

STUDENT GENDER IDENTITY POLICY



Revision number:	01
Applicable from:	20/09/2021
Approved by:	ELC
Date of approval:	15/09/2021
Date of next review:	09/2024
Scope of policy (audience):	This policy applies to students who have indicated a wish to live in a gender other than their sex at birth (whether or not medical supervision or surgery is either involved or contemplated) and non-binary students. It applies throughout the student lifecycle and encompasses application to the conservatoire, registration, and every stage of study through to graduation.
Policyholder:	Head of Student Services
Contact:	policies@lcm.ac.uk
Alternative formats:	e.g. audio, large font, braille – on request

Contents

Introduction	2
Equality Impact Assessment Information	2
Definitions	2
Policy	3
Procedure	4
Breach of Policy	4
Appendix 1 Glossary of Gender Related Terms	5

Introduction

Leeds Conservatoire recognises and values the diversity of its students' gender identity, gender expression or gender presentation and as part of the Equality and Diversity agenda, is committed to the development of a culture where all students may live, study and work without encountering prejudice or discrimination because of any of the protected characteristics as defined by the Equality Act 2010.

The aim of this policy is to set a framework for how we will support students who express their gender identity differently to their sex at birth, have started and/or undergone the process of gender reassignment or express themselves as gender fluid at any stage of their studies with the conservatoire.

Legal framework

There are various key pieces of legislation that govern this area of equality and protect trans people against unlawful discrimination:

Gender Reassignment Regulations 1999 – this protects a trans person who is intending to undergo, is undergoing or has undergone gender reassignment from the moment of decision to start the process. It is unlawful for a person to be treated less favourably, nor to be harassed because of gender reassignment. Furthermore, no person should be treated less favourably by reason of their absence from study or work while undergoing gender reassignment, in comparison to someone absent due to illness or from some other similar reason.

Gender Recognition Act 2004 – this allows a person who has completed transition, and who meets certain criteria to apply for a Gender Recognition Certificate. This certificate which allows for official change of identity or documents (e.g. birth certificate) and in processes (e.g. marriage) in the new gender. The Act makes it unlawful to pass information about a person's trans status to a third person without the consent of the trans person.

Equality Acts 2006 and 2010 – introduced the Gender Equality Duty, requiring institutions to have due regard to the need to eliminate unlawful discrimination and harassment, and to promote equality of opportunity for all genders.

Equality Impact Assessment Information

Impact Assessment to follow

Definitions

Gender Identity refers to a person's internal perception and experience of gender. A person's gender may differ from their assigned birth gender; gender identities can be fluid and flexible, and may not be experienced in binary terms i.e. male or female.

Trans is designed to be an inclusive term to describe anyone whose gender is not the same as, or they do not feel sits with their sex at birth. Transgender or trans is used to describe the following groups:

- People covered by the Equality Act definition which means that 'a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.'

- People who do not wish to transition permanently to a new gender role, but who identify as non-binary, genderqueer, gender variant or who choose to live permanently with a more fluid gender identity.

Refer to Appendix 1 'Glossary of Gender Related Terms' for more definitions

Policy

Leeds Conservatoire is committed to providing a supportive environment for all its students which is accessible and inclusive, enabling the opportunity for the personal development and education of the whole person and aims to:

- Articulate a coherent institutional approach that will support students who experience gender identity issues to realise their potential, meet the requirements of their programme of study and get the most from the conservatoire experience.

The conservatoire will achieve these aims by:

Ensuring no student is denied access to or progression to admission, registration, teaching and learning or treated unfairly on the grounds of their gender identity or expression because they propose to or have transitioned socially or medically.

Ensuring no student is treated unfairly in relation to the awarding of scholarships, grants and other awards under the conservatoire's control or the provision of student support

Supporting a culture in which gender identity issues are recognised and not stigmatised.

Ensuring that students' requests to change their name, title and gender on records is handled sensitively, promptly and individually, and that individuals are made aware of any implications of such changes

Ensuring the availability of support is widely publicised to both prospective and current students

Encouraging trans students to engage with the Health & Wellbeing team within Student Services to access an appropriate support plan

Referring students to external services/agencies where appropriate

Treating transphobic abuse, harassment or bullying as hate crime and dealing with any such incidents under the Student Disciplinary procedures.

Strongly encouraging the reporting of transphobic incidents.

Monitoring and reviewing periodically current curriculum materials, reading lists etc to ensure they do not contain stereotypical assumptions or transphobic material. Any historical or comparative content containing what is now recognised as transphobic material needs to be clearly labelled with a trigger warning.

Facilitating where possible that trans and non-binary students are able to have access to appropriate facilities on campus i.e. toilets in line with their gender identity and/or gender neutral facilities

Respecting the confidentiality of all trans students and not reveal information without the prior written agreement of the individual

Providing guidance and training to key conservatoire personnel involved in the pastoral care and support of students

Recognising the value of peer support and networks

Ensuring that the conservatoire environment, images, publicity materials and literature reflects the diversity of its student community

Procedure

The policy is effected by appropriate procedures and guidance which are reviewed and signed off by the relevant Head of Department annually, for example:

- Student Gender Identity Procedures
- HE Admissions Policy
- Safeguarding Policy and Procedures
- Student Mental Health Policy and Procedures
- HE Mitigating Circumstances Policy and Procedures
- Student Conduct and Disciplinary Procedures
- **Include reference to appropriate EDI guidance and/or procedures**

Breach of Policy

Breach of this policy carries a risk of distress caused to students, staff or external parties. Any complaint should be raised with the policyholder in the first instance and may be investigated through the Complaints Policy.

Appendix 1 Glossary of Gender Related Terms

This has been compiled with information, support and specialist knowledge from the following organisations:

Advance HE (formerly the Equality Challenge Unit) –advance-he.ac.uk

Gendered Intelligence – genderedintelligence.co.uk

Stonewall – stonewall.org.uk

Yorkshire Mesmac – mesmac.co.uk

Language and terminology in relation to gender is constantly evolving and it is important to check with individual students what terminology they choose to use and feel comfortable with.

AFAB	Acronym meaning ‘assigned female at birth’. No one, whether cis or trans, has a choice in the assignment of sex. This term is preferred to ‘biological female’ and ‘born female’.
Ally	A (typically) straight and/or cis person who supports members of the LGBT+ community.
AMAB	Acronym meaning ‘assigned male at birth’. No one, whether cis or trans, has a choice in the assignment of sex. This term is preferred to ‘biological male’ and ‘born male’.
Cisgender/cis	Someone whose gender identity is the same as their gender at birth.
Deadnaming	Using someone’s birth name rather than a changed preferred name; often referring to misaddressing a trans person after a name change as part of transition
Gender fluid	A changing or fluid gender identity.
Gender dysphoria	Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex and their gender identity. This is also the clinical diagnosis for someone who doesn’t feel comfortable with the sex they were assigned at birth.
Gender Expression	A person’s outward expression of gender identity, within the context of societal expectations of gender.
Gender identity	A person’s innate sense of gender self-knowledge, whether man or woman, or something else (see non-binary below), which may or may not correspond to their sex.
Gender Recognition Certificate	This enables trans people to be recognised legally in the affirmed gender, and to be issued with a revised birth certificate in the new gender. The certificate is not needed to change gender markers in a work or study environment, nor to change gender on other legal documents such as a passport. The certificate is only available to people aged 18 years or older.

Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.
Medical transition	May include hormone replacement therapy (HRT) and/or gender reassignment surgeries. For a transman, this may include Phalloplasty (lower surgery), breast reduction (top surgery) and hysterectomy. For a transwoman, this may include breast augmentation, orchiectomy (removal of testes), tracheal shaving (removal of Adam's apple), facial feminisation surgery and penile inversion vaginoplasty (creation of a vagina by inverting penile skin).
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
Out	To disclose gender identity or sexual orientation without the subject's consent. This negative action often causes distress and may be considered abusive.
Pronoun	Words used for people's gender, for example 'he' or 'she'. Some people may prefer the use of 'they/their'.
Queer	Currently the term is used by LGBT+ individuals who do not identify with traditional categories of gender identity and/or sexual orientation. Historically, the term was used in a derogatory way and is still associated with this by some.
Questioning	The process of exploring an individual's own sexual orientation and/or gender identity.
Social transition	May include coming out to friends and family as transgender, asking people to use different pronouns that match their gender identity, going by a different name or dressing in ways that match their gender identity.
Trans	An umbrella term to describe people whose gender is not the same as, or does not sit with, their sex at birth. There is a wide variety of terms used by trans people to describe themselves including transgender, gender-queer, gender-variant, genderless, agender, nongender, bi-gender, trans woman, trans man, gender-fluid, non-binary and third gender.
Transgender	A person whose gender differs from their sex at birth, according to what is written on their birth certificate. Gender can refer to one's own internal sense of being a man or a woman or another type that doesn't fit either category.
Transphobia	Fear, disgust, violence or discomfort of someone on the grounds of trans status, including denial or refusal to accept professed gender identity.
Transsexual	A rather dated term used in the past as a more medical term to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex assigned at birth. Most people now prefer the use of trans or transgender.
Trans man	A term used to describe someone who is female at birth but identifies and lives as a man. Means the same as FTM, an abbreviation for female-to-male.
Trans woman	A term used to describe someone who is male at birth but identifies and lives as a woman. Means the same as MTF, an abbreviation for male-to-female.