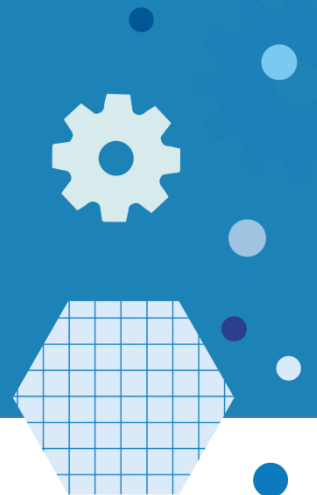
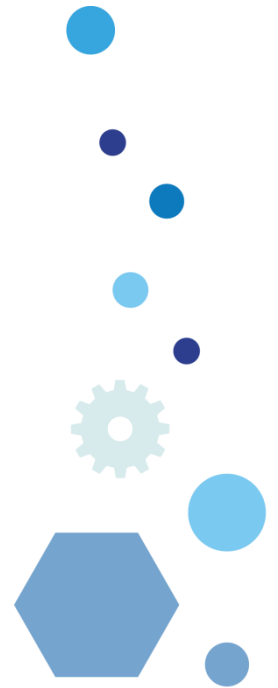




**gendered
intelligence**

Trans Inclusion Resource List for Professionals

Issue 14
July 2019



Note:

Inclusion on this list does not imply an endorsement of content or services.

Other Resources: Organisations

The following is a selection of the more established national trans organisations which can act as 'gateway' organisations to link into a wider network of trans related groups and services. In addition, there are many local support organisations across the UK.

A more comprehensive list of both national and local organisations can be found via the **GIRES 'TransWiki' clickable map** at www.gires.org.uk/the-wiki.

Gendered Intelligence

Support, training and resources for those who work with and support trans people across the UK; youth services for the under 30s

For full contact details, see the back page

LGBT Foundation

National LGBT Helpline

<https://lgbt.foundation/>

GALOP

National LGBT domestic violence helpline

www.galop.org.uk/domesticabuse/

Gender Trust

Supporting trans people nationally (18+)

www.gendertrust.org.uk

Mermaids

Forum space, summer residentials and information for young trans people (<19) & parents

www.mermaidsuk.org.uk/

Depend

Advice, information, support for family members, partners and friends of trans people

www.depend.org.uk

Press for Change

Campaigns, provides some legal advice and takes on key test cases

www.pfc.org.uk

GIRES (Gender Identity Research and Education Society)

Promotes research, campaigns, provides publications, especially in medical / healthcare field

www.gires.org.uk

Scottish Trans (previously *Scottish Transgender Alliance*)

Campaigns, researches, builds alliances and has a selection of excellent downloadable reports (some Scotland-specific, some UK-wide) and guidance notes

www.scottishtrans.org

LGBT Youth Scotland

Support, information and resources for young trans people and those who support them

www.lgbtyouth.org.uk/

TENI (Transgender Equality Network Ireland)

Support, advocacy/campaigning and education organisation with some very useful publications on the website

<http://www.teni.ie/>

Transgender NI

Support and information for trans people, friends and families and professionals in Northern Ireland

<https://transgenderni.org.uk/>

UK Trans Info

A hub for resources that also promotes activism and campaigning

Lots of useful information for trans people.

Unfortunately, this website was hacked some time ago and does not seem to have recovered yet. We have left the reference on the list as we will restore it as soon as the website becomes functional again and so readers know it was a good source of information should they find references to it elsewhere.

Trans Media Watch

A charity dedicated to improving media coverage of trans and intersex issues

www.transmediawatch.org/

All About Trans

Encouraging greater understanding between media professionals and the transgender community.

www.allabouttrans.org.uk/

NonBinary.org

Education / resources site providing information for and about people who don't fit the gender binary

<http://nonbinary.org/>

Beyond the Binary

A magazine site providing information for and about people who don't fit the gender binary

<http://beyondthebinary.co.uk/>

Twilight People

A project that discovers and celebrates trans and gender-variant people of faith

www.twilightpeople.com/the-project/

Plus some LGBT+ organisations:

Schools Out

A range of information, campaigns and resources for educational environments and professionals

www.schools-out.org.uk/ <http://the-classroom.org.uk/>

Educate and Celebrate

Offers teacher training and resources to support development of an LGBT+ Inclusive curriculum

www.educateandcelebrate.org/

Diversity Role Models

Workshops for young people led by LGBT role models and allies, addressing bullying

www.diversityrolemodels.org/

The Proud Trust

LGBT+ youth organisation, provides resources

<https://www.theproudtrust.org/>

Inclusion for All

Works in schools, especially primary schools, to tackle gender stereotyping, LGBTQI stereotyping, HBT bullying and related derogatory language

www.inclusionforall.co.uk/

Regard

Advice, campaigning and resources by and for LGBTQ disabled people

<http://regard.org.uk/about-us/>

UK Lesbian and Gay Immigration Group (UKLGIG)

Promotes equality and dignity for LGBTI asylum seekers

<https://uklgig.org.uk/>

Stonewall

National LGBT campaigning and education charity with a range of programmes and resources.

www.stonewall.org.uk/

Other Resources: Online References

The following is a selection of online trans resources. It is by no means comprehensive, but will provide you with initial information on the current approach in a number of settings.

However, please note the documents are not all statements of best practice as that’s still in development in many areas. After attending Gendered Intelligence training, you have the knowledge to critique some of these documents and take inclusion further – if you think something can be done better, then strive to make that happen, and showcase the good practice for others to learn from.

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Health

Detailed documents about surgeries, the effects of hormones and similar have not been included. These can be readily found by googling.

Supporting Patients Accessing Gender Identity Services

Brighton & Hove Clinical Commissioning Group, January 2016

A guide for GPs on the care of trans patients, especially those accessing NHS Specialist Gender Identity Services.

www.gp.brightonandhoveccg.nhs.uk/supporting-patients-accessing-gender-identity-services

NHS Choices website – Trans Health Section

Includes personal stories of trans people and their loved ones

www.nhs.uk/livewell/transhealth/pages/transhealthhome.aspx

Good practice guidelines for the assessment & treatment of adults with gender dysphoria

Royal College of Psychiatrists, October 2013

www.rcpsych.ac.uk/usefulresources/publications/collegereports/cr/cr181.aspx

Gender Identity Services for Adults – Service Specification

NHS England, 2018

Treatments/treatment criteria for England and Wales. (Useful flowcharts p15-17)

www.engage.england.nhs.uk/survey/gender-identity-services-for-adults/user_uploads/specialised-gender-dysphoria-service-specifications.pdf

Gender Identity Development Service

The Tavistock and Portman NHS Foundation Trust

Explains the services available for gender variant young people, referral details, guidance for schools and parents, FAQs and more.

<http://gids.nhs.uk/>

Service Specification for Gender Identity Development Service for Children and Adolescents

NHS England, 2016

Treatments/treatment criteria for England. Includes treatment pathway flowcharts (p17/18)

www.england.nhs.uk/wp-content/uploads/2017/04/gender-development-service-children-adolescents.pdf

Gender Reassignment Protocol

NHS Scotland, 2012

Treatments/treatment criteria for Scotland.

www.sehd.scot.nhs.uk/mels/CEL2012_26.pdf

Specialised Services Policy: CP21 - Specialised Adult Gender Identity Services

NHS Wales, 2012

Treatments/treatment criteria for Wales.

www.whssc.wales.nhs.uk/document/281109

Current Waiting Times & Patient Population for NHS England Gender Identity Clinics

UK Trans Info, regularly updated

A snapshot analysis of the waiting times and caseload for adult Gender Identity Clinic services in England.

[Awaiting restored website as at July 2019]

Information for General Practitioners Working with Transgender People

Transgender Equality Network Ireland (TENI), 2016

www.teni.ie/attachments/Oce15fc2-69f4-4b3b-94df-a7c90a11e53b.PDF

Yorkshire and Humber Protocol- Providing Hospital Services To Trans Patients

Yorkshire and Humber NHS, 2012

An example of a protocol setting out practical considerations relating to trans people in hospital.

www.barnsleyhospital.nhs.uk/equalitydiversity/files/2012/01/Providing-Hospital-Services-to-Trans-Patients-Protocol-2012.pdf

Screening for Life

NHS Wales, May 2016

A good example of information specifically for trans people, created in conjunction with trans people, supporting access to various screening services

www.screeningforlife.wales.nhs.uk/transgender-information

Australian Standards of Care and Treatment Guidelines for Trans and Gender Diverse Children and Adolescents

The Royal Children's Hospital Melbourne, 2018

www.rch.org.au/uploadedFiles/Main/Content/adolescent-medicine/australian-standards-of-care-and-treatment-guidelines-for-trans-and-gender-diverse-children-and-adolescents.pdf

Standards of Care for the Health of Transsexual, Transgender, and Gender- Nonconforming People, Version 7

WPATH (World Professional Association for Transgender Health), 2012

The full international protocol for the treatment of trans people.

www.wpath.org/publications/soc

DSM-5 (Diagnostic and Statistical Manual of Mental Disorders, edition 5)

The American Psychiatric Association, 2013

The handbook used by health care professionals in the United States and much of the world to diagnose mental disorders.

www.psychiatry.org/psychiatrists/practice/dsm

ICD-11 (International Classification of Diseases, edition 11)

World Health Organisation, edition 11: released 2018; full implementation by Jan 2022

The international diagnostic tool used by World Health Organisation member states.

www.who.int/classifications/icd/en/

Competencies for Counseling with Transgender Clients

American Counseling Association, 2009

Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC)

A detailed set of competencies set out under eight themes

www.counseling.org/knowledge-center/competencies

Guidelines for Psychological Practice With Transgender and Gender Nonconforming People

American Psychological Association, 2015

Guidelines underpinned by an enormous range of references

www.apa.org/practice/guidelines/transgender.pdf

Memorandum of Understanding on Conversion Therapy in the UK (Version 2)

October 2017

Signed by 13 major therapeutic organisations and bodies, including NHS England, stating conversion therapy in relation to sexual orientation or gender identity is unethical

<https://www.psychotherapy.org.uk/wp-content/uploads/2017/10/UKCP-Memorandum-of-Understanding-on-Conversion-Therapy-in-the-UK.pdf>

Your Body, Your Health

Men's Health Forum, 2015

A manual that explains health choices for trans men, trans masculine and non-binary people

www.menshealthforum.org.uk/your-body-your-health

Trans Youth Sexual Health Booklet

Gendered Intelligence, June 2011

<http://genderedintelligence.co.uk/trans-youth/resources>

Preventing Suicide Among Trans Young People: A Toolkit for Nurses

Public Health England, 2015

Nominally for nursing professionals, this document has much wider relevance, including plenty of further resources and references. Companion LGB publication available from the same page.

www.gov.uk/government/publications/preventing-suicide-lesbian-gay-and-bisexual-young-people

Sexual Orientation and Gender Identity: A Guide for Clinicians Working in Children and Young People's Mental Health and Emotional Wellbeing Settings

Hertfordshire Partnership NHS & London and South East CYP IAPT Learning Collaborative, Apr 2017

<https://cypiapt.com/2017/04/03/so-and-gi-guide/>

Supporting a Lesbian, Gay, Bisexual or Trans Person with Dementia

Alzheimer's Society, Feb 2017

www.alzheimers.org.uk/download/downloads/id/3555/supporting_a_lesbian_gay_bisexual_or_trans_person_with_dementia.pdf

Transgender Inclusion in Drug and Alcohol Services

Scottish Trans 2015

www.scottishtrans.org/alcohol-and-drug-services/

Useful LGBT Health references:

Out Loud: LGBT Voices in Health & Social Care - A narrative account of LGBT Needs

LGBT Partnership, May 2016

Clear statements of needs, alongside examples of good and poor practice

<https://nationallgbtpartnershipdotorg.files.wordpress.com/2016/05/np-out-loud-final.pdf>

Education

Trans Inclusion Schools Toolkit (3rd edition)

Brighton and Hove City Council, Allsorts Youth Project, v3, 2017

www.allsortsyouth.org.uk/resources/toolkits-booklets-guides

Supporting Transgender Young People - Guidance for Schools in Scotland

Scottish Trans, LGBT Youth Scotland, Scottish Government, 2017

www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf

Transforming the Classroom Supporting Trans Young People in Schools

Transgender Equality Network Ireland (TENI), 2016

www.teni.ie/attachments/7544b288-f9ca-486b-b1b8-f14177836c63.PDF

Classroom Project

School's Out

Lesson plans and resources by key stage / by subject to help teachers introduce LGBT issues

<http://the-classroom.org.uk/>

Schools Project homophobic and transphobic bullying and hate crime

CPS (Crown Prosecution Service) North West

Full teacher pack including videos information and lesson plans

www.report-it.org.uk/cps_launch_hate_crime_schools_pack

www.cps.gov.uk/hate-crime

It's Pronounced Metrosexual (website)

Excellent social justice resource with plenty of trans and LGB material available free as creative commons, suitable for many settings, often humorous; really worth a look!

<http://itspronouncedmetrosexual.com/>

Guidance for schools on preventing and responding to sexist, sexual and transphobic bullying

DCSF (Department for Children Schools and Families) now DfE (Department for Education), 2009

www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/bullying-and-law/dcsf-safe-learn-guides

No Place for Bullying

OFSTED, June 2012

Case studies, summary and full reports

www.ofsted.gov.uk/resources/no-place-for-bullying

Technical Guidance for Schools in England

EHRC (Equality and Human Rights Commission), 2014

Guidance on the Equality Act as it relates to schools. Guidance for England, Scotland and Wales available to download

www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance#h3

Trans staff and students in HE and Colleges: Improving Experiences (3rd edition)

Equality Challenge Unit, November 2016

Includes a link to a model policy statement and case studies. Main document is membership only.

www.ecu.ac.uk/guidance-resources/inclusive-environment/providing-support/trans-people/

Developing a Gender and Sexual Orientation Alliance: A Toolkit for Young People and Teachers

LGBT Youth Scotland, 2017

www.lgbtyouth.org.uk/media/1290/developing-a-gsa.pdf

School Inspection Handbook

Ofsted, effective from September 2019

Establishes requirement of inclusivity for trans pupils (Item 214, p58) and records re transphobic bullying (Item 53, p16)

www.gov.uk/government/publications/school-inspection-handbook-eif

Young People

Knowledge is Power

Gendered Intelligence online resource, 2015

A range of resources focussed on topics of interest to young trans people ranging across health, coming out, transitioning, bullying and education

<http://genderedintelligence.co.uk/projects/kip>

Trans*Form Toolkit

Youth Cymru, 2015

A guide to ways to be more inclusive of young trans people, with plenty of quotes and input from young trans people and helpful background information

<http://youthcymru.org.uk/transform-toolkit/>

Inclusive Residential Events

GirlGuiding, 2015

www.girlguiding.org.uk/making-guiding-happen/running-your-unit/including-all/lgbt-members/supporting-trans-members/

Trans Youth In Care: A Guide For Social Care Professionals

Three Circles Fostering, 2017

www.theproudtrust.org/resources/research-and-guidance-by-other-organisations/trans-youth-care-guide-social-care-professionals/

(See also the extensive 'Education' listing for many additional relevant publications)

Employment

The Recruitment and Retention of Transgender Staff: Guidance for employers

Government Equalities Office / Inclusive Employers, 2015

www.gov.uk/government/publications/recruiting-and-retaining-transgender-staff-a-guide-for-employers

Changing For The Better - How to include trans people in your workplace: A guide for employers

Stonewall Scotland, 2012

www.scottishtrans.org/wp-content/uploads/2013/03/changing_for_the_better.pdf

Including Non-binary People – Guidance for Service Providers and Employers

Scottish Trans Alliance, 2015

www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-guidance.pdf

First Steps to Trans Inclusion; Creating a Transitioning at Work Policy;

Trans Inclusive Policies and Benefits; Communication Commitment to Trans Inclusion

A suite of guides around trans inclusion in the workplace (click the 'Trans' tab)

Stonewall, 2016

www.stonewall.org.uk/our-work/workplace-resources

Gender Reassignment Discrimination: Key Points for the Workplace

Downloadable guide with a legal focus, 'Tips' factsheet, Mythbuster factsheet, and Glossary

ACAS, 2017

www.acas.org.uk/index.aspx?articleid=2064

Supporting Transgender Inclusion in the Workplace: Guidelines for Employers and Employees

Transgender Equality Network Ireland (TENI), 2017

www.teni.ie/attachments/422b4a34-78af-4b62-9818-aced13ed58ca.PDF

How to be a good ally to trans people at work

UNISON, 2018

<https://www.unison.org.uk/content/uploads/2018/03/24861.pdf>

Service Provision

Providing Services for Transgender Customers – A Guide

Government Equalities Office / Gendered Intelligence, 2015

Guidance for High Street providers of goods and services – pubs, clubs, restaurants, retailers, leisure centres etc

www.gov.uk/government/publications/providing-services-for-transgender-customers-a-guide

Stronger Together: Guidance for Women's Services on the Inclusion of Transgender Women

LGBT Youth Scotland, Scottish Transgender Alliance, LGBT Domestic Abuse Project, 2015

www.scottishtrans.org/wp-content/uploads/2016/05/Stronger_Together_-_September_2015.pdf

Equality Act 2010: What do I need to know? A quick start guide to gender reassignment for voluntary and community organisations

Equality and Diversity Forum (EDF) / Government Equalities Office, Aug 2010

www.gov.uk/government/uploads/system/uploads/attachment_data/file/85024/vcs-gender-reassignment.pdf

Sport

A Guide to Including Trans People in Football

Football Association, Mar 2016

Guidance developed in conjunction with Gendered Intelligence around the inclusion of trans people in all aspects of football whether playing, coaching, managing etc.

There's a video "Trans people in Football" on the same page

www.thefa.com/news/governance/equality/2016/mar/guidance-trans-people-in-football

Women's Flat Track Derby Association - Statement About Gender

Women's Flat Track Derby Association, 2011

A fully inclusive statement and policy for Roller Derby, which is a contact sport

<https://wftda.com/wftda-gender-statement> (Statement)

<http://ukrda.org.uk/2014/04/ukrda-transgender-policy/> (Policy)

International Olympic Committee –Guidelines

IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism, Nov 2015

https://stillmed.olympic.org/Documents/Commissions_PDFfiles/Medical_commission/2015-11_ioc_consensus_meeting_on_sex_reassignment_and_hyperandrogenism-en.pdf

Make Sport Everyone's Game - Sports Toolkit

Stonewall, 2016

www.stonewall.org.uk/sites/default/files/rl-sports-toolkit.pdf

Monitoring

Getting Equalities Monitoring Right

Scottish Trans and Stonewall Scotland, 2017

www.scottishtrans.org/wp-content/uploads/2017/06/getting_equalities_monitoring_right.pdf

Briefing Sheet: Trans Status Monitoring

LGBT Foundation, 2016

<https://s3-eu-west-1.amazonaws.com/lgbt-media/Files/733001ca-5a3f-40de-81ac-bcac5cf88c2e/TSM%2520Briefing%2520Sheet.pdf>

Collecting information on gender identity (2nd edition)

EHRC (Equality and Human Rights Commission), May 2012

www.equalityhumanrights.com/en/publication-download/collecting-information-gender-identity

Hate Crime and Hate Incidents; Sexual Violence, Domestic Violence

Report It

A website and app provided by the police, aimed at enabling people to report hate crime:

www.report-it.org.uk/homophobic_and_transphobic_hate_crime

It also sets out the difference between a hate crime and a hate incident:

www.report-it.org.uk/what_is_hate_crime

Homophobic, Biphobic and Transphobic Hate Crime - Prosecution Guidance

Crown Prosecution Service (regularly updated)

Detailed information about what constitutes hate crime and how it is prosecuted

<https://www.cps.gov.uk/legal-guidance/homophobic-biphobic-and-transphobic-hate-crime-prosecution-guidance>

Supporting LGBTI survivors of sexual violence

Rape Crisis, Scotland, 2014

Written from a service user's perspective, this includes information helpful to service providers and is a good example of how to produce a booklet for service users

www.rapecrisisscotland.org.uk/resources/RCS-001-LGBTI-A5booklet-02web.pdf

Domestic Violence: A Resource for Trans People

Nominally for trans people themselves, this is useful for service providers as it sets out clearly the kinds of specific abuse elements that can be directed at trans people.

<http://www.teni.ie/attachments/af76bb4a-2141-41cb-8c3c-99a4bda0a57b.PDF>

Prisons and the Criminal Justice System

The Care and Management of Transgender Offenders (PSI 17/2016)

Ministry of Justice, November 2016

www.justice.gov.uk/offenders/psis/prison-service-instructions-2016

Gender Identity and Gender Reassignment Policy for those in our Custody

Scottish Prison Service and Scottish Transgender Alliance, 2014

https://insidetime.org/download/rules_&_policies/scotland/SPS-policy-on-treatment-of-transgender-prisoners-2014.pdf

Asylum (see also 'International Laws and Conventions' and 'International References'):

Gender Identity Issues in the Asylum Claim

UK Visas and Immigration, 2011

www.gov.uk/government/publications/dealing-with-gender-identity-issues-in-the-asylum-claim-process

Asylum Seekers and Refugees

Good Practices Related to LGBTI Asylum Applicants in Europe

ILGA Europe 2014

www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/good-practices-related-lgbti-asylum-applicants

No Safe Refuge: Experiences of LGBT Asylum Seekers in Detention

Stonewall & UK Lesbian and Gay Immigration Group (UK LGIG), 2016

www.stonewall.org.uk/sites/default/files/no_safe_refuge.pdf

Welcome to Stay: Building Trans Communities Inclusive of Trans Asylum Seekers and Refugees

TGEU, October 2016

Nominally for trans organisation, contains much useful general background information and ideas

https://tgeu.org/wp-content/uploads/2017/09/TGEU_TransAsylumBrochure_LR.pdf

Forced Migration Review Issue 42:

Sexual Orientation and Gender Identity and the Protection of Forced Migrants

University of Oxford / Refugee Studies Centre, April 2013

Research and reports on the experiences of LGBTI forced migrants

www.fmreview.org/sites/fmr/files/FMRdownloads/en/fmr42full.pdf

Non-Binary People

Understanding Non-binary People: A Guide for the Media.

Trans Media Watch, June 2014

Written for the media but with plenty of useful information and quotes for anyone.

www.transmediawatch.org/Documents/non_binary.pdf

Black, Asian and Minority Ethnic Communities

Inclusivity: Supporting BAME Trans People

Includes a listing of BAME / Faith trans and LGBT support groups

<http://sabahchoudrey.com/inclusivity/>

Barriers to health faced by transgender and non-binary black and minority ethnic people

Race Equality Foundation, 2016

<https://raceequalityfoundation.org.uk/wp-content/uploads/2018/02/Better-Health-41-Trans-NB-final.pdf>

Faith Communities

Belief & Philosophy Resource Pack for Youth Work & Education Settings

The Proud Trust in association with Schools Out UK, LGBT History Month and the National Hate Crime Partnership convened by the LGBT Consortium, 2016

www.theproudtrust.org/training-and-education/education-resources/lgbt-history-month/

Valuing All God's Children: Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying

Church of England, September 2017

www.churchofengland.org/sites/default/files/2017-11/Valuing%20All%20God%27s%20Children%27s%20Report_0.pdf

Transforming Churches

Open Church Network, 2018

A practical guide for the inclusion of trans and gender non-conforming people in the Church

<http://www.openchurch.network/sites/default/files/18-14842%20Trans%20Resource%20A5%20Booklet%20v5OUTPUT-LORES.pdf>

Wellbeing of LGBT Pupils – A Guide for Orthodox Jewish Schools

Keshet UK, Sep 2018

https://www.keshetuk.org/orthodox_schools_guide.html

D/deaf and Disabled People

Oppression Squared: D/deaf and Disabled Trans Experiences in Europe

TGEU / Nathan Gale, 2017

Describes issues, barriers and solutions around the inclusion of D/deaf and disabled trans people

<https://tgeu.org/wp-content/uploads/2018/02/Oppression-Squared.pdf>

LGBTQ signs in BSL (British Sign Language)

Deaf Direct, 2018

Video of basic LGBTQ language signs, including lesbian, gay, bisexual, transgender and queer

<https://www.facebook.com/deafdirect/videos/1960201920717404/UzpfSTY2NTk4MjQ3MzoxMDE1NjY1MTY3MjAyMjQ3NA/>

Autism

Supporting trans and gender questioning autistic pupils

National Autistic Society, Joe Butler, 2015

<https://network.autism.org.uk/knowledge/insight-opinion/supporting-trans-and-gender-questioning-autistic-pupils>

Intersex People

Although intersex experiences are not discussed in detail in Gendered Intelligence's trans training, it can be useful to understand how trans and intersex people differ and some of the issues there may be in common between the two groups.

Organisation Intersex International (OII)

An international organisation with branches in a number of countries including the UK, US and Australia. All can be accessed via: <http://oiiinternational.com/>

Of particular interest are the following documents:

Standing up for the Human Right of Intersex People

Organisation Intersex International and ILGA, Dec 2015

Outlines key issues faced by intersex people and some of the distinctions between intersex and trans people

<http://oiieurope.org/standing-up-for-the-human-rights-of-intersex-people-how-can-you-help/>

First, Do No Harm: Ensuring the Rights of Children With Variations of Sex Characteristics in Denmark and Germany

Amnesty International, 2017

Whilst nominally focussed on Denmark and Germany, this contains an enormous amount of useful information that has much wider relevance

<https://www.amnesty.org/en/documents/eur01/6086/2017/en/>

Employers Guide to Intersex Inclusion

Organisation Intersex International (OII) Australia, 2014

Whilst this is an Australian publication and therefore references Australian law, the vast majority of information and the principles of inclusion are entirely transferrable

<https://oii.org.au/wp-content/uploads/key/Employer-Guide-Intersex-Inclusion.pdf>

Intersectionality

The Intersectionality Toolkit

IGLYO – International Gay and Lesbian Youth and Student Organisation

http://issuu.com/iglyo/docs/inter_toolkit/1

Experiences and Comment

There are hundreds of examples of trans people recounting their experiences and commenting on issues that affect them on YouTube and similar platforms. Here are just a few to help you get started:

All About Trans

A selection of videos from trans people talking about a wide range of thoughts and experiences
www.allabouttrans.org.uk/category/real-people/

Transfigurations

A selection of videos from trans people talking about a wide range of thoughts and experiences
<http://transfigurations.org.uk/trans-videos/>

Transgender Muslim Support Network

Meet the Founder of the Transgender Muslim Support Network

<http://muslimgirl.com/22389/interview-founder-transgender-muslim-support-network/>

Sabah Choudrey Brixton TEDx talk (2015)

Brown, trans, queer, Muslim and proud

www.youtube.com/watch?v=w6hxrZW6I9I

Trystan Reese, Mystery Box show

US Trans man talking about trans masculine pregnancy

<https://youtu.be/ymmwxAqLgrA>

Amelia Abraham TEDxLondonWomen talk (2019)

Why feminists should support transgender rights

www.youtube.com/watch?v=Rk1NO1BB7KQ

Twitter

It can be useful to follow people on Twitter – this will help you stay up to date with current themes and issues, and link you to articles and comment. Here are a few suggestions to get you started:

Meg John Barker, Helen Belcher, Munroe Bergdorf, Alex Bertie, Christine Burns, Juno Dawson, Fox Fisher, Jake Graf, Owl (@UglaStefania), Paris Lees, CN Lester, Janet Mock, Juno Roche, Julia Serano, Trans Media Watch

Regular Online Commentators

Several people on the Twitter list above publish significant, thoughtful and often nuanced writing online. Of particular note is:

Julia Serano: <https://medium.com/@juliaserano>

UK Law

Equality Act 2010 - Full text and Guidance notes

Download the full pdf or use the interactive online version

www.legislation.gov.uk/ukpga/2010/15/contents

Gender Recognition Act 2004 – Full text and Guidance notes

Download the full pdf or use the interactive online version

www.legislation.gov.uk/ukpga/2004/7/contents

Human Rights Act 1998 – Full text

Download the full pdf or use the interactive online version

www.legislation.gov.uk/ukpga/1998/42/contents

Summary of Human Rights Act

BIHR (British Institute of Human Rights)

www.bih.org.uk/thehumanrightsact

Sex Discrimination (Northern Ireland) Order 1976 (incl amendments) – Full Text

Download the full pdf or use the interactive online version

<https://www.legislation.gov.uk/nisi/1976/1042/contents>

Equal Treatment Bench Book

Judicial College, Mar 2018

www.judiciary.gov.uk/wp-content/uploads/2018/02/equal-treatment-bench-book-february2018-v5-02mar18.pdf

Gender Recognition in Scotland - Consultation

Scottish Gender Recognition Consultation Report (Nov 2018) and Factsheets (Jan 2019)

<https://consult.gov.scot/family-law/review-of-the-gender-recognition-act-2004/>

International Laws and Conventions

Universal Declaration of Human Rights (UDHR)

United Nations, 1948

www.un.org/en/universal-declaration-human-rights/index.html

Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity

Developed and unanimously adopted by a distinguished international group of human rights experts, 2007; Additional 9 principles added Nov 2017

www.yogyakartaprinciples.org/

http://yogyakartaprinciples.org/wp-content/uploads/2017/11/A5_yogyakartaWEB-2.pdf

Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People

United Nations, Office of the High Commissioner, 2017

<https://www.unfe.org/standards/>

International Convention on the Rights of the Child

United Nations, 1990

www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx

Human Rights and Gender Identity Best Practice Catalogue (2nd edition)

Transgender Europe (TGEU) 2016

Pan-European recommendations for implementation of legal provisions

http://tgeu.org/wp-content/uploads/2017/02/2.11-TGEU_BestPracticeCatalogue.pdf

Guidelines on the Transposition of the Asylum Qualification Directive:

Protecting LGBTI Asylum Seekers

ILGA Europe, 2014

www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/guidelines-transposition-asylum-qualification

Malta - Gender Identity, Gender Expression and Sex Characteristics Act 2015 (GIGESC Bill)

Article and download of the Bill

<http://tgeu.org/malta-adopts-ground-breaking-trans-intersex-law/>

Argentina - Gender Identity Law, 2012

Download an English translation of the Law

<http://tgeu.org/argentina-gender-identity-law/>

International References

International Organisations (involved with the references below)

- **ILGA** - International Lesbian, Gay, Bisexual, Trans and Intersex Association
- **TGEU** - Transgender Europe
- **GATE** – Global Action for Trans Equality
- **FRA Europe** - European Union Agency for Fundamental Rights
- **OII International** – Organisation Intersex International

Global maps – World Economic Forum, 2017

A range of 11 maps looking at LGBT rights across the globe including the right to change legal gender and protections in employment and housing for trans people

www.weforum.org/agenda/2017/03/what-you-need-to-know-about-lgbt-rights-in-11-maps/

Trans Rights Index - ILGA-Europe Rainbow Map

International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe, 2018
Comparison/rating of different European countries' approach to LGBTI people in the areas of non-discrimination, family, hate crime law, legal gender recognition, freedom of assembly and asylum

<https://rainbow-europe.org/>

Trans Rights Europe Maps, 2019

TGEU 2019

<https://tgeu.org/trans-rights-europe-central-asia-map-index-2019/>

Being Trans in the European Union: Comparative analysis of EU LGBT survey data

European Union Agency for Fundamental Rights, 2014

Analysis of the experiences of trans people in European countries regarding discrimination, violence & harassment and daily life

<http://fra.europa.eu/en/publication/2014/being-trans-eu-comparative-analysis-eu-lgbt-survey-data>

Trans Legal Mapping Report: Recognition Before the Law (2nd Edition)

ILGA, November, 2017

http://ilga.org/downloads/ILGA_Trans_Legal_Mapping_Report_2017_ENG.pdf

The State of Trans* Organising (2nd edition)

The State of Intersex Organising (2nd edition)

Global Action for Trans Equality (GATE), Oct 2017

Whilst nominally about organising, these publications gives a good overview of global human rights issues in relation to trans and intersex people and contain examples / case studies

<https://transactivists.org/wp-content/uploads/2017/10/Trans-REPORT-for-the-web.pdf>

<https://transactivists.org/wp-content/uploads/2017/10/Intersex-REPORT-For-the-Web-updated.pdf>

US maps of practices in different states

Practices on a range of LGBT issues, including more detailed info on ID change

<http://transgenderlawcenter.org/equalitymap>

Trans Respect vs Transphobia

Transgender Europe (TGEU), 2016 (Project ran 2009-2016)

Includes the worldwide trans murder map and other world maps regarding trans inclusion around the legal, healthcare and social situations, as well as a range of social mapping publications

<http://transrespect.org/en/>

This page gives an overview of the project:

<http://tgeu.org/our-work/our-global-work/tvt/>

Global Workplace Briefings

Stonewall, 2016 & 2018

Briefings for 26 different countries outlining the legal, socio-cultural and workplace situation for LGBT people in that country. Of interest to anyone looking to find out the situation in a given country – of wider interest than just the workplace. Many also have narrative from one or more local organisations that are likely to be useful contacts

<https://www.stonewall.org.uk/global-workplace-briefings>

Trans Studies Quarterly – selected articles

Decolonizing Transgender in India (vol 1, Number 3, Aug 2014)

Twin Spirited Woman (vol 1, Number 3, Aug 2014)

Toms and Zees: Locating FTM identity in Thailand (vol 1, Number 3, Aug 2014)

Surveying Nepal's Third Gender (vol 2, Number 1, Feb 2015)

Making Transgender Count in Poland (vol 2, Number 1, Feb 2015)

A Map of Gender-Diverse Cultures

Web posting, 2016

A listing of some of the many different indigenous gender identities / expressions across the world

http://www.pbs.org/independentlens/content/two-spirits_map-html/

A Global Outlook on LGBTI Social Exclusion through 2030

Inter-Agency Regional Analysts Network (IARAN), 2018

Trends in, and drivers of, social exclusion for LGBTIQI people internationally

http://www.iris-france.org/wp-content/uploads/2018/05/LGBTreport_FINAL.compressed.pdf

General

Shining the Light: 10 Keys to Becoming a Trans Positive Organisation

A detailed guide with plenty of tips and suggestions about positive actions an organisation can take to become trans inclusive, supported by examples and quotes

GALOP, 2011

<http://www.galop.org.uk/shine-galop/shining-the-light-resource/>

Top Tips for Working with Trans People

Trans Bare All, 2013

<http://www.transbareall.co.uk/top-tips>

Other

Starting Point Signposting for Trans People

Gender Construction Kit

A guide to changing things linked to gender in the UK – a great starting point signposting resource for trans people of all ages

<https://genderkit.org.uk>

Changing Name

Changing My Name and Title

UK Trans Info, 2015

An excellent summary of all the different ways to change name across England, Scotland, Wales and Northern Ireland and for those under 16, 16-17 and over 18.

The site is temporarily unavailable (July 2019). However Mermaids has a copy on their website at:

<https://www.mermaidsuk.org.uk/assets/media/Copy%20of%20Name%20change%20guidance.pdf>

Passports

Applying for a passport: Additional information for transgender and transsexual customers

HM Passport Office, October 2013

www.gov.uk/government/publications/applying-for-a-passport-information-for-transgender-and-transsexual-customers

DBS (Disclosure and Barring Service) / Disclosure Scotland / AccessNI

The Criminal Record Checking Process for Transgender Applicants

Due Diligence Checking, 2016

<https://www.ddc.uk.net/question/dbs-process-transgender-applicants/>

Glossary of Terms

Here is a selection of glossaries – there are many more online. These have been selected as being either relatively new, or containing some measure of update commitment, and containing no descriptions that Gendered Intelligence would regard as wholly inaccurate. However, even comparing these, you'll notice differences of understanding even between some of the more common terms.

List of LGBTQ+ Vocabulary Definitions

It's Pronounced Metrosexual

<http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/#sthash.h0Ea4YtJ.dpbs>

Transgender Language Primer

Outshine NW

<https://outshinenw.org/language>

Glossary of Terms

Stonewall

www.stonewall.org.uk/help-advice/glossary-terms

LGBTQ+ Definitions

Trans Student Educational Resources (US)

www.transstudent.org/definitions

Glossary

CUSU (Cambridge University Student Union) LGBT+

www.lgbt.cusu.cam.ac.uk/resources/trans/glossary/

And for those wanting incredibly extensive lists, including many words GI has never heard used...

Glossary of Transgender, Non-Binary and Genderqueer Words

One individual's blog post – incredibly extensive list, with succinct descriptions, including descriptions of why some words are ones to avoid or have negative connotations

<https://anagnori.tumblr.com/post/72143410400/glossary-of-transgender-non-binary-and>

Gender Master List

<http://genderfluidsupport.tumblr.com/gender>

Other Resources: Reports and Studies

There is a range of reports available online. Here is a selection:

National LGBT Survey

Government Equalities Office (GEO), 2018

First national LGBT survey – 108,000 respondents incl. 13% trans people - summary and full reports

<https://www.gov.uk/government/publications/national-lgbt-survey-summary-report>

Transgender Equality Report

House of Commons, Women and Equalities Committee, January 2016

A major cross-cutting report recommending legal and practical changes

www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/390/390.pdf

LGBT in Britain – Trans Report

Stonewall, 2017

Statistics on the experiences of trans people across a number of areas including health, hate crime, work and education

www.stonewall.org.uk/lgbt-britain-trans-report

LGBT in Britain - Home and Communities

Stonewall, 2018

Statistics on the experiences of LGBT people in relation to racism, ableism and transphobia in LGBT communities

[https://www.stonewall.org.uk/sites/default/files/lgbt in britain home and communities.pdf](https://www.stonewall.org.uk/sites/default/files/lgbt%20in%20britain%20home%20and%20communities.pdf)

LGBT in Britain – Health Report

Stonewall, 2018

[www.stonewall.org.uk/sites/default/files/lgbt in britain health.pdf](http://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_health.pdf)

LGBT in Scotland - Health Report

Stonewall, 2018

[www.stonewallscotland.org.uk/sites/default/files/lgbt in scotland - health report.pdf](http://www.stonewallscotland.org.uk/sites/default/files/lgbt_in_scotland_-_health_report.pdf)

Trans Mental Health Study

Scottish Transgender Alliance, in partnership with TransBareAll, TREC (the Trans Resource and Empowerment Centre), Traverse Research and Sheffield Hallam University, 2012

www.scottishtrans.org/wp-content/uploads/2013/03/trans_mh_study.pdf

Youth Chances

A survey of the experiences of LGBTQ young people in England and the commissioners and service providers responsible for the services they need

The Metro Centre Limited, University of Greenwich, Ergo Consulting, January 2014

www.metrocentreonline.org/research-and-training/big-research/

Queer Futures

Department of Health Policy Research Programme Project, 2016

A study investigating LGBT youth suicide, self-harm and help-seeking

www.queerfutures.co.uk/queer-futures-final-research-report/

School Report: The Experiences of LGBT Young People in Britain's Schools in 2017

Stonewall, 2017

www.stonewall.org.uk/sites/default/files/the_school_report_2017.pdf

Becoming LGBT+ Friendly in Schools Serving Faith Communities

Educate and Celebrate, 2018

www.educateandcelebrate.org/wp-content/uploads/2019/01/EC_Faith_Schools_Report_FINAL-.pdf

Issues of Bullying Around Trans and Gender Variant Students in Schools, Colleges and Universities

Gendered Intelligence, 2008

<http://genderedintelligence.co.uk/professionals/resources>

Transgender Experiences in Scotland

Scottish Transgender Alliance, 2008

www.scottishtrans.org/wp-content/uploads/2013/03/staexperiencessummary03082.pdf

Speaking from the Margins: Trans Mental Health and Wellbeing in Ireland

Transgender Equality Network Ireland (TENI), 2013

www.teni.ie/attachments/5bdd0cd5-16b6-4ab6-9ee6-a693b37fdbcf.PDF

Non-Binary People's Experiences in the UK

Scottish Transgender Alliance, 2016

www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-report.pdf

Non Binary Stats UK

A survey carried out by Cassian Lodge and published on the Spacious Perspicacious blog, 2015

<http://cassiolotl.tumblr.com/post/111178818250>

Non Binary Experiences of Healthcare

Action for Trans* Health, March 2015

<http://actionfortranshealth.org.uk/wp-content/uploads/2015/02/gender-id.pdf>

Out to Succeed: Realising the Full Potential of LGBT+ Talent

PwC / OutNext - OutLeadership, July 2018

www.pwc.fr/fr/assets/files/pdf/2018/06/pwc-out-to-succeed-realising-the-full-potential-of-lgbt-talent.pdf

Supporting Trans Employees in the Workplace

ACAS Research Paper, Apr 2017

<http://m.acas.org.uk/media/pdf/6/f/Supporting-trans-employees-in-the-workplace.pdf>

Working with Pride - Issues Affecting LGBT+ People in the Workplace

Business in the Community (BITC), 2019

https://wellbeing.bitc.org.uk/system/files/research/working_with_pride_report_feb_2019.pdf

Your Services, Your Say: LGB&T People's Experiences of Public Services in Scotland

Stonewall Scotland, March 2014

www.stonewallscotland.org.uk/sites/default/files/ysys_report_lgbt_2014.pdf

Transforming Outcomes

LGBT Foundation, May 2017

A review of the needs and assets of the trans community, with a focus on health / wellbeing

<https://lgbt.foundation/transformingoutcomes>

Monitoring and Promoting Trans Health Across the North West

Equality Inclusion and Human Rights, NHS North West, 2013

www.traverse-research.com/wp-content/uploads/2012/12/Trans-Health-GP-Practices-Report-March-2013.pdf

Mental Health of Transgender Children who are Supported in Their Identities

American Academy of Paediatrics, 2016

<http://pediatrics.aappublications.org/content/early/2016/02/24/peds.2015-3223>

LGBT+ People's Experiences of Domestic Abuse

Galop, 2018

Includes some trans-specific segmentation of data

www.galop.org.uk/lgbt-peoples-experiences-of-domestic-abuse/

Out of Sight, Out of Mind Transgender People's Experiences of Domestic Abuse

Scottish Transgender Alliance, 2010

www.scottishtrans.org/wp-content/uploads/2013/03/trans_domestic_abuse.pdf

Supporting Trans Women in Domestic and Sexual Violence Services

Stonewall & NFP Synergy, 2018

https://www.stonewall.org.uk/sites/default/files/stonewall_and_nfpsynergy_report.pdf

LGBTQI+* Disabled People and Self-Directed Social Care Support

Stonewall, Regard & University of Bristol, 2017

<http://www.sscr.nihr.ac.uk/PDF/Findings/RF77.pdf>

Trans Employee Experiences Survey

TotalJobs, 2016

www.totaljobs.com/insidejob/trans-employee-survey-report-2016/

Inside Gender Identity: A Report Into The Health and Social Care Needs of Transgender Offenders

Community Innovations Enterprise, 2017

www.ciellp.net/inside-gender-identity

The Hate Crime Report: Homophobia, biphobia and transphobia in the UK

GALOP, 2016

www.galop.org.uk/wp-content/uploads/2016/10/The-Hate-Crime-Report-2016.pdf

Transphobic Hate Crime

Manchester Metropolitan Police, 2016

www.report-it.org.uk/files/trans-report-interactive.pdf

Sport, Physical Activity & LGBT

A Study by Pride Sports for Sport England, 2016

www.sportengland.org/media/11116/pride-sport-sport-physical-activity-and-lgbt-report-2016.pdf

Prevalence Statistics

Approx 1:100 people fall somewhere under the broader trans umbrella:

National LGBT Survey - Research Report, 2018

First national LGBT survey – 108,000 respondents incl. 13% trans people - summary and full reports

<https://www.gov.uk/government/publications/national-lgbt-survey-summary-report>

The recent government LGBT survey report by the Government Equalities Office says (p14) (our bold):
*“There is currently no robust measure of the size of the trans population in the UK. Applying estimates of population prevalence from studies in other countries suggests that between 0.35% and 1% of the UK population might be trans, **although this does not include non-binary people.** ...”*

Given that the report also says (p16):

“Of all respondents, 49% were men (including 3% trans men), 42% were women (including 3% trans women), and 7% were non-binary. The remaining respondents either had an ‘other’ gender identity (1%) or said that they did not know or preferred not to say (1%)”, this indicates that non-binary may, in fact, be a majority identity amongst trans people and applying that to the 0.35% - 1% statistics gives a range *inclusive* of non-binary people, of at least 0.7% - 2%

1% is the statistic that is commonly used across Europe.

See also:

Technical Note: Measuring Gender Identity; Equality and Human Rights Commission; 2012, p5, p7
www.equalityhumanrights.com/sites/default/files/technical_note_final.pdf

Being Trans in the European Union; FRA – European Union Agency for Fundamental Rights; 2014, p15
http://fra.europa.eu/sites/default/files/fra-2014-being-trans-eu-comparative_en.pdf

Approx 1:100 people have an intersex trait

Intersex Campaign for Equality

How Common is Intersex? An Explanation of the Stats (2015)

This site also gives references for the higher statistic of 1.7% and 2% respectively which are also sometimes quoted.

<https://www.intersexequality.com/how-common-is-intersex-in-humans/>

The above cross references to <http://www.isna.org/faq/frequency>, the **Intersex Society of North America** (legacy website), referring to Anne Fausto-Sterling’s work. Fausto-Sterling is Professor of Biology and Gender Studies at Brown University

Broken Link?

We do check the links quite frequently, but there's always a chance that one or two may be broken when you come to use them. If so, we include the full title to enable you to track each resource down via a web search. Please do drop us a line if you find anything not working:

training@genderedintelligence.co.uk

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Everyone can be intelligent about gender

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