

Gendered Intelligence

Trans and Non-Binary
Inclusion Resource List
for Professionals

Issue 22, October 2024

About the list

This extensive resource list has been developed by Gendered Intelligence to provide a starting point of references for many of the questions that organisations and professional individuals have around trans inclusion. Originally offered to enable people to continue self-directed learning after training, the list is useful to anyone wishing to improve their inclusivity as an employer and/or as a service provider.

Most of the links relate to UK services, references and support. However, there are 'International' headings under the 'Online References' and 'Reports and Studies' sections, and a handful of international items throughout the list.

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

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, including peer support, can be found via these links:

- **TransUnite** searchable listing of trans support groups at <https://www.transunite.co.uk/>
- **GIRES 'TransWiki'** clickable map at <https://www.gires.org.uk/tranzwiki/>

Gendered Intelligence

Gendered Intelligence (GI) is a registered charity that works to increase understandings of gender and improve the lives of trans people.

There are multiple strands to our work:

- **Youth & Community Services**
- **Professional and Educational Services**
- **Public Engagement**

Professional and Educational Services refers primarily to the work we deliver to organisations or professional individuals who want to be more trans and non-binary inclusive both in terms of their services and their workplaces. This includes training, consultancy, events such as panel discussions and Q&As, and our network for therapists and counsellors.

Youth & Community Services covers our direct provision for trans and non-binary people especially young trans, non-binary and gender questioning people. This includes youth work – regular groups, residential, trips and activities, 1:1 support and mentoring for young trans people in educational environments; our parents and carers group; a helpline commissioned by several GICs for those on their waiting lists; one-off special projects, and our volunteering programmes

Public Engagement covers our work in the policy and media spheres, responding to consultations, to requests for interviews and expert opinion; media engagement; engaging our supporters, the general public, and others who may be interested in our work; and research.

For full contact details, see the back page.

Mermaids

Forum space, activities, information and support for young trans people (<19) & parents

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

GIRES (Gender Identity Research and Education Society)

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

www.gires.org.uk

TENI (Transgender Equality Network Ireland)

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

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

Distinction Support

Supporting partners of transgender and non-binary people

<https://distinctionsupport.org/>

Transgender NI

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

<https://transgenderni.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/

Trans Actual

An organisation dedicated to providing accurate information about trans people

www.transactual.org.uk/

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

<https://nonbinary.wiki/>

Advocates for Trans Equality (A4TE) (US)

(Merger of the National Center for Transgender Equality and Transgender Legal Defense and Education Fund)

Enormous amount of excellent information, links and resources. Whilst details are US-specific, the general information is very transferrable

www.transequality.org/

Meta-listings of faith groups

GenderKit: <https://genderkit.org.uk/resources/faith/>

Online References

The following is a selection of online trans-related 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 developing in many areas. If you think something can be done better, then strive to make that happen, and showcase the good practice for others to learn from.

General Health / Physical Health / Transition Related Healthcare

Detailed documents about surgeries, the effects of hormones and similar have not been included. These can be readily found by googling. See also Gender Construction Kit listed under 'Other'.

WPATH Standards of Care for the Health of Transgender and Gender Diverse People, Version 8

World Professional Association for Transgender Health, 2022

The full international protocol for the treatment of trans people

www.tandfonline.com/doi/pdf/10.1080/26895269.2022.2100644

NHS website

The NHS website focusses on 'gender dysphoria' however this page (and the two it connects to) offer basic starting point information and also a video of a personal story

www.nhs.uk/conditions/gender-dysphoria/

Good Practice Guidelines for the Assessment & Treatment of Adults with Gender Dysphoria

Royal College of Psychiatrists, October 2013

www.rcpsych.ac.uk/docs/default-source/improving-care/better-mh-policy/college-reports/cr181-good-practice-guidelines-for-the-assessment-and-treatment-of-adults-with-gender-dysphoria.pdf

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

National Referral Support Service for The NHS Gender Incongruence Service for Children and Young People

NHS England, NHS Wales

<https://www.ardengemcsu.nhs.uk/services/clinical-support/national-referral-support-service-for-the-nhs-gender-incongruence-service-for-children-and-young-people/>

Interim Service Specification for Specialist Gender Incongruence Services for Children and Adolescents

NHS England, March 2024

<https://www.england.nhs.uk/publication/interim-service-specification-for-specialist-gender-incongruence-services-for-children-and-young-people/>

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

The Royal Children's Hospital Melbourne, 2018

A clear, holistic approach to support of trans and gender diverse children

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

Gender Reassignment Protocol

NHS Scotland, 2012

Treatments/treatment criteria for Scotland.

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

Transgender Health: An Endocrine Society Position Statement

Endocrine Society, December 2020

www.endocrine.org/advocacy/position-statements/transgender-health

Information for General Practitioners Working with Transgender People

Transgender Equality Network Ireland (TENI), 2016

www.teni.ie/wp-content/uploads/2019/11/Information-for-General-Practitioners-Working-with-Transgender-People.pdf

Fair Care for Trans and Non-binary People: An RCN guide for Nursing and Health Care Professionals, Third edition

Royal College of Nursing, November 2020

[Currently being reviewed as at April 2024]

www.rcn.org.uk/professional-development/publications/rcn-fair-care-trans-non-binary-uk-pub-009430

Your Rights as Lesbian, Gay, Bi and Trans Patients

General Medical Council website, 2022

Whilst this is written more from a patient perspective, it is a good one-stop shop for links and references to the guidance for doctors themselves

www.gmc-uk.org/Ethical-guidance/Patient-guides-and-materials/LGBT-patient-guide

Delivering Same-Sex Accommodation NHS, September 2019

See especially Appendix B about inclusion of trans people

www.england.nhs.uk/statistics/wp-content/uploads/sites/2/2021/05/NEW-Delivering_same_sex_accommodation_sep2019.pdf

Gynaecological Cancers: Info for the Transgender, Non-binary and Intersex Communities

The Eve Appeal, website 2021

Includes "Tips for Screening if You're a Healthcare Professional"

<https://eveappeal.org.uk/gynaecological-cancers/tnbiinfo/>

Recommendations for Integrated Sexual Health Services for Trans, including Non-Binary, People

BASHH, 2019

https://www.bashh.org/resources/83/sexual_health_service_standards_for_trans_including_nonbinary_people

Having a Baby if You're LGBT+

NHA website, 2022

Nominally aimed at LGBT+ people, it's also very useful for professionals.

Covers pregnancy and testosterone, chestfeeding and testosterone, and has lots of good resource links

www.nhs.uk/pregnancy/having-a-baby-if-you-are-lgbt-plus/

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

Alzheimer's Society, 2021

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/wp-content/uploads/2017/03/trans-inclusion-in-drug-and-alcohol-services.pdf

Guidelines to Human Rights-Based Trans-specific Healthcare

Transgender Europe, September 2019

<https://tgeu.org/human-rights-based-trans-specific-healthcare/>

Medicaid Coverage for Gender-Affirming Care

Williams Institute, 2019, US

A listing by state of the Medicaid coverage for trans-related healthcare
(Note: The situation in the US is changing rapidly and specifics should be checked before quoting)

<https://williamsinstitute.law.ucla.edu/wp-content/uploads/Medicaid-Gender-Care-Oct-2019.pdf>

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. It uses the term 'gender dysphoria' which is placed in its own category

www.psychiatry.org/psychiatrists/practice/dsm

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

World Health Organisation, edition 11 (full implementation 2022)

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

It uses the term 'gender incongruence' which is placed under "Conditions related to sexual health"

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

Mental Health

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

<https://www.counseling.org/docs/default-source/competencies/algbtic-competencies-for-counseling-lgbqiqa.pdf>

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, Revision A (July 2019), signatories updated 2024

Signed by over 15 major therapeutic organisations and bodies, including NHS England, stating conversion therapy in relation to sexual orientation or gender identity is unethical

www.bacp.co.uk/events-and-resources/ethics-and-standards/mou/

Gender, Sexual and Relationship Diversity (GSRD)

Dr Meg John Barker, updated 2019

BACP open access document

www.bacp.co.uk/events-and-resources/ethics-and-standards/good-practice-across-the-counselling-professions/gpacp001-gender-sexual-and-relationship-diversity/

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

www.researchgate.net/publication/315714289_Sexual_orientation_and_gender_identity_A_guide_for_clinicians_working_in_children_and_young_people's_mental_health_and_emotional_wellbeing_settings

APA Policy Statement on Affirming Evidence-Based Inclusive Care for Transgender, Gender Diverse, and Nonbinary Individuals, Addressing Misinformation, and the Role of Psychological Practice and Science

American Psychological Association, 2024

<https://www.apa.org/about/policy/transgender-nonbinary-inclusive-care.pdf>

See also summary article: <https://www.advocate.com/news/apa-gender-affirming-care>

Education

Trans Inclusion Schools Toolkit (4th edition)

Brighton and Hove City Council, Allsorts Youth Project, v4, 2021
www.brighton-hove.gov.uk/schools-and-learning/support-school/trans-inclusion-schools-toolkit-2021

Supporting Transgender Pupils in Schools: Guidance for Scottish Schools

Scottish Government, 2021
[https://education.gov.scot/media/xpgo5atb/supporting-transgender-pupils-schools-guidance-scottish-schools .pdf](https://education.gov.scot/media/xpgo5atb/supporting-transgender-pupils-schools-guidance-scottish-schools.pdf)

Guidance for Schools, EOTAS Centres, and Youth Services on Supporting Transgender Young People, plus 10 page Summary and 2-page Key Point Briefing

Education Authority Northern Ireland (EANI), 2021
www.eani.org.uk/school-management/policies-and-guidance/supporting-transgender-young-people

Transforming the Classroom Supporting Trans Young People in Schools

Transgender Equality Network Ireland (TENI), 2016
www.teni.ie/wp-content/uploads/2019/07/Transforming-the-Classroom.pdf

Trans staff and students in HE and Colleges: Improving Experiences

Equality Challenge Unit, November 2016, updated 2022
www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences

LGBT+ Inclusion Guidance for Schools and Colleges

National Education Union (NEU), 2022
<https://neu.org.uk/sites/default/files/2023-02/NEU1451%20LGBT%2B%20Guidance%202022%20revision.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/>

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

LGBT Youth Scotland, 2017
https://lgbteducation.scot/wp-content/uploads/1622/53/Developing_a_GSA.pdf

Technical Guidance for Schools in England

EHRC (Equality and Human Rights Commission), 2014, updated 2023 & 24
Guidance on the Equality Act 2010 as it relates to schools.

www.equalityhumanrights.com/equality/equality-act-2010/technical-guidance-schools-england

School Inspection Handbook

Ofsted, 2019, updated 2024

Establishes requirement of inclusivity for all those with protected characteristics (Item 474) and records re transphobic bullying (Item 112)

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

Young People

Knowledge is Power

Gendered Intelligence online resource

[This resource is currently offline as it is being refreshed – it will be uploaded to the link below once it is complete]

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

<https://genderedintelligence.co.uk/services/71-knowledge-is-power>

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

<https://youthcymru.org.uk/wp-content/uploads/2014/04/39880-YC-TransForm-Toolkit-English-Final.pdf>

Trans Inclusive Residential: A Free Resource for Youth Workers, Schools and Organisations

Gendered Intelligence, 2019

<https://genderedintelligence.co.uk/page/trans-inclusive-residential>

Including All: Supporting Trans Members

GirlGuiding, 2015

GirlGuiding is an example of how to be trans inclusive in a single sex setting. The following page links to specific pages on supporting trans young members as well as supporting trans volunteers

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

Trans Youth In Care: A Guide For Social Care Professionals

Three Circles Fostering, 2017 (7th item on the page below)

www.theproudtrust.org/trusted-adults/training-resources-and-education/lgbt-inclusion-guidance/

Expert Legal Advice for Trans Children and their Parents

The Good Law Project, 2022

<https://goodlawproject.org/news/legal-advice-for-trans-children/>

The Legal Process for Changing the Name of Children and Young People

Trans Actual, 2023

<https://transactual.org.uk/blog/2023/10/23/name-change-for-children-and-young-people/>

Employment

Trans and Non Binary Inclusion at Work Policy Toolkit and Checklist, and Associated Glossary

Gendered Intelligence, 2023

Available on request to any organisation wanting to improve its trans inclusivity. Associated glossary also available

<https://genderedintelligence.co.uk/services/108-resources-for-professionals>

Transgender and Non-Binary Inclusion at Work

CIPD, 2023 [Members only resource]

www.cipd.org/uk/knowledge/guides/transgender-non-binary/

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

Transgender Equality Network Ireland (TENI), 2017

www.teni.ie/wp-content/uploads/2019/11/Supporting-Transgender-Inclusion-in-the-Workplace-Guidelines-for-Employers.pdf

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

How to be a Good Ally to Trans People at Work

UNISON, 2018

www.unison.org.uk/content/uploads/2018/03/24861.pdf

Leading for All: Supporting Trans and Non-Binary Healthcare Staff

LGBTQ+ Leaders Network, NHS Confederation / LGBT Foundation, 2023

<https://www.nhsconfed.org/publications/leading-all-supporting-trans-and-non-binary-healthcare-staff>

Service Provision

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

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

<https://lgbtyouth.org.uk/stronger-together-guidance-for-womens-services-on-the-inclusion-of-trans-women/>

Trans-Inclusive Culture: Guidance on Advancing Trans Inclusion for Museums, Galleries, Archives and Heritage Organisations

RCMG (Research Centre for Museums and Galleries) and University of Leicester, 2023

<https://le.ac.uk/rcmg/research-archive/trans-inclusive-culture>

Pronouns

What are Personal Pronouns and Why Do They Matter?

Pronouns.org (reviewed 2023)

An excellent resource explaining all about pronouns. A great option for a straightforward 'explainer' link to add alongside pronouns in email footers

<https://pronouns.org/what-and-why>

Pronoun App

Minus 18 (Australia) (reviewed 2023)

A tool to introduce and practice using pronouns, including neopronouns (pronouns other than he, she or they)

www.minus18.org.au/resources/online-activity:-a-guide-to-pronouns

See also 'Global Languages' section

Toilets

We All Need the Toilet! An All Gender Access Toolkit

GALOP and Good Night Out, February 2021

Includes links to 'Let's Pee in Peace' signage and posters

www.goodnightoutcampaign.org/wp-content/uploads/2021/03/toilets.pdf

Stalled!

A US-based inclusive toilet project, including design information and research

www.stalled.online/

Monitoring

Monitoring and Data Capture: Gender-Related Options

Gendered Intelligence, 2021

<https://genderedintelligence.co.uk/services/108-resources-for-professionals>

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-website-media/Files/733001ca-5a3f-40de-81ac-bcac5cf88c2e/TSM%2520Briefing%2520Sheet.pdf>

Sport

Gendered Intelligence's Suite of Sports Documents:

- 1. Including Trans and Non-binary People in Grassroots Sport**
- 2. Trans and Non-binary Inclusion in Elite Sport: Key Questions, Considerations and Framework**
- 3. Trans and Non-binary Inclusion in Sport & Physical Activity: A Report**
- 4. Legal Analysis: Trans and Non-binary Inclusion in Sport**
- 5. GI's Position Statement on Trans and Non-binary Inclusion in Sport**

Available to download, or on request

Gendered Intelligence, October 2024

<https://genderedintelligence.co.uk/services/111-resources-to-support-trans-and-non-binary-inclusion-in-sport>

See also "Trans Inclusive Sports Images" under 'Images' section.

Non-Binary People, Sport & Physical Activity

Pride Sports, 2021

<https://pridesports.org.uk/wp-content/uploads/2019/05/Non-binary.pdf>

Non-Binary Inclusion in Sport

UCLAN, 2020

<https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf>

International Olympic Committee Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations

International Olympic Committee, 2021

<https://stillmed.olympics.com/media/Documents/News/2021/11/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf>

See also the associated FAQs:

<https://olympics.com/ioc/human-rights/fairness-inclusion-nondiscrimination>

Creating Inclusive Environments for Trans Participants in Canadian Sport: Guidance for Sports Organisations

Canadian Centre for Ethics in Sport, Trans Inclusion in Sport Expert Working Group, 2016

<https://cces.ca/sites/default/files/content/docs/2024-01/cces-trans-inclusion-policy-guidance-en.pdf>

Women's Flat Track Derby Association - Statement About Gender

Women's Flat Track Derby Association, 2011

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

<https://resources.wftda.org/membership/diversity-and-inclusion/wftda-statement-about-gender/>

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

www.thefa.com/news/2016/mar/22/guidance-trans-people-in-football

Hate Crime and Hate Incidents; Gender-based Violence, 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/transgender_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

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

Gender Matters: A manual on addressing gender-based violence affecting young people (2nd ed):

Council of Europe, 2019

Extensive document that recognises gender-based violence affects LGBT+ people and takes an intersectional approach. Substantial list of activities to address these issues with young people.

Full document:

<https://rm.coe.int/gender-matters-a-manual-on-addressing-gender-based-violence-affecting-/16809e1c34>

Chapter 1: Gender identity, gender-based violence and human rights.

<https://rm.coe.int/chapter-1-gender-identity-gender-based-violence-and-human-rights-gende/16809e1595>

Supporting LGBTI survivors of sexual violence

Rape Crisis, Scotland, July 2019

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/lgbti.pdf

Domestic Violence: A Resource for Trans People

NHS Barking & Dagenham, 2021

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

<https://reducingtherisk.org.uk/wp-content/uploads/2021/03/guide.pdf>

Prisons and the Criminal Justice System

Care and Management of Individuals who are Transgender: Policy Framework

MoJ, effective October 2019, reissued April 2023, edit 2024

Care and Management of Individuals who are Transgender: Operational Guidance

HM Prison and Probation Service, February 2024

www.gov.uk/government/publications/the-care-and-management-of-individuals-who-are-transgender

Prisons: Bent Bars Resources

Issues Faced by Trans, Non Binary and Gender Non-Conforming People in Prison, 2020

www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-1

Frequently Asked Questions, 2020

www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-2

Solidarity / Things You Can do to Support Trans People in Prison, 2020

www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-3

Transgender Prisoners:

Learning lessons bulletin PPO investigations #3

Prisons and Probation Ombudsman, 2017

https://ppo.gov.uk/learning_research/learning-lessons-bulletin-issue-3-transgender-prisoners/

SPS Policy for the Management of Transgender People in Custody

Scottish Prison Service 2024

[www.sps.gov.uk/sites/default/files/2024-](http://www.sps.gov.uk/sites/default/files/2024-02/SPS_Policy_for_the_Management_of_Transgender_People_in_Custody.pdf)

[02/SPS Policy for the Management of Transgender People in Custody.pdf](http://www.sps.gov.uk/sites/default/files/2024-02/SPS_Policy_for_the_Management_of_Transgender_People_in_Custody.pdf)

Media

Sex and Gender Identity - Guidance for Journalists and Editors

IPSO – Independent Press Standards Organisation, 2023

www.ipso.co.uk/media/2423/guidance-sex-gender-identity.pdf

(See also 'Understanding Non-binary People: A Guide for the Media' in the Non-Binary People section)

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

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

Working with LGBTIQ+ Persons in Forced Displacement

UNHCR, 2021

www.ein.org.uk/news/unhcr-publishes-guidance-working-lesbian-gay-bisexual-transgender-intersex-and-queer

(See also 'International Laws and Conventions' and 'International References')

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

http://transmediawatch.org/wp-content/uploads/2020/09/non_binary.pdf

(See also other sections for specific themes around non-binary inclusion, e.g. 'Sport')

People of Colour

Inclusivity: Supporting BAME Trans People

GIRES / Sabah Choudrey, 2016

Includes a listing of trans and LGBT support groups for people of colour / of faith

<https://www.gires.org.uk/inclusivity-supporting-bame-trans-people/>

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/2022/10/Better-Health-41-Trans-NB-final.pdf>

Faith Communities

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

Church of England, second edition, 2019

<https://www.churchofengland.org/sites/default/files/2019-07/valuing-all-gods-children-july-2019.pdf>

Wellbeing of LGBT Pupils – A Guide for Orthodox Jewish Schools

Keshet UK, Sep 2018

<https://chiefrabbi.org/wp-content/uploads/2018/09/The-Wellbeing-of-LGBT-Pupils-A-Guide-for-Orthodox-Jewish-Schools.pdf>

A Roadmap to Inclusion: Supporting Trans People of Faith

GIRES / Shaan Knan, 2019

www.gires.org.uk/wp-content/uploads/2019/11/Roadmap-to-Inclusion-Supporting-Trans-People-of-Faith-GIRES-Shaan-Knan.pdf

D/deaf and Disabled People

Oppression Squared: D/deaf & 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/d-deaf-and-disabled-trans-experiences-in-europe/>

LGBTQ signs in BSL (British Sign Language)

Deaf Direct, 2018

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

www.facebook.com/deafdirect/videos/1960201920717404/UzpfSTY2NTk4MjQ3MzoxMDE1NjY1MTY3MjAyMjQ3NA/

Autism

Autism and Gender Identity

National Autistic Society, current webpage

www.autism.org.uk/advice-and-guidance/what-is-autism/autism-and-gender-identity

Blaming Trans Identities on Autism Hurts Everyone

Jay Avery, 2018

www.huffingtonpost.co.uk/jay-avery/trans-autism_b_14418218.html

See also 'Healthtalk' under 'Experiences and Comment' for a section on real life experiences of young trans people with autism.

Intersex People

Although Gendered Intelligence is not an organisation of and for intersex people, it can be useful to understand the experiences of intersex people alongside those of trans people, 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 and US.

All can be accessed via: <http://oiiinternational.com/>

IHRA (Intersex Human Rights Australia) formerly OII Australia

An excellent site including definitions and terminology, how to ask monitoring questions: <https://ihra.org.au/>

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

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

Intersectionality

The Intersectionality Toolkit

IGLYO – International Gay and Lesbian Youth and Student Organisation, 2015

https://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:

My Generation

A film project that celebrates trans lives and trans experiences. Over 100 short documentary films made by trans people, about trans people
www.youtube.com/user/MyGeneration

Healthtalk (2021)

A website with a vast amount of videos and comment exploring the healthcare experiences of young trans and gender diverse people and their parents

<https://healthtalk.org/introduction/experiences-trans-and-gender-diverse-young-people/>

<https://healthtalk.org/introduction/experiences-parents-and-carers-young-trans-and-gender-diverse-people/>

Sabah Choudrey Brixton TEDx talk (2015)

Brown, trans, queer, Muslim and proud
www.youtube.com/watch?v=w6hxrZW6I9I

Ugla Stefanía (Owl Fisher), TEDxReykjavik (2016)

Moving beyond the binary of sex and gender
www.youtube.com/watch?v=2NHV4Az-EzY

Transgender Muslim Support Network (2016)

Meet the Founder of the Transgender Muslim Support Network
<http://muslimgirl.com/22389/interview-founder-transgender-muslim-support-network/>

Trystan Reese, Mystery Box show (2018)

US Trans man talking about trans masculine pregnancy
www.youtube.com/watch?v=ymmwxAqLgrA

Amelia Abraham TEDxLondonWomen talk (2019)

Why feminists should support transgender rights
www.youtube.com/watch?v=Rk1NO1BB7KQ

Trans Actual

A wide selection of other videos, including ones speaking from a personal perspective

<https://transactual.org.uk/video-directory/>

Social Media

It can be useful to follow people on media / social media – 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:

Travis Alabanza, Meg John Barker, Helen Belcher, Munroe Bergdorf, Alex Bertie, Christine Burns, Juno Dawson, Fox Fisher, Owl Fisher, Paris Lees, CN Lester, Janet Mock, Juno Roche, Julia Serano, Trans Media Watch

Regular Online Commentators

Several people on the list above publish significant, thoughtful and often nuanced writing online.

Of particular note is Owl Fisher: <https://metro.co.uk/author/owl/>, on Twitter as @UglaStefania

Selected Contextualising Material

Adventures in Time and Gender: a website offering a historical and wider cultural perspective on what it is to be trans, non-binary or have an experience of gender beyond the man / woman binary

<https://adventuresintimeandgender.org/>

Allyship

Best Practice Guide to Allyship

LGBT+ in FM, 2024

[https://mcusercontent.com/aac359eba796ac6086d399d9d/files/90e7b174-7d20-77eb-2d42-3bbfb2498b27/Best Practice Guide to Allyship.pdf](https://mcusercontent.com/aac359eba796ac6086d399d9d/files/90e7b174-7d20-77eb-2d42-3bbfb2498b27/Best_Practice_Guide_to_Allyship.pdf)

Images

The Gender Spectrum Collection

Vice magazine (website), US

An image bank of trans and non-binary people, made available under a Creative Commons licence

<https://genderspectrum.vice.com/>

NOTE: These cannot be used for commercial purposes

Trans Inclusive Sports Images

Gendered Intelligence, 2022

<https://genderedintelligence.co.uk/page/sports-images>

A suite of 36 free-to-download trans-inclusive sports images, each available in transgender, non-binary and agender flag colours (108 images in total)

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.bihhr.org.uk/thehumanrightsact

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

Download the full pdf or use the interactive online version

www.legislation.gov.uk/nisi/1976/1042/contents

Equal Treatment Bench Book

Judicial College, July 2024

<https://www.judiciary.uk/about-the-judiciary/diversity/equal-treatment-bench-book/>

Services for Particular Groups

EHRC (Equality and Human Rights Commission), last updated Jul 2020, as at June 2022

Online information about the application of the Equality Act 2010

www.equalityhumanrights.com/guidance/business/guidance-businesses/equality-law-voluntary-and-community/services-particular

Gender Recognition Act: Analysis of Consultation Responses

Government Equalities Office, September 2020

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/919890/Analysis_of_responses_Gender_Recognition_Act.pdf

Gender Recognition in Scotland – Consultation, Bill, and Blocking by UK Parliament

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

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

Passing of the Gender Recognition Reform Bill (Dec 2022), with link to full detail

<https://www.gov.scot/news/gender-recognition-reform-bill-passed/>

In January 2023, the UK government enacted 'section 35' to block the bill.

Universities' Legal Obligations in the Context of Trans Inclusion, Trans Equality, and 'Gender Critical' Activities on Campus

David Renton, Barrister at Garden Court Chambers, with Dr. Daragh Murray & Dr. Emily Jones, School of Law and Human Rights, University of Essex, 2022

<https://academicfreedomuk.files.wordpress.com/2023/06/universities-legal-obligations-in-context-of-trans-inclusion-and-gc-activities.pdf>

International Laws and Conventions

Universal Declaration of Human Rights (UDHR)

United Nations, 1948

www.un.org/en/about-us/universal-declaration-of-human-rights

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

International Convention on the Rights of the Child

United Nations, 1990

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

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

Examples of International Trans Inclusive Laws:

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

Access an English language copy of the Bill
<https://legislation.mt/eli/cap/540/eng/pdf>

Argentina - Gender Identity Law, 2012

Download an English translation of the Law
<https://gate.ngo/knowledge-portal/publication/argentina-gender-identity-law-english-translation-document/>

Ireland – Gender Recognition Act 2015

Download the full pdf or use the interactive online version
<http://www.irishstatutebook.ie/eli/2015/act/25/enacted/en/html>

Colorado, US, - 'Jude's Law', January 2020

Example of a law which allows people to update their birth certificates on a self-declaration basis, offers 'X' designation for anyone who chooses, and change for minors with parental consent.
www.one-colorado.org/resources/identity-documents-birth-certificate-updates-in-colorado-judes-law

International References / International Working

International Organisations (involved with the references below)

- **UN** – United Nations
- **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

Report of the Independent Expert on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity [*also listed under 'Reports']

United Nations Office of the High Commissioner for Human Rights, 2021
The Law of Inclusion: To the HRC at its 47th session, June 2021 and
Practices of Exclusion: To the GA at its 76th session, October 2021
www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx

Reader friendly summary: Reports on Gender: The Law of Inclusion & Practices of Exclusion

www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports_on_Gender_Final_Summary.pdf

Global maps – Equaldex

Equaldex is a collaborative knowledge base for the LGBT movement. It hosts a range of 11 maps looking at LGBT rights across the globe including the right to change legal gender and protections for trans people. However, it doesn't disaggregate the US - for this, see US-specific link below. Note: As Equaldex is a wiki, it is not guaranteed to be wholly up to date
www.equaldex.com/

ILGA-Europe Rainbow Europe Information

International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe, 2024

Rainbow Europe is ILGA-Europe's annual benchmarking tool, which ranks 49 countries in Europe on their LGBTI equality laws and policies in the areas of non-discrimination, family, hate crime law, legal gender recognition, freedom of assembly and asylum. Resources include an interactive map which links to full details of the ratings for each country, including laws etc and an annual review

<https://rainbowmap.ilga-europe.org/>

Trans Rights Europe Maps, 2024

TGEU 2024

<https://transrightsmap.tgeu.org/home/>

Country overviews (LGBT+) and Legal Gender Recognition

Outright International (US)

Country overviews:

<https://outrightinternational.org/our-work/country-overviews>

Full listing of current laws enabling legal gender recognition, by self declaration, by country:

<https://outrightinternational.org/legal-gender-recognition>

Legal Gender Recognition in the EU:

Journeys of Trans People Towards Full Equality

European Commission, 2020

<https://op.europa.eu/en/publication-detail/-/publication/7341d588-ddd8-11ea-adf7-01aa75ed71a1/language-en#>

Trans Legal Mapping Report: Recognition Before the Law (3rd Edition)

ILGA, November, 2019

[https://ilga.org/downloads/ILGA World Trans Legal Mapping Report 2019_EN.pdf](https://ilga.org/downloads/ILGA_World_Trans_Legal_Mapping_Report_2019_EN.pdf)

Legal protections for LGBT people and their families in the US (by state)

Lambda Legal, US, website
www.lambdalegal.org/

Map of Countries that Criminalise LGBT People

Human Dignity Trust (website)
www.humandignitytrust.org/lgbt-the-law/map-of-criminalisation/

Trans Respect vs Transphobia

Transgender Europe (TGEU), 2021 (Main 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.
Annual update on the Trans Day of Remembrance (20th November)
<https://transrespect.org/en/>

This page gives an overview of the project:

www.oursplatform.org/resource/transrespect-vs-transphobia-worldwide-tgeu-research-project/

Injustice Exposed:

The Criminalisation of Transgender People and its Impacts

Human Dignity Trust, May 2019
Extensive listing of the laws that are used in different countries to criminalise trans people, with case examples for some countries
www.humandignitytrust.org/wp-content/uploads/resources/Injustice-Exposed-the-criminsalisation-of-trans-people.pdf

203 Best (& Worst) Countries for Trans Rights in 2023

Asher Fergusson & Lyric Fergusson, 2023
www.asherfergusson.com/global-trans-rights-index/
This website is useful for general information about the likely safety of travel to global locations

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

United Nations, Office of the High Commissioner, 2017
www.unfe.org/standards/

Pride with Purpose: How Businesses Can Support the Global Movement for LGBTQI Human Rights

Give Out (with Boston Consulting Group, Goldman Sachs and Latham & Watkins), June 2021
https://issuu.com/giveout/docs/giveout_pride_with_purpose_report_final

Global Workplace Briefings

Stonewall, 2016-2019

Briefings for 38 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. Many also have narrative from local organisations that are likely to be useful contacts
<https://www.stonewall.org.uk/resources/global-workplace-briefings>

A Map of Gender-Diverse Cultures

Web posting, 2016, updated 2023

A listing of some of the many different indigenous gender identities / expressions across the world
www.pbs.org/independentlens/content/two-spirits_map-html/

Adventures in Time and Gender

Website, 2019

A website offering podcasts and a variety of trans-related historical information / art. This link offers information on ten diverse approaches to gender from around the world
<https://adventuresintimeandgender.org/wormholes/world-genders/>

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 became unavailable in July 2019. However, Mermaids has a copy on their website at:

<https://mermaidsuk.org.uk/wp-content/uploads/2019/12/Copy-of-Name-change-guidance.pdf>

See also:

Young People: The Legal Process for Changing the Name of Children and Young People

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

www.ddc.uk.net/question/dbs-process-transgender-applicants/

Glossaries 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 few or 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.

Gender: A Few Definitions – Brook

Whilst Brook is a charity focussing on sexual health, their glossary is very transferrable and doesn't include loads of 'identity' terms so it's very useable
www.brook.org.uk/your-life/gender-a-few-definitions/

68 Terms That Describe Gender Identity and Expression

www.healthline.com/health/different-genders

Glossary of English Gender and Sex Terminology

For those wanting a very extensive community wiki list.

Note that as a live community list, this may at times contain descriptions that could be inappropriate for a work environment

https://nonbinary.wiki/wiki/Glossary_of_English_gender_and_sex_terminology

Glossary of Terms (LGBTQ+)

Stonewall

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

See also **Gendered Intelligence's 'Descriptions of Terms'** - a companion document to our Trans Inclusion at Work Policy Development Toolkit:

<https://genderedintelligence.co.uk/page/trans-inclusion-at-work-policy-glossary>

Global Languages

All languages are changing and developing as people who don't fit traditional binary gender categories seek to be recognised and to describe their multi-faceted experiences.

A Simple Guide to The Complex Topic of Gender-Neutral Pronouns

Babbel, June 2019

A basic overview and a table comparing how common gender neutral pronoun use is in ten different languages

www.babbel.com/en/magazine/gender-neutral-pronouns

Pronouns

Non-binary wiki

Includes information for those who are themselves non-binary - scroll down past this for plenty of lists of pronouns in different languages including French, German, Spanish, Chinese and Arabic

<https://nonbinary.wiki/wiki/Pronouns>

See also:

D/deaf and Disabled People: LGBTQ signs in BSL (British Sign Language)
'Pronouns' section of 'Online References'

Reports and Studies

There is a range of reports available online. Here is a selection, divided thematically to help you find what you need. Please note that some reports are cross cutting – for example non-binary people’s experience of healthcare is under the ‘non-binary’ heading but it is clearly also relevant to healthcare. We have cross-referred in the main instances, but do check all potentially relevant headings.

General Reports

National LGBT Survey

Government Equalities Office (GEO), 2018

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

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

Trans Lives Survey 2021: Enduring the UK’s Hostile Environment

Trans Actual, 2021

www.transactual.org.uk/trans-lives-21

Attitudes to Transgender People

EHRC (Equality and Human Rights Commission), August 2020

www.equalityhumanrights.com/sites/default/files/attitudes_to_transgender_people.pdf

Britons and Gender Identity: Navigating Common Ground and Division

More in Common, 2022

An analysis of the British public’s attitudes to trans equality

www.moreincommon.org.uk/our-work/research/britons-and-gender-identity/

LGBT in Britain – Trans Report

Stonewall, 2017

Experiences of trans people across areas including health, hate crime, work and education

<https://www.stonewall.org.uk/resources/lgbt-britain-trans-report-2018>

LGBT in Britain - Home and Communities

Stonewall, 2018

Experiences of LGBT people in relation to racism, ableism and transphobia in LGBT communities

<https://www.stonewall.org.uk/resources/lgbt-britain-home-and-communities-2018>

LGBTQ+ Voter ID Report

Stonewall and LGBT Foundation, 2021

Nominally about ID for voting, this report is useful for anyone requesting ID from trans people

<https://www.stonewall.org.uk/news/needng-id-could-stop-lgbtq-people-voting>

Mapping Anti-Gender Movements in the UK

GATE, 2022

<https://gate.ngo/knowledge-portal/publication/mapping-anti-gender-movements-in-the-uk-report-document/>

Health and Social Care Reports

LGBT in Britain – Health Report

Stonewall, 2018

<https://www.stonewall.org.uk/resources/lgbt-britain-health-2018>

LGBT in Scotland - Health Report

Stonewall, 2018

<https://www.stonewall.org.uk/resources/lgbt-scotland-health-2018>

Health and Social Care and LGBT Communities

House of Commons Women and Equalities Committee, October 2019

<https://publications.parliament.uk/pa/cm201919/cmselect/cmwomeq/94/9402.htm>

TRANSforming Futures: Trans Healthcare Report

TRANSforming Futures partners: Be:North, CliniQ, Galop, Gendered Intelligence, GIRES, LGBT Consortium, Mermaids , Sparkle, and Stonewall & STAG

February 2021

www.transformingfuturespartnership.co.uk/healthcare

Transforming Futures: Young People's Report, Healthcare & Justice, 2022

Stonewall in partnership with Be:North, CliniQ, Consortium, Galop, Gendered Intelligence, GIRES, Mermaids, Sparkle, and UK Black Pride, 2022
<https://www.transformingfuturespartnership.co.uk/under-18s>

Transition Access Survey

Trans Actual 2022
<https://transactual.org.uk/transition-access-22/>

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/wp-content/uploads/2024/01/TransformingOutcomesLGBTFdn.pdf>

"There Needs to be Care Throughout": Exploring the Access of Non-Binary People, Trans Men and Trans Women to Sexual Health Services in Scotland

Waverley Care & Scottish Trans, 2020
www.scottishtrans.org/resources/care-throughout-full/

I Just Want to be Me: Trans and Gender Diverse Communities' Access to and Experiences of Palliative & End of Life Care

Hospice UK, 2023
www.hospiceuk.org/publications-and-resources/i-just-want-be-me

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

Stonewall, Regard & University of Bristol, 2017
www.sscr.nihr.ac.uk/PDF/Findings/RF77.pdf

Single sex spaces: Trans and Non-Binary Service Users' Experiences of Single Sex Wards in Mental Health Settings in England

NSUN (National Survivor User Network), 2023
www.nsun.org.uk/wp-content/uploads/2023/03/Single-Sex-Spaces-NSUN-2023.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

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

Transgender Equality Network Ireland (TENI), 2013

www.researchgate.net/publication/281453128_Speaking_from_the_margins_Trans_mental_health_and_well-being_in_Ireland

National Survey on LGBTQ Youth Mental Health (US)

Trevor Project, 2023

www.thetrevorproject.org/survey-2023/assets/static/05_TREVOR05_2023survey.pdf

The Relationship Between Caring Teachers and the Mental Health of LGBTQ Students (US)

Trevor Project, 2023

www.thetrevorproject.org/research-briefs/the-relationship-between-caring-teachers-and-the-mental-health-of-lgbtq-students/

Health Report 2023 (Young People in Scotland)

LGBT Youth Scotland, 2023

<https://lgbtyouth.org.uk/life-in-scotland-the-health-report/>

Mental Health of Transgender Children who are Supported in Their Identities

American Academy of Paediatrics, 2016

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

Mental Health of Deaf* LGBTQ Youth

Trevor Project (US), 2022

www.thetrevorproject.org/wp-content/uploads/2022/03/Deaf-LGBTQ-Youth-Research-Brief_March-2022.pdf

See also:

Non-Binary People: Non Binary Experiences of Healthcare

Young People: Queer Futures

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

Young People and/or Education Reports

Growing Up LGBT+

Just Like Us 2021

Some segmentation for young trans people on p26

www.justlikeus.org/wp-content/uploads/2021/11/Just-Like-Us-2021-report-Growing-Up-LGBT.pdf

Trans Report 2024

LGBT Youth Scotland

<https://lgbtyouth.org.uk/wp-content/uploads/2024/04/Trans-Report-2024-digital-final-V2.pdf>

Positive Futures - How supporting LGBT+ Young People Enables Them to Thrive in Adulthood

Just Like Us, 2023

Some segmentation for young trans people

www.justlikeus.org/wp-content/uploads/2023/05/Positive-Futures-report-by-Just-Like-Us-compressed-for-mobile.pdf

Next Steps: What is the Experience of LGBT+ Students in Education?

Stonewall, 2021

<https://www.stonewall.org.uk/resources/next-steps-what-experience-lgbt-students-education>

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

Stonewall, 2017

<https://www.stonewall.org.uk/resources/school-report-2017>

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, 2016

<https://metrocharity.org.uk/research/national-youth-chances>

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/

See also:

Health and Social Care: Mental Health of Transgender Children who are Supported in Their Identities; Transforming Futures: Young People's Report, Healthcare & Justice, 2022

Housing and Homelessness: LGBTQ+ Youth Homelessness Report

Non-binary People: Non-Binary Genders in Higher Education: Lived Experiences, Imagined Futures

Parents

LGBT+ Parents Report

Just Like Us, 2024

<https://www.justlikeus.org/wp-content/uploads/2024/06/LGBT-parents-report-2024-by-Just-Like-Us.pdf>

Housing and Homelessness

LGBTQ+ Youth Homelessness Report

Albert Kennedy Trust, 2021

Report on youth homelessness, segmented for trans experiences

www.akt.org.uk/wp-content/uploads/2023/07/akt-thelgbtqyouthhomelessnessreport2021.pdf

No Place Like Home?

HouseProud, University of Surrey, Goldsmiths, 2018

LGBTQ+ experiences in Housing Associations

https://docs.wixstatic.com/ugd/b509b4_4fbc80e5a93b46428b1f49c9d5f2c72b.pdf

Non-Binary People Reports

Non-Binary Genders in Higher Education: Lived Experiences, Imagined Futures

City University & University of Westminster, 2023

<https://westminsterresearch.westminster.ac.uk/item/w6vz0/non-binary-in-higher-education-survey-findings-report-and-recommendations>

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 Experiences of Healthcare

Action for Trans* Health, March 2015

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

Faith Reports

LGBTQI+ People of Faith Report: Prejudice & Community Cohesion in Brighton & Hove

Switchboard, Jan 2019

www.switchboard.org.uk/wp-content/uploads/2019/02/LGBTQ-Faith-Report-1.pdf

Sport Reports

Transgender Women Athletes and Elite Sport: A Scientific Review

Canadian Center for Ethics in Sport, November 2022

This review analyses the key papers often cited in this field and identifies limitations and issues associated with them

<https://cces.ca/transgender-women-athletes-and-elite-sport-scientific-review>

Young People and Sport

Mermaids, March 2023

<https://mermaidsuk.org.uk/research/>

Media Representation of Trans Athletes: A Scoping Review

Trans Media Watch, 2023

<https://transmediawatch.org/media-representation-of-trans-athletes>

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

Fair Play: The Importance of Sports Participation for Transgender Youth (USA)

Center for American Progress, February 2021

<https://cdn.americanprogress.org/content/uploads/2021/02/09122423/Fair-Play-correction2.pdf>

See also Gendered Intelligence 'Trans and Non-binary Inclusion in Sport & Physical Activity: A Report' under the Online References 'Sport' section

Business and Workplace Reports

Trans Employee Experiences Survey: Understanding the Trans Community in the Workplace

Total Jobs, 2021

www.totaljobs.com/advice/trans-employee-experiences-survey-2021-research-conducted-by-totaljobs

See also previous 2016 report for comparison:

www.totaljobs.com/advice/wp-content/uploads/Transgender-employee-experiences-survey-report-2016 Totaljobs.pdf

Supporting Trans Employees in the Workplace

ACAS Research Paper, Apr 2017

www.acas.org.uk/supporting-trans-employees-in-the-workplace

Inclusion at Work: Perspectives on LGBT+ working lives

CIPD, February 2021

Executive summary and full report, including a trans-specific section
www.cipd.co.uk/knowledge/fundamentals/relations/diversity/inclusion-perspectives-lgbt#gref

Being Transgender at Work

McKinsey (US), 2021

www.mckinsey.com/featured-insights/diversity-and-inclusion/being-transgender-at-work

LGBTQ+ Voices: Learning from Lived Experiences

McKinsey, June 2020

LGBTQ+ report with six areas for action and improvement

www.mckinsey.com/business-functions/organization/our-insights/lgbtq-plus-voices-learning-from-lived-experiences

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

Business in the Community (BITC), 2019

www.bitc.org.uk/wp-content/uploads/2019/10/bitc-wellbeing-report-workingwithpride-feb2019.pdf

The Cost of the Closet and the Rewards of Inclusion: Why the Workplace Environment for LGBT People Matters to Employers

Human Rights Campaign Foundation, US, 2014

https://assets2.hrc.org/files/assets/resources/Cost_of_the_Closet_May2014.pdf

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

PwC / OutNext - OutLeadership, July 2018

www.pwc.com/gx/en/services/people-organisation/publications/out-to-succeed.html

LGBTQ+ Student & Graduate Survey

myGwork, 2024

Includes a large cohort of trans and non-binary respondents

<https://mygwork.com/news/gen-z-lgbtq-students-graduates-want-inclusive-workplaces-reveals-study>

LGBT in Construction: Exploring Experiences to Inform Inclusive Practices

CIOB (Chartered Institute of Building) / Loughborough University, 2020

Full and summary reports

www.ciobacademy.org/course/lgbt-in-construction/

Open For Business Reports

Open For Business is a coalition of leading global companies dedicated to LGBT+ inclusion and has published the following reports:

- **Investor Guide to LGBTQ+ Inclusion**, 2023
- **LGBT+ Inclusion and the UN Sustainable Development Goals**, September 2020
- **New Global Champions: Why Fast-Growing Companies from Emerging Markets are Embracing LGBT+ Inclusion**, November 2019
- **Channels of Influence: How Companies can Promote LGBT+ Inclusive Societies**, March 2019
- **The Economic and Business Case for LGBT+ Inclusion**, September 2015;
- **Strengthening The Economic Case**, January 2018

<https://open-for-business.org/reports>

Domestic Abuse, Sexual Violence, Conversion Practices and Single-Sex Settings Reports

LGBT+ People's Experiences of Domestic Abuse

Galop, 2018

Includes some trans-specific segmentation of data

<https://galop.org.uk/resource/resource-h/>

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

LGBT+ Experiences of Abuse from Family Members

Galop, 2022

Includes segmentation for trans / non-binary experiences

<https://galop.org.uk/wp-content/uploads/2022/04/Galop-LGBT-Experiences-of-Abuse-from-Family-Members.pdf>

Supporting Trans Women in Domestic and Sexual Violence Services

Stonewall & NFP Synergy, 2018

www.stonewall.org.uk/resources/supporting-trans-women-domestic-and-sexual-violence-services

"I Am Not Alone" How Can Survivor Support Services Meet the Needs of Trans and Non-Binary Survivors?

Survivors Network, Switchboard, 2021

<https://survivorsnetwork.org.uk/wp-content/uploads/2021/08/I-am-not-alone..pdf>

There Was Nothing to Fix: LGBT+ Survivors' Experiences of Conversion Practices

Galop, 2023

Includes trans / non-binary experiences

<https://galop.org.uk/wp-content/uploads/2023/01/Galop-Conversion-Practices-Report-Jan-2023.pdf>

Hate Crime Reports

Transphobic Hate Crime Report 2021: The scale and impact of transphobic violence, abuse and prejudice

Galop, July 2021

<https://galop.org.uk/wp-content/uploads/2021/06/Galop-Hate-Crime-Report-2021-1.pdf>

LGBT in Britain - Hate Crime and Discrimination Report

Stonewall, 2017

<https://www.stonewall.org.uk/resources/lgbt-britain-hate-crime-2017>

Transphobic Hate Crime

Manchester Metropolitan Police, 2016

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

Criminal Justice Reports

TRANSforming Futures: Criminal Justice Report

TRANSforming Futures partners: Be:North, CliniQ, Galop, Gendered Intelligence, GIRES, LGBT Consortium, Mermaids, Sparkle, and Stonewall & STAG

February 2021

www.transformingfuturespartnership.co.uk/criminal-justice

See also:

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

Asylum Seekers and Refugees Reports

No Safe Refuge: Experiences of LGBT Asylum Seekers in Detention

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

www.stonewall.org.uk/resources/no-safe-refuge-2016

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 LBGTI forced migrants

https://www.fmreview.org/book_front/sogi/

International

Report of the Independent Expert on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity

[*also listed under 'International References / International Working']

United Nations Office of the High Commissioner for Human Rights, 2021

The Law of Inclusion: To the HRC at its 47th session, June 2021 and

Practices of Exclusion: To the GA at its 76th session, October 2021

www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx

Reader friendly summary: Reports on Gender: The Law of Inclusion & Practices of Exclusion

www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports_on_Gender_Final_Summary.pdf

Human Rights and Gender Identity and Expression

Council of Europe, 2024

<https://rm.coe.int/issue-paper-on-human-rights-and-gender-identity-and-expression-by-dunj/1680aed541>

Thematic Report on Legal Gender Recognition in Europe: First thematic implementation review report on Recommendation CM/Rec(2010)5

Council of Europe, 2022

<https://rm.coe.int/thematic-report-on-legal-gender-recognition-in-europe-2022/1680a729b3>

The Impact of Colonialism in Violence and Discrimination Based on SOGI

United Nations Independent Expert on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity (SOGI), 2023

<https://www.ohchr.org/sites/default/files/2023-10/ie-sogi-summary-report-colonialism.pdf>

A Global Outlook on LGBTI Social Exclusion through 2030

Inter-Agency Regional Analysts Network (IARAN), 2018

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

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

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

Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe and Central Asia, 2024

ILGA, 2024

[https://www.ilga-](https://www.ilga-europe.org/files/uploads/2024/02/2024_full_annual_review.pdf)

[europe.org/files/uploads/2024/02/2024_full_annual_review.pdf](https://www.ilga-europe.org/files/uploads/2024/02/2024_full_annual_review.pdf)

(see country report on the UK p161-164)

Self-determination Models in Europe - Practical Experiences

TGEU, 2022

<https://search.issuelab.org/resource/self-determination-models-in-europe-practical-experiences.html>

Prevalence Statistics

Approx 1:100 people fall under the broader trans umbrella

ONS 2021 Census Data

The 2021 census data released in Jan 2023 shows that overall, about 0.5% of the population said that their gender identity was different from their sex registered at birth (1 in 200). However, this is the first time people have been asked this question, and the figure will represent a bare minimum. 6% percent of people did not answer this question, and it is reasonable to think a proportion of those are trans folk who are unwilling to disclose their trans status on a government form, or who live in households where the form was completed on their behalf by someone who doesn't know they are trans.

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021

People aged 16 to 24 years were the most likely age group to have said that their gender identity was different from their sex registered at birth, with 1.00% (63,000) identifying as such. This compares with 0.54% (262,000) of the overall population. The proportion of people who identified as trans decreased with each successive age group, falling to 0.22% for those aged 75+. This is a common picture across LGBT+ statistics, and is thought to reflect that it has become progressively more possible to live as a visible LGBT+ person over time.

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/articles/genderidentityageandsexenglandandwalescensus2021/2023-01-25

UK National LGBT Survey - Research Report, 2018

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

www.gov.uk/government/publications/national-lgbt-survey-summary-report

The 2018 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%

Size and Distribution of Transgender and Gender Nonconforming Populations: A Narrative Review (2019), Goodman, Adams, Corneil Kreukels, Motmans & Coleman

This meta-analysis identifies a range with 1% at its centre, and acknowledges both that clinical studies capture only a proportion of the trans* population and the trend towards more people identifying as trans*:

“The literature addressing this topic spans five decades and presents data from 17 countries. On balance, the data indicate that people who self-identify as TGNC represent a sizable proportion of the general population with realistic estimates ranging from 0.1% to 2%, depending on the inclusion criteria and geographic location. Clinic-based studies seem to capture only a small subset of the TGNC population. Temporal trends show that TGNC population is undergoing rapid changes in terms of its size and in terms of its demographic characteristics.”

Other Information

Recent studies indicate that increasing numbers of young people in particular identify outside the gender binary, so 1% is likely to be conservative:

The May 2021 US report **Prevalence of Gender-Diverse Youth in an Urban School District** (American Academy of Paediatrics) indicates that 9.2% of teens don't identify with the binary, as reported here: www.them.us/story/high-schooler-gender-diversity-study

The 2022 US **Pew Research Center** survey found that 1.6% of U.S. adults are transgender or nonbinary, and over 5% of young adults in the U.S. say their gender is different from their sex assigned at birth: www.pewresearch.org/fact-tank/2022/06/07/about-5-of-young-adults-in-the-u-s-say-their-gender-is-different-from-their-sex-assigned-at-birth/

Approx 1:60 people have an intersex trait
Intersex Campaign for Equality

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

This site gives references for the statistics of 1.7% (1 in 60) and 2% respectively.

www.intersexequality.com/how-common-is-intersex-in-humans/

Intersex Human Rights Australia (formerly OII Australia)

Intersex population figures (2013, reviewed 2019)

This page offers a description of the issues in obtaining reliable data, the spectrum of different numbers often quoted, and gives reasons for using the 1.7% figure.

<https://ihra.org.au/16601/intersex-numbers/>

Both the above refer to Anne Fausto-Sterling's work (Professor of Biology and Gender Studies at Brown University) and "How Sexually Dimorphic Are We?" by Blackless et al, as published in the American Journal of Human Biology (2000).

ONS 2021 Census: LGB+ population

3.2% identified as gay, lesbian, bisexual, or another sexual orientation (LGB+). 7.5% did not answer the question. 6.9% of 16-24 year olds identified as LGB+.

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/sexualorientationageandsexenglandandwales/census2021>

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