



Standards of provision for the Gendered Intelligence Network for Therapists and Counsellors working with trans people (and their families)

The Gendered Intelligence (GI) Network for Therapists and Counsellors aims to support therapists and counsellors to enable trans people (and their families) to have a positive experience in a therapy setting and to understand therapy as a useful resource or framework for help now as well as in the future.

At GI, we use 'trans' as a term to describe people who feel that the sex/gender they were assigned at birth does not match or sit easily with their sense of self. It is a broad term and includes people who may (also) describe themselves as non-binary, cross dressers, gender fluid, transgender and transsexual among other terms. We also recognise that people may be questioning their gender identity and not identify as trans, and that they may or may not do so in the future.

These Standards of Provision aim to support therapists and counsellors wishing to be added to the Gendered Intelligence Network for Therapists and Counsellors Directory. These Standards of Provision intend to offer a framework for practice and set an expectation that ensures that all therapists and counsellors joining the Directory understand and agree to a set of standards regarding their provision.

For Therapists and Counsellors

Members of the Gendered Intelligence Network for Therapists and Counsellors Directory must complete the two-day training course for therapists and counsellors "Working Alongside Trans and Gender Variant People", show competency through an application form and sign up to the Standards of Provision. Organisations whose team members have completed the training and have joined the Gendered

Intelligence Professional Services Membership may also opt to join the Gendered Intelligence Network for Therapists and Counsellors Directory.

We also expect members to attend our quarterly supervision/ consultation sessions regularly.

Submission of the application form will include providing evidence of the professional body the therapists and counsellors are registered with. You will also be asked to provide a short outline of 150 words about your practice to be included in the directory. This information will be shared with potential clients via Gendered Intelligence's channels.

As part of this Standard of Provision, therapists and counsellors are agreeing that the details that they have given in the application form are true and accurate.

Therapists and Counsellors listed on the Gendered Intelligence Network for Therapists and Counsellors Directory agree:

- to understand that - whilst trans people are particularly at risk of experiencing difficulties with their emotional health and mental wellbeing, due to the barriers they face in connection with their gender identity - being trans and/or gender variant is not a pathology or a mental illness¹ in and of itself.
- to treat people in accordance with their gender identity, not their assigned sex/gender.
- to respect people's name, pronoun(s) and words that they use to describe their identity
- not to act in a discriminatory way towards a person because they are trans, and also not to act in a discriminatory way towards them regarding any other protected characteristic(s) including race, faith, disability and sexual orientation
- to engage with inclusive practices, including facilities, options on databases, records and forms and other practices as per the "Working Alongside Trans and Gender Variant People" training that you received.
- to keep up to date with information and on-going learning around trans inclusive practices

Being listed in the Directory does not promise referrals of clients.

All therapists and counsellors listed in the directory are responsible for their own complaints / feedback procedures.

Gendered Intelligence retains the right to remove therapists and counsellors from the GI Therapists and Counsellors Directory and will reimburse any paid fees pro rata. If you feel that you have been unfairly treated you are entitled to make a complaint, following our complaints procedures.

When promoting your own services, you can share information that you are a member of the Gendered Intelligence Network for Therapists and Counsellors. You must **not** state that you are an employee of Gendered Intelligence.

For Clients

The Gendered Intelligence Network for Therapists and Counsellors Directory will be made available via Gendered Intelligence's channels to members of the trans community, including young members of the Gendered Intelligence youth groups and the Parents and Carers group.

Please note that listing in the Directory is **not** an endorsement of services or evidence that a counsellor or therapist has met particular standards of trans inclusive practice. However, since all listed therapists and counsellors will have invested in attending the 2-day course and experiencing the learning opportunities it offers, will have signed up to these standards of provision and will have made a commitment to ongoing learning, it is more likely that trans people and their friends and families will have a positive experience in their therapeutic setting.

Clients are responsible for selecting an appropriate therapist or counsellor, and for satisfying themselves that that therapist or counsellor is right for them.

Members of the Gendered Intelligence Network for Therapists and Counsellors Directory are not members of staff at Gendered Intelligence.

Gendered Intelligence is not responsible for the service provided by those therapists and counsellors, and will not entertain any claim in relation to that provision.

If a client has a cause for concern about quality or professionalism, the route to raise that concern is directly with the therapist or counsellor, their supervisor or professional body.

ⁱ **'Gender Dysphoria Services: A Guide for General Practitioners and other Healthcare Staff'** (Apr 2013):

"It should be emphasised that Gender Dysphoria and Transsexualism are not considered, in and of themselves, mental illnesses in any essential sense. The associated pressures of unmanaged dysphoria and/or the social stigma that can accompany gender diagnosis and transition may, however, result in clinically significant levels of distress."