



DUNDEE AND ANGUS
COLLEGE

TRANSGENDER GUIDE

At Dundee and Angus College we welcome all students and staff, inclusive of all gender identities. College policy and values, in line with current legislation, encourage an inclusive culture that welcomes diversity and respects difference in all circumstances with the aim of making the college experience both positive and fulfilling for all.



This guide is intended to provide information to support students and staff members who identify as a transgender person. Further information and guidance regarding college equality and diversity policy is available within the college's Equality and Diversity Policy.

Support and guidance for transgender students:

Student Services

Student services provide a range of learning and social/emotional support within Dundee and Angus college and should be regarded as the first point of contact for support and guidance for all students across the college campuses and outreach centres. Staff are trained in awareness of support mechanisms and procedures to support a transgender learner. Support and guidance queries raised by students or staff can be directed to the following contacts.

Student Service Contacts:



Sarah Mackay
(Student Services Manager)
s.mackay@dundeeandangus.ac.uk



Wendy Russell
(Arbroath Campus Team Leader)
w.russell@dundeeandangus.ac.uk



Rona MacGregor
(Kingsway Campus Team Leader)
r.macgregor@dundeeandangus.ac.uk



Marilyn Binnie
(Gardyne Campus Team Leader)
m.binnie@dundeeandangus.ac.uk

LGBTi+ Support Groups

There are LGBTi+ (Lesbian, Gay, Bisexual, Transgender and Intersex) support groups available who meet on a regular basis within the college campuses. Further information regarding LGBTi+ support groups can be obtained by contacting the college's Learner Engagement Officers who are based within the three campuses, while the D&A LGBTi+ society ('Equality Street') have a Facebook Group: www.facebook.com/groups/dundeeandangusLGBT/

Learner Engagement Contacts:



Carlene Cura
(Learner Engagement Officer)
c.cura@dundeeandangus.ac.uk



Tatiana Zorina
(Learner Engagement Officer)
t.zorina@dundeeandangus.ac.uk

Use of Language:

Gender Identity

The following terms are used to highlight some of the various gender identity terms used within the 'Transgender umbrella'◊, however this is not exhaustive and also should not be used to stereotype or 'pigeon-hole' people into specific groups. As with all individuals it is important to ask how they may identify themselves.

- Transsexual Women or 'Trans women' (male to female) - Someone who is born biologically male but identifies, and lives permanently as a woman.◊
- Transsexual Men or 'Trans men' (female to male) - Someone who is born biologically female but identifies, and lives permanently, as a man◊
- Cisgender - is a word that applies to the majority of people, describing a person who is not transgender and where the individuals' experiences of their own gender agree with the sex they were assigned at birth
- Non-binary gender or 'Non-binary' - Someone who doesn't identify with gender being defined in only two categories (man and woman). They may define as both a man and a woman, neither, or somewhere else along the gender spectrum. Others do not identify with labelling gender at all◊
- Cross-dressing People - Someone who is happy with their gender identity, but who expresses their gender in clothing generally thought by society to belong to the "opposite" gender◊
- Intersex People - Someone who is born with genitalia, reproductive organs or chromosomes that are not strictly male or female. An intersex individual may or may not identify as transgender◊

◊Taken from LGBT Youth Scotland and LGBT National Youth Council Gender Identity and the Transgender Umbrella Handout Sexuality

As with all students or staff, trans people may be gay, lesbian, straight or bisexual (for example, somebody who transitions from female to male and is oriented towards men is gay). There is no link between sexual orientation (sexuality) and gender identity, and the two should not be confused.

Personal Identity

Once a trans person has made their chosen name known, this name should be used at all times rather than their birth name, unless the person has given permission to do otherwise. A trans person should be referred to using the pronoun (for example, he or she) appropriate for their preferred gender identity and it is important to ask individuals how they may identify and what their preferred pronoun is: if in doubt, ask, listen and respect.

Discrimination

The Equality Act 2010 makes it illegal to discriminate against or harass people on the grounds of intention to undergo, undergoing or having undergone gender reassignment, while the characteristics of sex (gender), sexual orientation (sexuality) and gender reassignment are also protected under this legislation. The law also provides protection against harassment and unwanted conduct due to a person's gender. (legislation.gov.uk)

Derogatory descriptions, comments or references that ridicule people because of their transgender status are not acceptable and terms which discriminate against others should not be used by staff or students at any time. Use of inappropriate language or discrimination against any student or staff member is taken seriously by the college and appropriate measures will be taken.

Practical arrangements:

Time off

Trans people may require time off work or study for appointments such as psychotherapy, voice therapy, surgery and recovery from surgery. These absences should not be treated any differently, with appropriate medical/self certs being used to attend appointments or where time off is required.

Use of College Facilities

As with all students and staff, Trans people have the right to use college facilities without fear of discrimination or harassment. This includes being able to use toilet/changing areas which are appropriate to their defined gender; for example a trans woman (male to female) can use a designated female toilet or changing area, while a trans man (female to male) can use designated male toilets/changing rooms. There is no current specific law in the UK which states that 'men should use male toilets' and vice versa, however the Equality Act 2010 states that it is unlawful to deny services to a transgender person. (See Kirklees Law Centre wins landmark transgender discrimination case Friday, March 21st 2014, available at www.antheamakepeace.co.uk/toiletissue.pdf)

Record of name

Trans identity and gender reassignment are regarded as "sensitive data" for the purposes of the Data Protection Act 1998. Information relating to a person's trans status cannot be recorded or passed to another person unless conditions for processing sensitive personal data are met. The college's Data Protection Act Guidelines offers further details. As with all student and staff information, confidentiality is crucial.

Trans people can apply to have their birth certificate changed so that their legal documents reflect their true gender, however not all trans people may have done this. Where official confirmation is required, staff and students should be given the option of providing more than one type of official identification, for example a photo driving licence, passport or national entitlement card.

Administration staff will change names and reissue certificates if requested and student services can support students to do this. It is unlawful to ask for a gender recognition certificate and a trans person can get a passport, driving licence or new bank account details without a gender recognition certificate.

PVG Scheme:

Disclosure Scotland has a mechanism to protect transgender identity if a learner or staff member does not wish to disclose their previous gender. Information can be obtained from their helpline 0870 609 6006 or their website at www.disclosurescotland.co.uk

Scottish Transgender Alliance : www.scottishtrans.org

Transgender Scotland : www.transgenderscotland.org

LGBT Youth Scotland: www.lgbtyouth.org.uk

LGBT Youth Dundee : www.lgbtyouth.org.uk/dundee

LGBT Youth Angus : www.lgbtyouth.org.uk/angus