight if they are attracted to women, gay if they are attracted to men or bisexual if they are attracted to both men and women.

Some transgender people (particularly those who self-identify as androgynous, polygender or third-gender) do not find the terms lesbian, gay, bisexual or straight adequately describe their sexual orientation. For example, a person might say that they are attracted to people who are androgynous-looking, or to masculine people of various genders. They might be attracted to a person on the basis of personality and interests rather than any particular gender. Some people are very specific in the type of people they are attracted to, while others are more flexible in the range of people they might find attractive.

There may be differences between how people self-identify their sexual orientation and their sexual behaviour. Some people are celibate by choice; some may not yet have found the right person to have a sexual relationship with. Some people will have had sexual experiences with people they were not attracted to, perhaps due to feeling under pressure from an individual or wider society to behave in a certain way. Others may have resisted acting on their attractions for various reasons.

Tackling discrimination and promoting equality

Many trans people face harassment and discrimination throughout their daily lives – while walking in public places, while being customers and service users, and, crucially, in employment. As a result of campaigning, legislation is gradually being strengthened to give trans people more protection. With this lever, many service providers, including in health, local government and the police, have been working to improve their understanding of trans people's experiences and needs.

What the law says

The Equality Act 2010 protects people who are proposing to undergo, undergoing or have undergone a process (or part of a process) of gender reassignment. The act makes clear that it is not necessary for people to have any medical diagnosis or treatment to gain this protection; it is a personal process of moving away from one's birth gender to one's self-identified gender. A person remains protected, even if they decide not to proceed further with transitioning.

People discriminated against because they are wrongly perceived to be trans, or who are discriminated against because of their association with trans people or issues, are also protected.

The act protects people at work and when using services.

The act specifically outlaws harassment. It does not matter whether or not a harasser intended their behaviour to be offensive, the effect is just as important. Harassment does not have to be targeted at a particular person who is known or thought to be trans. It is enough that transphobic language, imagery, 'jokes' or actions violate a person's dignity or create a hostile environment. Significantly, the viewpoint of the person experiencing harassment must be taken into particular account, alongside other factors, when deciding if harassment has taken place.

The act also forbids sexual harassment: unwelcome sexual advances, touching, sexual assault, sexual jokes or materials of a sexual nature that violate a person's dignity and create an intimidating or offensive environment.

An employer is liable if an employee is harassed by a third party (such as client or member of the public) on at least two occasions, not necessarily by the same person, if the employer is aware of the harassment but failed to take reasonably practicable steps to stop it happening again.

The Equality Act 2010 places a duty on public employers to take positive steps to eliminate discrimination, foster good relations and promote equality for trans people. Transgender people should be consulted on draft equality schemes, which should include actions on transgender equality. Transgender equality should be part of equality impact assessment and equality objectives.

In spite of advances, there are still some gaps in legal protection. These are particularly for transgender people who do not intend to transition (for example, cross-dressing people) and the provision of gender-specific services, including in pension and insurance calculations, to transsexual people who are undergoing or have undergone gender reassignment.

UNISON is calling for these gaps to be closed.

Legal change of name and gender

All people are entitled to change their name and title – Mr, Miss, Ms – at any time. People can change their forename and/or family name, add names or rearrange existing names. There is no set legal procedure that they need to follow in order to change a name. They can simply start using the new name.

Transsexual people usually permanently change their name once they have reached the stage in their transition where they are living full-time as the gender that matches their gender identity (ie the opposite gender to the one they were labelled at birth). This is often before they have started hormone treatment or had any surgery.

Transgender people who do not intend to transition may also permanently change their name, often to a gender neutral androgynous name. Alternatively, they may use

a different name just among friends – in a similar way as the many non-trans people who use a shortened version of their name among friends. It is perfectly legal for any trans person to use two different names and to have some documents in each name, so long as they are not doing so to financially defraud anyone.

There are some circumstances, such as applying for a passport or getting a bank account switched to a new name, when written evidence of the change of name is likely to be required. This could be a letter from a professional person (for example their doctor), a statutory declaration or a deed poll. The easiest and cheapest method is a statutory declaration. A solicitor, notary public, or other officer of a court authorised by law to administer an oath needs to witness them signing it. They should also ask the solicitor or notary public to make several certified photocopies for them. The cost should be less than £10.

To change the gender on a UK driving licence or UK passport, it is not necessary to have started hormone treatment or to have had any surgery. All that is needed is a statutory declaration and a letter from a doctor stating either that the person is: 'a female-to-male transsexual person who is living permanently as a man' or is 'a male-to-female transsexual person who is living permanently as a woman'. Changing the gender on a UK driving licence or UK passport does not change the person's legal gender. A person's legal gender is tied to their UK birth certificate.

The Gender Recognition Act 2004 created a process to enable transsexual people to get their UK birth certificates and legal gender changed. The transsexual person can apply to the Government's Gender Recognition Panel for a Gender Recognition Certificate. If they are successful in their application, the law will recognise them as having all the rights and responsibilities appropriate to a person of their acquired gender.

Full information about the application procedures, detailed guidance on the legal effects of Gender Recognition, and application forms are available from the Gender Recognition Panel (see page 14).

To apply for a Gender Recognition Certificate under the standard application process the person needs to demonstrate that:

- They are at least 18 years old.
- They have lived fully for the last two years in their acquired gender and that they intend to live in their acquired gender for the rest of their life.
- They have, or have had, gender dysphoria (ie they have been diagnosed as transsexual). They are required to provide two medical reports (one from their GP and one from their gender specialist) confirming the diagnosis and detailing the transition-related medical treatment (psychological counselling, hormones and/or surgical procedures) that they have received. If the person has not undergone surgery then one of the reports should indicate any surgery that they intend to have but are still waiting for. If they do not intend to have any surgery then one of the medical reports should explain why not.

If a person applies for Gender Recognition while married or in a civil partnership then they will only be able to get an interim certificate. The marriage or civil partnership would need to be ended to get a full Gender Recognition Certificate. Then, if they wished, they could get a civil partnership with their partner in place of the original marriage or a marriage in place of the original civil partnership. The change from marriage to civil partnership or vice-versa can be organised to take place on the same day. If same-sex marriage is introduced, this will no longer be necessary – a great step forward for trans equality.

Employment rights

The following information will assist reps in supporting and representing trans members, but also provides best practice guidance to raise with the employer.

There is absolutely no requirement for a trans person to disclose their gender history as a condition of employment. However, if they do choose to talk about it, it would be unlawful to use this as a reason for not offering them the job. Similarly, it is unlawful to dismiss someone for not

disclosing their gender history, or for disclosing this at a later date.

Trans people should have access to ‘men only’ or ‘women only’ areas according to the gender in which they live permanently. The time of change will usually be the point at which the person begins to live permanently in the gender with which they identify and should not be dependent on any surgical status. It is unacceptable to force trans people to use separate facilities, for example a unisex wheelchair accessible toilet.

There is more information on employment rights, including how to support a member transitioning at work, in UNISON’s factsheet *Transgender Workers’ Rights*, which is on the web at unison.org.uk/out or available from UNISON’s national officer for LGBT equality (see page 14).

Supporting and representing trans members

All trade union reps need to be willing and able to assist trans members to get equal and non-discriminatory treatment at work. Further support and information is available to help you to assist trans members: ask your branch or regional equality officer, contact UNISON’s national officer for LGBT equality or the trans organisations listed on page 15.

Confidentiality

It cannot be stressed enough that everyone has the right to privacy. A person’s trans status must always be treated with the same high level of confidentiality as any other sensitive personal information.

Some people may be happy to have certain people know they are trans, but not others. Therefore, even if they appear open about their trans status, always leave it up to the trans person to decide who they wish to tell. Revealing that someone is trans (‘outing’ them) not only violates their right to privacy, it places them at risk of discrimination and harassment. It can even place them at risk of physical or sexual assault.

The Gender Recognition Act 2004 defines any information relating to a transsexual person’s gender recognition application as ‘protected information’. It is a criminal offence (with a £5,000 fine) for anyone acquiring this protected information in an ‘official capacity’ to disclose it to a third party without the transsexual person’s consent. There are only a very few exceptions, for example if the information is required by the police for the prevention or investigation of a crime.

Information acquired in an ‘official capacity’ includes information gained:

- as an employer, or prospective employer of the person to whom the information relates or as a person employed by such an employer or prospective employer
- as a member of the civil service, a police constable or the holder of any other public office or in connection with the functions of a local or public authority or of a voluntary organisation
- in the course of, or otherwise in connection with, the conduct of business or the supply of professional services.

It also includes information gained through trade union work or by simply being a colleague. Maintain confidentiality and always get the trans person’s written permission before discussing their case with any other trade union reps if this could identify them. Telling others without the trans person’s permission could result in a criminal conviction and a £5,000 personal fine.

Disclosure

It is common nowadays for employees and volunteers to have to undergo criminal records checks if they will be working with children or vulnerable adults. Disclosure forms contain a section for declaring previous names but instead of putting previous names on the actual form, the respective bureaux have created special procedures to enable transgender people to give them details of any previous names in a confidential manner. This protects the trans person’s privacy with employers while still enabling the necessary checks against previous names.

For further information on the procedure and to discuss it in confidence in England and Wales, contact the Criminal Records Bureau dedicated transgender line on 0151 676 1452 or email crbsensitive@crb.gsi.gov.uk.

For Scotland, phone the Disclosure Scotland helpline on 0870 609 6006 and ask to speak to the operations manager in confidence, or see the guidance for transgender people at www.disclosurescotland.co.uk.

For Northern Ireland, phone the Access Northern Ireland Helpline on: 02890 259 100 and ask to speak to the operations manager in confidence, or see the Access Northern Ireland transgender policy at www.dojni.gov.uk.

Inappropriate questions

Inappropriate questioning is anything of a higher level of intimacy than questions you would ask a person who is not trans. For example, it would be unthinkable to ask a man you didn't know very well about the size and shape of his penis, or to ask a woman you only knew a little whether she wore a wig or a padded bra. It is completely inappropriate to quiz transgender people about their bodies. Don't let any natural curiosity about trans people override your usual politeness and sensitivity.

It is impolite to ask trans people about previous names, what they used to look like or whether they have a Gender Recognition Certificate. This is the case even if you are also a trans person. If someone wants to share personal information with you then they will do so in their own time – do not put them on the spot.

Trans individuals are not obliged to be a public spokesperson for all trans people, so don't expect them to want to talk about the subject anywhere at any time. If you have questions you want to ask, which you think are appropriate, phrase them politely and choose a suitable time. If the person says they would rather not discuss something, don't pressurise them.

Use of pronouns

If someone wishes to change the pronoun by which they are referred (she to he, or vice versa) try to understand how important it is to them that you respect this, even if you initially find it difficult to consider them as that gender. Deliberately using the opposite pronoun to the one a person prefers will be experienced as offensive, judgemental and hurtful. If you are speaking briefly with someone and are unsure whether they wish to be addressed as he or she, it is usually better to avoid using any gendered terms than risk insulting them by guessing wrong.

When the interaction is long enough, ask the person their name to try to determine which pronoun to use. If it is not clear whether it is a male or female name then it is acceptable to politely ask: 'Excuse me, but which pronoun do you prefer?' or 'Excuse me, but how do you prefer to be addressed?' If you accidentally use the wrong pronoun, just apologise once and continue with the conversation. You don't need to apologise profusely or try to explain why it happened – this often only causes more awkwardness.

When referring to a trans person in their absence, still use their preferred pronoun, not only out of respect but also because it will help prevent confusion, uncertainty and embarrassment for everyone.

Occasionally the situation can be more complex: A trans person may prefer one pronoun and name in some situations, and a different name and pronoun in others. It is still important to try and get it right. If you are unsure, ask them again, don't just guess. It is also important not to link the names together as that could lead to them being outed.

Even more rarely, you may come across a trans person who prefers to use unusual gender neutral pronouns (such as zie or hir) but this is currently mostly only on the internet. A more common and easier way to be gender neutral is to use the plural pronouns, they and their, in the singular sense.

When writing about a trans person, do not belittle their identity by putting their preferred name or pronoun in

quotes or italics as this suggests their identity is less valid than everyone else's.

If someone close to you is trans

It's not always easy for colleagues and friends to deal with the news that someone close to them is trans.

You will most likely maintain and strengthen your relationship with them, if you:

- recognise how important your friendship, acceptance and support are to them
- remain friendly and considerate even if you experience discomfort with the situation at present
- listen without judgement, anger, argument or confrontation
- learn more about their situation and struggles – show that you care enough to make an effort to read, ask questions, and educate yourself
- try to communicate. Don't shut them out. Keep talking to them even if at first your conversations feel awkward
- trust that what they are doing is right for them, that they have not made decisions frivolously but after years of consideration
- use their preferred name and pronoun correctly and treat the person in keeping with their gender identity
- appreciate that their basic character, temperament, and personality will most likely remain the same as before, with all admirable qualities intact.

Very few people manage to understand everything about transgender issues right away. What will be most important is your willingness to make an effort to learn and to be supportive.

Further information

Many trade unions have internal structures to enable lesbian, gay, bisexual and transgender (LGBT) members to come together confidentially to work for greater equality and rights. Members do not have to come out as trans at work to be able to access confidential LGBT union events and information. However, trans members will only know about them if all trade union reps publicise their existence on local notice boards and websites.

Organisations working for trans equality

Trades Union Congress

Contact details for trade unions are on the website of the Trades Union Congress (TUC), the umbrella body for Britain's unions. The TUC has its own LGBT committee and annual conference and there are LGBT networks for Scottish TUC, Wales TUC and the TUC's English regions – contacts via the TUC website tuc.org.uk/equality
For the Irish Congress of Trade Unions, go to ictu.ie

UNISON

UNISON is the UK's largest public service trade union. In addition to branch and regional LGBT groups, UNISON has a confidential national transgender caucus that any trans member can join by emailing UNISON at the address below.

For further information contact:
UNISON national LGBT equality officer

Membership participation unit
130 Euston Road NW1 2AY
Tel: 0845 355 0845
Textphone: 0800 0 967 968
Email: out@unison.co.uk
unison.co.uk/out

Other UNISON resources

Transgender Workers Rights is a factsheet with information about the rights of transgender people at work, including the law and best practice, support for members undergoing gender reassignment and checklists for negotiating. It can be downloaded from the UNISON website.

Trans recruitment leaflet

This leaflet is aimed at trans people and groups and can be ordered by UNISON branches from the UNISON online catalogue via the website, stock reference 2578.

Guidance on Trans Equality in Post-school Education

The booklet *Guidance on Trans Equality in Post-school Education* provides background information, practical advice and examples of best practice. Produced by the Forum on Sexual Orientation and Gender Identity in Higher Education, of which UNISON is a founding member. Download it from the UNISON online catalogue, via the website, stock number: 2691.

Equality and Human Rights Commission

The Equality and Human Rights Commission aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights

in England, Scotland and Wales. It is a statutory body which enforces equality legislation and encourages compliance with the Human Rights Act 1998.
equalityhumanrights.com

Equality Advisory and Support Service

Tel: 0800 444 205
Textphone: 0800 444 206

Equality Commission for Northern Ireland

The Equality Commission for Northern Ireland's mission is to advance equality, promote equality of opportunity, encourage good relations and challenge discrimination through promotion, advice and enforcement.
Tel: 02890 500 600
Tel: 02890 500 589 (minicom)
Enquiry line 028 90 890 890
Email: information@equalityni.org
equalityni.org

Gender Recognition Panel

PO Box 6987
Leicester LE1 6ZX
Tel: 0845 355 5155
Email: grpenquiries@tribunals.gsi.gov.uk
grp.gov.uk

Trans organisations

Scottish Transgender Alliance

The Scottish Transgender Alliance provides public services and employers in Scotland with training and good practice guidance on transgender equality issues. It also works to build the capacity of transgender support groups in Scotland. Funded by the Scottish government equality unit.

Equality Network
30 Bernard Street
Edinburgh EH6 6PR
Tel: 07020 933 952
Fax: 07020 933 954
Email: info@scottishtrans.org
scottishtrans.org

Press For Change

Press for Change is a political lobbying and educational organisation, which campaigns to achieve equal civil rights and liberties for trans people through legislation and social change.

BM Network
London
WC1N 3XX
Email: office@pfc.org.uk
pfc.org.uk

Gendered Intelligence

Gendered Intelligence delivers workshops and creative programmes to improve the quality of young trans people's lives and generate debate around gender. They deliver training to raise awareness of young trans people's needs and bring trans people and professional services together in partnerships and projects that will benefit the trans community.

genderedintelligence.co.uk

GIRES

The Gender Identity Research and Education Society seeks to improve the circumstances in which trans people live, by changing the way society treats them.

c/o Melverly
The Warren
Ashtead
Surrey KT21 2SP
Email: admin@gires.org.uk
gires.org.uk

The Gender Trust

The Gender Trust provides support and information for anyone with any question or problem concerning their gender identity, or whose loved one is struggling with gender identity issues.

113 Queens Road
Brighton BN1 3XG
Tel: 0845 231 0505
Email: info@gendertrust.org.uk
gendertrust.org.uk

Transgender Europe

Transgender Europe works to support and strengthen the trans movement and be a powerful lobby and advocacy organisation for trans rights in Europe and beyond.

tgeu.org

Intersex organisations

The United Kingdom Intersex Association (UKIA)

ukia.co.uk

Androgen Insensitivity Syndrome Support Group (AISSG)

aissg.org

Klinefelter's Syndrome Association (UK)

ksa-uk.co.uk

Organisation Intersex International

Organisation Intersex International campaigns for the human rights of intersex people, provides support to families and gives information to professionals working with intersex people.

intersexualite.org

This guide is for UNISON workplace reps supporting trans UNISON members at work. It gives a background to what it means to be trans followed by practical advice on common workplace issues.