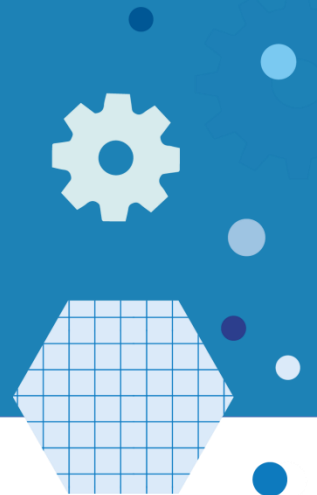
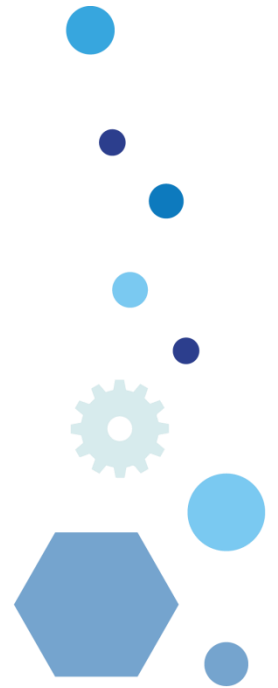




**gendered  
intelligence**

# Trans Inclusion Resource List for Professionals

Issue 17  
June 2021



**Note:**

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

## **Other Resources: Organisations**

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

A more comprehensive list of both national and local organisations can be found via the **GIRES 'TransWiki' clickable map** at [www.tranzwiki.net/](http://www.tranzwiki.net/).

### **Gendered Intelligence**

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

**For full contact details, see the back page**

### **Mermaids**

Forum space, summer residentials and information 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](http://www.gires.org.uk)

### **Scottish Trans** (previously *Scottish Transgender Alliance*)

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

[www.scottishtrans.org](http://www.scottishtrans.org)

### **TENI (Transgender Equality Network Ireland)**

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

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

### **Transgender NI**

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

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

### **LGBT Youth Scotland**

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

[www.lgbtyouth.org.uk/](http://www.lgbtyouth.org.uk/)

### **Trans Media Watch**

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

[www.transmediawatch.org/](http://www.transmediawatch.org/)

### **All About Trans**

Encouraging greater understanding between media professionals and the transgender community.

[www.allabouttrans.org.uk/](http://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/>

**National Center for Transgender Equality (US)**

Enormous amount of excellent information, links and resources. Whilst details are US-specific, the general information is very transferrable  
[www.transequality.org/](http://www.transequality.org/)

**Plus some LGBT+ organisations:**

**LGBT Foundation**

National LGBT Helpline

<https://lgbt.foundation/>

**GALOP**

National LGBT domestic violence helpline

[www.galop.org.uk/domesticabuse/](http://www.galop.org.uk/domesticabuse/)

**Schools Out**

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

[www.schools-out.org.uk/](http://www.schools-out.org.uk/) <http://the-classroom.org.uk/>

**Educate & Celebrate**

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

[www.educateandcelebrate.org/](http://www.educateandcelebrate.org/)

**Diversity Role Models**

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

[www.diversityrolemodels.org/](http://www.diversityrolemodels.org/)

**The Proud Trust**

LGBT+ youth organisation, provides resources

[www.theproudtrust.org/](http://www.theproudtrust.org/)

**Regard**

Advice, campaigning and resources by and for LGBTQ disabled people

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

**UK Lesbian and Gay Immigration Group (UKLGIG)**

Promotes equality and dignity for LGBTI asylum seekers

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

**Stonewall**

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

[www.stonewall.org.uk/](http://www.stonewall.org.uk/)

Gateway link for Black LGBT Organisations, including several trans focussed / trans-led ones

[www.stonewall.org.uk/about-us/blog/communities/black-lgbt-organisations-you-should-know-about](http://www.stonewall.org.uk/about-us/blog/communities/black-lgbt-organisations-you-should-know-about)

**Other Resources: 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.

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### **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.

#### **Supporting Patients Accessing Gender Identity Services**

Brighton & Hove Clinical Commissioning Group, January 2016

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

[www.gp.brightonandhoveccg.nhs.uk/supporting-patients-accessing-gender-identity-services](http://www.gp.brightonandhoveccg.nhs.uk/supporting-patients-accessing-gender-identity-services)

#### **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/](http://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](http://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](http://www.engage.england.nhs.uk/survey/gender-identity-services-for-adults/user_uploads/specialised-gender-dysphoria-service-specifications.pdf)

#### **Gender Identity Development Service**

The Tavistock and Portman NHS Foundation Trust

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

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

#### **Service Specification for Gender Identity Development Service for Children and Adolescents**

NHS England, 2016

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

[www.england.nhs.uk/wp-content/uploads/2017/04/gender-development-service-children-adolescents.pdf](http://www.england.nhs.uk/wp-content/uploads/2017/04/gender-development-service-children-adolescents.pdf)

#### **Gender Reassignment Protocol**

NHS Scotland, 2012

Treatments/treatment criteria for Scotland.

[www.sehd.scot.nhs.uk/mels/CEL2012\\_26.pdf](http://www.sehd.scot.nhs.uk/mels/CEL2012_26.pdf)

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

WPATH (World Professional Association for Transgender Health), 2012

The full international protocol for the treatment of trans people.

[www.wpath.org/publications/soc](http://www.wpath.org/publications/soc)

**Transgender Health: An Endocrine Society Position Statement**

Endocrine Society, December 2020

<https://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](http://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

[www.rcn.org.uk/professional-development/publications/rcn-fair-care-trans-non-binary-uk-pub-009430](http://www.rcn.org.uk/professional-development/publications/rcn-fair-care-trans-non-binary-uk-pub-009430)

**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](http://www.england.nhs.uk/statistics/wp-content/uploads/sites/2/2021/05/NEW-Delivering_same_sex_accommodation_sep2019.pdf)

**Cervical Screening for Trans Men and/or Non-Binary People**

Jo's Trust, website 2020

<https://www.jostrust.org.uk/professionals/health-professionals/nurse-gp/trans-non-binary>

**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/>

**Gender Inclusive Language in Perinatal Services**

Brighton and Sussex University Hospitals, 2021

Web resource on gender inclusive care for everybody during pregnancy, birth and afterwards

<https://www.bsuh.nhs.uk/maternity/our-services/specialist-support/gender-inclusion/>

Downloadable background, evidence, rationale and examples of language:

<https://www.bsuh.nhs.uk/maternity/wp-content/uploads/sites/7/2021/01/Gender-inclusive-language-in-perinatal-services.pdf>

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

Alzheimer's Society, Feb 2017

[www.alzheimers.org.uk/download/downloads/id/3555/supporting\\_a\\_lesbian\\_gay\\_bisexual\\_or\\_trans\\_person\\_with\\_dementia.pdf](http://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](http://www.scottishtrans.org/wp-content/uploads/2017/03/trans-inclusion-in-drug-and-alcohol-services.pdf)



**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](http://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)

**Guidelines to Human Rights-Based Trans-specific Healthcare**

Transgender Europe, September 2019

<https://tgeu.org/wp-content/uploads/2019/12/TGEU-Guidelines-to-Human-Rights-Based-Trans-specific-Healthcare-EN.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.

[www.psychiatry.org/psychiatrists/practice/dsm](http://www.psychiatry.org/psychiatrists/practice/dsm)

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

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

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

[www.who.int/classifications/icd/en/](http://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

[www.counseling.org/knowledge-center/competencies](http://www.counseling.org/knowledge-center/competencies)

### **Guidelines for Psychological Practice with Transgender and Gender Nonconforming People**

American Psychological Association, 2015

Guidelines underpinned by an enormous range of references

[www.apa.org/practice/guidelines/transgender.pdf](http://www.apa.org/practice/guidelines/transgender.pdf)

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

October 2017, Revision A (July 2019)

Signed by 13 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/](http://www.bacp.co.uk/events-and-resources/ethics-and-standards/mou/)

### **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](http://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](http://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)

### **Useful LGBT Health references:**

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

LGBT Partnership, May 2016

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

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

## **Education**

### **Trans Inclusion Schools Toolkit (3<sup>rd</sup> edition), and other publications**

Brighton and Hove City Council, Allsorts Youth Project, v3.3, January 2019

[www.allsortsyouth.org.uk/resources/toolkits-booklets-guides](http://www.allsortsyouth.org.uk/resources/toolkits-booklets-guides)

### **Supporting Transgender Young People - Guidance for Schools in Scotland**

Scottish Trans, LGBT Youth Scotland, Scottish Government, 2017

[www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf](http://www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf)

### **Transforming the Classroom Supporting Trans Young People in Schools**

Transgender Equality Network Ireland (TENI), 2016

[www.teni.ie/wp-content/uploads/2019/07/Transforming-the-Classroom.pdf](http://www.teni.ie/wp-content/uploads/2019/07/Transforming-the-Classroom.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/>

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

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

[www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/bullying-and-law/dcsf-safe-learn-guides](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/bullying-and-law/dcsf-safe-learn-guides)

### **No Place for Bullying**

OFSTED, June 2012

Case studies, summary and full reports

[www.gov.uk/government/publications/school-strategies-for-preventing-and-tackling-bullying](http://www.gov.uk/government/publications/school-strategies-for-preventing-and-tackling-bullying)

### **Technical Guidance for Schools in England**

EHRC (Equality and Human Rights Commission), 2014

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

[www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance#h3](http://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance#h3)

### **Guidance for Schools, EOTAS Centres, and Youth Service on supporting Transgender Young People**

Northern Ireland Education Authority, Oct 2019

Link to full guidance and 10-page summary

[www.eani.org.uk/school-management/policies-and-guidance/supporting-transgender-young-people](http://www.eani.org.uk/school-management/policies-and-guidance/supporting-transgender-young-people)

### **Trans staff and students in HE and Colleges: Improving Experiences (3<sup>rd</sup> edition)**

Equality Challenge Unit, November 2016

As well as the main document, this page offers a model policy statement and various templates.

[www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)

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

LGBT Youth Scotland, 2017

[www.lgbtyouth.org.uk/media/1290/developing-a-gsa.pdf](http://www.lgbtyouth.org.uk/media/1290/developing-a-gsa.pdf)

## **School Inspection Handbook**

Ofsted, 2019

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

[www.gov.uk/government/publications/school-inspection-handbook-eif](http://www.gov.uk/government/publications/school-inspection-handbook-eif)

## **Young People**

### **Knowledge is Power**

Gendered Intelligence online resource, 2015

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

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

### **Trans\*Form Toolkit**

Youth Cymru, 2015

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

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

### **Including All: Supporting Trans Members**

GirlGuiding, 2015

GirlGuiding is a great 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/](http://www.girlguiding.org.uk/making-guiding-happen/running-your-unit/including-all/supporting-trans-members/)

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

Gendered Intelligence, 2019

<http://genderedintelligence.co.uk/residential-resource>

### **Trans Youth In Care: A Guide For Social Care Professionals**

Three Circles Fostering, 2017

[www.theproudtrust.org/resources/research-and-guidance-by-other-organisations/trans-youth-care-guide-social-care-professionals/](http://www.theproudtrust.org/resources/research-and-guidance-by-other-organisations/trans-youth-care-guide-social-care-professionals/)

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

## **Employment**

### **The Recruitment and Retention of Transgender Staff: Guidance for employers**

Government Equalities Office / Inclusive Employers, 2015

[www.gov.uk/government/publications/recruiting-and-retaining-transgender-staff-a-guide-for-employers](http://www.gov.uk/government/publications/recruiting-and-retaining-transgender-staff-a-guide-for-employers)

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

Stonewall Scotland, 2012

[www.scottishtrans.org/wp-content/uploads/2013/03/changing\\_for\\_the\\_better.pdf](http://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](http://www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-guidance.pdf)

### **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](http://www.teni.ie/wp-content/uploads/2019/11/Supporting-Transgender-Inclusion-in-the-Workplace-Guidelines-for-Employers.pdf)

### **How to be a good ally to trans people at work**

UNISON, 2018

[www.unison.org.uk/content/uploads/2018/03/24861.pdf](http://www.unison.org.uk/content/uploads/2018/03/24861.pdf)

### **Trans Inclusion at Work Skeleton Policy and Checklist**

Gendered Intelligence, 2021

Available on request to any organisation wanting to improve its trans inclusivity

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

## **Service Provision**

### **Providing Services for Transgender Customers – A Guide**

Government Equalities Office / Gendered Intelligence, 2015

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

[www.gov.uk/government/publications/providing-services-for-transgender-customers-a-guide](http://www.gov.uk/government/publications/providing-services-for-transgender-customers-a-guide)

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

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

[https://lgbtdomesticabuse.org.uk/media/1167/stronger\\_together\\_-\\_september\\_2015.pdf](https://lgbtdomesticabuse.org.uk/media/1167/stronger_together_-_september_2015.pdf)

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

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

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85024/vcs-gender-reassignment.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85024/vcs-gender-reassignment.pdf)

## **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](http://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/](http://www.stalled.online/)

## **Sport**

### **A Guide to Including Trans People in Football**

Football Association, Mar 2016

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

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

[www.thefa.com/news/2016/mar/22/guidance-trans-people-in-football](http://www.thefa.com/news/2016/mar/22/guidance-trans-people-in-football)

### **Non-Binary Inclusion in Sport**

UCLAN, 2020

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

### **Women's Flat Track Derby Association - Statement About Gender**

Women's Flat Track Derby Association, 2011

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

<https://resources.wftda.org/womens-flat-track-derby-association-statement-about-gender/>

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

### **International Olympic Committee –Guidelines**

IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism, Nov 2015

[https://stillmed.olympic.org/Documents/Commissions\\_PDFfiles/Medical\\_commission/2015-11\\_ioc\\_consensus\\_meeting\\_on\\_sex\\_reassignment\\_and\\_hyperandrogenism-en.pdf](https://stillmed.olympic.org/Documents/Commissions_PDFfiles/Medical_commission/2015-11_ioc_consensus_meeting_on_sex_reassignment_and_hyperandrogenism-en.pdf)

### **Make Sport Everyone's Game - Sports Toolkit**

Stonewall, 2016

LGBT inclusion toolkit with some trans-specific content

[www.stonewall.org.uk/sites/default/files/rl-sports-toolkit.pdf](http://www.stonewall.org.uk/sites/default/files/rl-sports-toolkit.pdf)

## **Monitoring**

### **Monitoring and Data Capture: Gender-Related Options**

Gendered Intelligence, 2021

Available on request: [training@genderedintelligence.co.uk](mailto:training@genderedintelligence.co.uk)

### **Do Ask, Do Tell: Capturing Data on Sexual Orientation and Gender Identity Globally**

Stonewall, 2016

LGBT monitoring, with specific trans related content

[www.stonewall.org.uk/sites/default/files/do\\_ask\\_do\\_tell\\_guide\\_2016.pdf](http://www.stonewall.org.uk/sites/default/files/do_ask_do_tell_guide_2016.pdf)

### **Getting Equalities Monitoring Right**

Scottish Trans and Stonewall Scotland, 2017

[www.scottishtrans.org/wp-content/uploads/2017/06/getting\\_equalities\\_monitoring\\_right.pdf](http://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>

### **Collecting information on gender identity (2<sup>nd</sup> edition)**

EHRC (Equality and Human Rights Commission), May 2012

[www.equalityhumanrights.com/en/publication-download/collecting-information-gender-identity](http://www.equalityhumanrights.com/en/publication-download/collecting-information-gender-identity)

## **Hate Crime and Hate Incidents; Sexual Violence, Domestic Violence**

### **Report It**

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

[www.report-it.org.uk/transgender\\_hate\\_crime](http://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](http://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](http://www.cps.gov.uk/legal-guidance/homophobic-biphobic-and-transphobic-hate-crime-prosecution-guidance)

### **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/publications/Updated-RCS-LGBTI-BOOKLET-July-19.pdf](http://www.rapecrisisscotland.org.uk/publications/Updated-RCS-LGBTI-BOOKLET-July-19.pdf)

[Also available via the listing here: [www.rapecrisisscotland.org.uk/publications/?cat=9](http://www.rapecrisisscotland.org.uk/publications/?cat=9)]

### **Domestic Violence: A Resource for Trans People**

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

<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 January 2020

#### **Care and Management of Individuals who are Transgender: Operational Guidance**

HM Prison and Probation Service, January 2020

[www.gov.uk/government/publications/the-care-and-management-of-individuals-who-are-transgender](http://www.gov.uk/government/publications/the-care-and-management-of-individuals-who-are-transgender)

#### **Transgender Prisoners: Learning lessons bulletin PPO investigations #3**

Prisons and Probation Ombudsman, 2017

[www.ppo.gov.uk/wp-content/uploads/2017/01/PPO-Learning-Lessons-Bulletin\\_Transgender-prisoners\\_Final\\_WEB\\_Jan-17.pdf](http://www.ppo.gov.uk/wp-content/uploads/2017/01/PPO-Learning-Lessons-Bulletin_Transgender-prisoners_Final_WEB_Jan-17.pdf)

#### **Gender Identity and Gender Reassignment Policy for those in our Custody**

Scottish Prison Service and Scottish Transgender Alliance, 2014

[https://insidetime.org/download/rules\\_&\\_policies/scotland/SPS-policy-on-treatment-of-transgender-prisoners-2014.pdf](https://insidetime.org/download/rules_&_policies/scotland/SPS-policy-on-treatment-of-transgender-prisoners-2014.pdf)

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

#### **Gender Identity Issues in the Asylum Claim**

UK Visas and Immigration, 2011

[www.gov.uk/government/publications/dealing-with-gender-identity-issues-in-the-asylum-claim-process](http://www.gov.uk/government/publications/dealing-with-gender-identity-issues-in-the-asylum-claim-process)

### **Asylum Seekers and Refugees**

#### **Good Practices Related to LGBTI Asylum Applicants in Europe**

ILGA Europe 2014

[www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/good-practices-related-lgbti-asylum-applicants](http://www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/good-practices-related-lgbti-asylum-applicants)

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

TGEU, October 2016

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

[https://tgeu.org/wp-content/uploads/2017/09/TGEU\\_TransAsylumBrochure\\_LR.pdf](https://tgeu.org/wp-content/uploads/2017/09/TGEU_TransAsylumBrochure_LR.pdf)

### **Non-Binary People**

#### **Understanding Non-binary People: A Guide for the Media**

Trans Media Watch, June 2014

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

[http://transmediawatch.org/wp-content/uploads/2020/09/non\\_binary.pdf](http://transmediawatch.org/wp-content/uploads/2020/09/non_binary.pdf)



### **Black, Asian and Minority Ethnic Communities**

#### **Inclusivity: Supporting BAME Trans People**

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

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

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

Race Equality Foundation, 2016

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

### **Faith Communities**

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

Church of England, second edition, 2019

[www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019\\_0.pdf](http://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf)

#### **Transforming Churches**

Open Church Network, 2018 (Originally free; now costs £2.50 to download)

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

[www.openchurch.network/blog/transforming-churches](http://www.openchurch.network/blog/transforming-churches)

#### **Wellbeing of LGBT Pupils – A Guide for Orthodox Jewish Schools**

Keshet UK, Sep 2018

<https://www.keshetuk.org/orthodox-schools-guide.html>

### **D/deaf and Disabled People**

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

TGEU / Nathan Gale, 2017

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

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

#### **LGBTQ signs in BSL (British Sign Language)**

Deaf Direct, 2018

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

[www.facebook.com/deafdirect/videos/1960201920717404/UzpfSTY2NTk4MjQ3MzoxMDE1NjY1MTY3MjAyMjQ3NA/](https://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](http://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](http://www.huffingtonpost.co.uk/jay-avery/trans-autism_b_14418218.html)

## **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/>

See also IHRA (Intersex Human Rights Australia) formerly OII Australia – an excellent site

### **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://oii-europe.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/](http://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](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:

#### **All About Trans**

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

#### **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/c/MyGeneration/videos](http://www.youtube.com/c/MyGeneration/videos)

#### **Transgender Muslim Support Network (2016)**

Meet the Founder of the Transgender Muslim Support Network

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

#### **Sabah Choudrey Brixton TEDx talk (2015)**

Brown, trans, queer, Muslim and proud

[www.youtube.com/watch?v=w6hxrZW6I9I](http://www.youtube.com/watch?v=w6hxrZW6I9I)

#### **Trystan Reese, Mystery Box show (2018)**

US Trans man talking about trans masculine pregnancy

[www.youtube.com/watch?v=ymmwxAqLgrA](http://www.youtube.com/watch?v=ymmwxAqLgrA)

#### **Amelia Abraham TEDxLondonWomen talk (2019)**

Why feminists should support transgender rights

[www.youtube.com/watch?v=Rk1NO1BB7KQ](http://www.youtube.com/watch?v=Rk1NO1BB7KQ)

#### **Social Media**

It can be useful to follow people on 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, Jake Graf, 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.

## **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](http://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](http://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](http://www.legislation.gov.uk/ukpga/1998/42/contents)

### **Summary of Human Rights Act**

BIHR (British Institute of Human Rights)

[www.bihr.org.uk/thehumanrightsact](http://www.bihr.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](http://www.legislation.gov.uk/nisi/1976/1042/contents)

### **Equal Treatment Bench Book**

Judicial College, February 2021

[www.judiciary.uk/wp-content/uploads/2021/02/Equal-Treatment-Bench-Book-February-2021-1.pdf](http://www.judiciary.uk/wp-content/uploads/2021/02/Equal-Treatment-Bench-Book-February-2021-1.pdf)

### **What Equality Law Means for your Association, Club or Society**

EHRC (Equality and Human Rights Commission), 2014

[www.equalityhumanrights.com/en/publication-download/what-equality-law-means-your-association-club-or-society](http://www.equalityhumanrights.com/en/publication-download/what-equality-law-means-your-association-club-or-society)

### **Services for Particular Groups**

EHRC (Equality and Human Rights Commission), last updated Jul 2020, as at Nov 20

Online information about the application of the Equality Act 2010

[www.equalityhumanrights.com/en/advice-and-guidance/services-particular-groups](http://www.equalityhumanrights.com/en/advice-and-guidance/services-particular-groups)

### **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](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**

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

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

## **International Laws and Conventions**

### **Universal Declaration of Human Rights (UDHR)**

United Nations, 1948

[www.un.org/en/about-us/universal-declaration-of-human-rights](http://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://www.yogyakartaprinciples.org/)

[http://yogyakartaprinciples.org/wp-content/uploads/2017/11/A5\\_yogyakartaWEB-2.pdf](http://yogyakartaprinciples.org/wp-content/uploads/2017/11/A5_yogyakartaWEB-2.pdf)

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

United Nations, Office of the High Commissioner, 2017

[www.unfe.org/standards/](http://www.unfe.org/standards/)

### **International Convention on the Rights of the Child**

United Nations, 1990

[www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx)

### **Human Rights and Gender Identity Best Practice Catalogue (2<sup>nd</sup> edition)**

Transgender Europe (TGEU) 2016

Pan-European recommendations for implementation of legal provisions

[https://tgeu.org/wp-content/uploads/2017/02/2.11-TGEU\\_BestPracticeCatalogue.pdf](https://tgeu.org/wp-content/uploads/2017/02/2.11-TGEU_BestPracticeCatalogue.pdf)

### **Guidelines on the Transposition of the Asylum Qualification Directive: Protecting LGBTI Asylum Seekers**

ILGA Europe, 2014

[www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/guidelines-transposition-asylum-qualification](http://www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/guidelines-transposition-asylum-qualification)

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

Article and download of the Bill

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

### **Argentina - Gender Identity Law, 2012**

Download an English translation of the Law

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

### **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.

<https://one-colorado.org/identity-documents-birth-certificates/>

## International References

**International Organisations** (involved with the references below)

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

### **Global maps – 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 in employment and housing 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/](http://www.equaldex.com/)

### **ILGA-Europe Rainbow Europe Information**

International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe, 2021  
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  
[www.ilga-europe.org/rainboweurope](http://www.ilga-europe.org/rainboweurope)  
<https://rainbow-europe.org/>  
<https://rainbow-europe.org/country-ranking>

### **Trans Rights Europe Maps, 2021**

TGEU 2021

<https://tgeu.org/trans-rights-map-2021/>

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

European Union Agency for Fundamental Rights, 2014

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

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

### **Legal Gender Recognition in the EU: The Journeys of Trans People Towards Full Equality**

European Commission, 2020

[https://ec.europa.eu/info/sites/info/files/legal\\_gender\\_recognition\\_in\\_the\\_eu\\_the\\_journeys\\_of\\_trans\\_people\\_towards\\_full\\_equality\\_web.pdf](https://ec.europa.eu/info/sites/info/files/legal_gender_recognition_in_the_eu_the_journeys_of_trans_people_towards_full_equality_web.pdf)

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

ILGA, November, 2017

[https://ilga.org/downloads/ILGA\\_Trans\\_Legal\\_Mapping\\_Report\\_2017\\_ENG.pdf](https://ilga.org/downloads/ILGA_Trans_Legal_Mapping_Report_2017_ENG.pdf)

### **The State of Trans\* Organising (2<sup>nd</sup> edition); The State of Intersex Organising (2<sup>nd</sup> edition)**

Global Action for Trans Equality (GATE), Oct 2017

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

<https://gate.ngo/the-state-of-trans-organizing-report-2017>

<https://gate.ngo/the-state-of-intersex-organizing-report-2017>

### **US maps of practices in different states**

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

<https://transgenderlawcenter.org/equalitymap>

### **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 (20<sup>th</sup> November)

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

This page gives an overview of the project:

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

### **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](http://www.humandignitytrust.org/wp-content/uploads/resources/Injustice-Exposed-the-criminsalisation-of-trans-people.pdf)

### **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 – of wider interest than just the workplace. Many also have narrative from one or more local organisations that are likely to be useful contacts

[www.stonewall.org.uk/global-workplace-briefings](http://www.stonewall.org.uk/global-workplace-briefings)

### **A Map of Gender-Diverse Cultures**

Web posting, 2016

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

[www.pbs.org/independentlens/content/two-spirits\\_map-html/](http://www.pbs.org/independentlens/content/two-spirits_map-html/)

## **General**

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

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

GALOP, 2011

[www.galop.org.uk/shine-galop/shining-the-light-resource/](http://www.galop.org.uk/shine-galop/shining-the-light-resource/)

## **Other**

### **Starting Point Signposting for Trans People**

#### **Gender Construction Kit**

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

<https://genderkit.org.uk>

### **Changing Name**

#### **Changing My Name and Title**

UK Trans Info, 2015

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

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

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

### **Passports**

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

HM Passport Office, October 2013

[www.gov.uk/government/publications/applying-for-a-passport-information-for-transgender-and-transsexual-customers](http://www.gov.uk/government/publications/applying-for-a-passport-information-for-transgender-and-transsexual-customers)

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

#### **The Criminal Record Checking Process for Transgender Applicants**

Due Diligence Checking, 2016

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



### **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 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.

#### **Transgender Language Primer**

[www.translanguageprimer.org/primer](http://www.translanguageprimer.org/primer)

#### **Glossary of Terms**

Stonewall

[www.stonewall.org.uk/help-advice/glossary-terms](http://www.stonewall.org.uk/help-advice/glossary-terms)

#### **Glossary**

CUSU (Cambridge University Student Union) LGBT+

[www.lgbt.cusu.cam.ac.uk/resources/trans/glossary/](http://www.lgbt.cusu.cam.ac.uk/resources/trans/glossary/)

#### **Glossary of English Gender and Sex Terminology**

For those wanting a very extensive community wiki list

[https://nonbinary.wiki/wiki/Glossary\\_of\\_English\\_gender\\_and\\_sex\\_terminology](https://nonbinary.wiki/wiki/Glossary_of_English_gender_and_sex_terminology)

#### **64 Terms That Describe Gender Identity and Expression**

[www.healthline.com/health/different-genders](http://www.healthline.com/health/different-genders)

### **Global Languages**

All languages are changing and developing as people who don't fit binary gender categories seek to be recognised, others who prefer not to be labelled by gender seek neutral options, and trans people seek ways 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 pronouns use is in ten different languages

[www.babbel.com/en/magazine/gender-neutral-pronouns](http://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/w/index.php?title=Pronouns&mobileaction=toggle\\_view\\_mobile](https://nonbinary.wiki/w/index.php?title=Pronouns&mobileaction=toggle_view_mobile)

#### **See also:**

D/deaf and Disabled People: *LGBTQ signs in BSL (British Sign Language)*

## **Other Resources: 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.

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### **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](http://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](http://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/390/390.pdf)

#### **Attitudes to Transgender People**

EHRC (Equality and Human Rights Commission), August 2020

[www.equalityhumanrights.com/sites/default/files/attitudes\\_to\\_transgender\\_people.pdf](http://www.equalityhumanrights.com/sites/default/files/attitudes_to_transgender_people.pdf)

#### **LGBT in Britain – Trans Report**

Stonewall, 2017

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

[www.stonewall.org.uk/lgbt-britain-trans-report](http://www.stonewall.org.uk/lgbt-britain-trans-report)

#### **LGBT in Britain - Home and Communities**

Stonewall, 2018

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

[www.stonewall.org.uk/sites/default/files/lgbt\\_in\\_britain\\_home\\_and\\_communities.pdf](http://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_home_and_communities.pdf)

#### **Your Services, Your Say: LGB&T People’s Experiences of Public Services in Scotland**

Stonewall Scotland, March 2014

[www.stonewallscotland.org.uk/sites/default/files/ysys\\_report\\_lgbt\\_2014.pdf](http://www.stonewallscotland.org.uk/sites/default/files/ysys_report_lgbt_2014.pdf)

### **Health and Social Care Reports**

#### **LGBT in Britain – Health Report**

Stonewall, 2018

[www.stonewall.org.uk/sites/default/files/lgbt\\_in\\_britain\\_health.pdf](http://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_health.pdf)

#### **LGBT in Scotland - Health Report**

Stonewall, 2018

[www.stonewallscotland.org.uk/sites/default/files/lgbt\\_in\\_scotland\\_-\\_health\\_report.pdf](http://www.stonewallscotland.org.uk/sites/default/files/lgbt_in_scotland_-_health_report.pdf)

#### **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 Outcomes**

LGBT Foundation, May 2017

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

<https://lgbt.foundation/transformingoutcomes>

#### **TransForming Futures: Trans Healthcare Report**

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

February 2021

<https://www.transformingfuturespartnership.co.uk/healthcare>

#### **Monitoring and Promoting Trans Health Across the North West**

Equality Inclusion and Human Rights, NHS North West, 2013

[www.traverse-research.com/wp-content/uploads/2012/12/Trans-Health-GP-Practices-Report-March-2013.pdf](http://www.traverse-research.com/wp-content/uploads/2012/12/Trans-Health-GP-Practices-Report-March-2013.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](http://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](http://www.researchgate.net/publication/281453128_Speaking_from_the_margins_Trans_mental_health_and_well-being_in_Ireland)

#### **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>

#### **“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.waverleycare.org/application/files/2716/0992/0912/There\\_needs\\_to\\_be\\_care\\_throughout\\_DI\\_GITAL\\_Dec20.pdf](http://www.waverleycare.org/application/files/2716/0992/0912/There_needs_to_be_care_throughout_DI_GITAL_Dec20.pdf)

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

Community Innovations Enterprise, 2017

[www.ciellp.net/inside-gender-identity](http://www.ciellp.net/inside-gender-identity)

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

Stonewall, Regard & University of Bristol, 2017

[www.sscr.nihr.ac.uk/PDF/Findings/RF77.pdf](http://www.sscr.nihr.ac.uk/PDF/Findings/RF77.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**

### **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/2016/nov/10/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/](http://www.queerfutures.co.uk/queer-futures-final-research-report/)

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

Stonewall, 2017

[www.stonewall.org.uk/sites/default/files/the\\_school\\_report\\_2017.pdf](http://www.stonewall.org.uk/sites/default/files/the_school_report_2017.pdf)

### **Becoming LGBT+ Friendly in Schools Serving Faith Communities**

Educate and Celebrate, 2018

[www.educateandcelebrate.org/wp-content/uploads/2019/01/EC\\_Faith\\_Schools\\_Report\\_FINAL-.pdf](http://www.educateandcelebrate.org/wp-content/uploads/2019/01/EC_Faith_Schools_Report_FINAL-.pdf)

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

Gendered Intelligence, 2008 (scroll down – it's the last item on the list)

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

### **LGBTQ+ Youth Homelessness Report**

Albert Kennedy Trust, 2021

Report on youth homelessness, segmented for trans experiences

<https://www.akt.org.uk/report>

See also:

Health and Social Care: *Mental Health of Transgender Children who are Supported in Their Identities*

### **Non-Binary People Reports**

#### **Non-Binary People's Experiences in the UK**

Scottish Transgender Alliance, 2016

[www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-report.pdf](http://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>

#### **Breaking the Binary**

On Road Media, 2017

[www.allabouttrans.org/wp-content/uploads/2017/06/Executive-summary-Breaking-the-Binary.pdf](http://www.allabouttrans.org/wp-content/uploads/2017/06/Executive-summary-Breaking-the-Binary.pdf)

### **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](http://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](http://www.totaljobs.com/advice/wp-content/uploads/Transgender-employee-experiences-survey-report-2016_Totaljobs.pdf)

#### **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](http://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/inclusion-perspectives-lgbt#gref)

#### **Supporting Trans Employees in the Workplace**

ACAS Research Paper, Apr 2017

[www.acas.org.uk/supporting-trans-employees-in-the-workplace](http://www.acas.org.uk/supporting-trans-employees-in-the-workplace)

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

Business in the Community (BITC), 2019

[www.uk.mercer.com/our-thinking/health/working-with-pride-report.html](http://www.uk.mercer.com/our-thinking/health/working-with-pride-report.html) (Free sign up required)

#### **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](https://assets2.hrc.org/files/assets/resources/Cost_of_the_Closet_May2014.pdf)

#### **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](http://www.mckinsey.com/business-functions/organization/our-insights/lgbtq-plus-voices-learning-from-lived-experiences)

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

PwC / OutNext - OutLeadership, July 2018

[www.pwc.fr/fr/assets/files/pdf/2018/06/pwc-out-to-succeed-realising-the-full-potential-of-lgbt-talent.pdf](http://www.pwc.fr/fr/assets/files/pdf/2018/06/pwc-out-to-succeed-realising-the-full-potential-of-lgbt-talent.pdf)

### **Aiming For Great: Why it pays to invest in LGBT+ leadership and talent in the investment and savings industry**

LGBT Great / Brunel University, 2019

[www.lgbtgreat.com/aiming-for-great-download](http://www.lgbtgreat.com/aiming-for-great-download) (Free sign up required)

### **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/](http://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:

- **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>

### **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](http://www.switchboard.org.uk/wp-content/uploads/2019/02/LGBTQ-Faith-Report-1.pdf)

See also:

Young People: *Becoming LGBT+ Friendly in Schools Serving Faith Communities*

### **Domestic Abuse, Rape Crisis and Single-Sex Settings Reports**

**LGBT+ People's Experiences of Domestic Abuse**

Galop, 2018

Includes some trans-specific segmentation of data

[www.galop.org.uk/lgbt-peoples-experiences-of-domestic-abuse/](http://www.galop.org.uk/lgbt-peoples-experiences-of-domestic-abuse/)

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

Scottish Transgender Alliance, 2010

[www.scottishtrans.org/wp-content/uploads/2013/03/trans\\_domestic\\_abuse.pdf](http://www.scottishtrans.org/wp-content/uploads/2013/03/trans_domestic_abuse.pdf)

**Supporting Trans Women in Domestic and Sexual Violence Services**

Stonewall & NFP Synergy, 2018

[www.stonewall.org.uk/resources/supporting-trans-women-domestic-and-sexual-violence-services](http://www.stonewall.org.uk/resources/supporting-trans-women-domestic-and-sexual-violence-services)

### **Hate Crime Reports**

#### **Transphobic Hate Crime Report 2020: The scale and impact of transphobic violence, abuse and prejudice**

Galop, July 2020

[www.galop.org.uk/wp-content/uploads/Trans-Hate-Crime-Report-2020.pdf](http://www.galop.org.uk/wp-content/uploads/Trans-Hate-Crime-Report-2020.pdf)

#### **LGBT in Britain - Hate Crime Report**

Stonewall, 2017

[www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_hate\\_crime.pdf](http://www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf)

#### **Transphobic Hate Crime**

Manchester Metropolitan Police, 2016

[www.report-it.org.uk/files/trans-report-interactive.pdf](http://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](http://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*

### **Sport Reports**

#### **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](http://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?>

### **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](http://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 LGBTI forced migrants

[www.fmreview.org/sites/fmr/files/FMRdownloads/en/fmr42full.pdf](http://www.fmreview.org/sites/fmr/files/FMRdownloads/en/fmr42full.pdf)

**International**

**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-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, 2021**

ILGA, 2021

<https://ilga-europe.org/annualreview/2021>



## Prevalence Statistics

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

#### **National LGBT Survey - Research Report, 2018**

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

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

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

Given that the report also says (p16):

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

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

However, 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, so 1% is likely to be conservative. As reported here: [www.them.us/story/high-schooler-gender-diversity-study](http://www.them.us/story/high-schooler-gender-diversity-study)

See also:

**Technical Note: Measuring Gender Identity;** Equality and Human Rights Commission; 2012, p5, p7  
[www.equalityhumanrights.com/sites/default/files/technical\\_note\\_final.pdf](http://www.equalityhumanrights.com/sites/default/files/technical_note_final.pdf)

**Being Trans in the European Union;** FRA – European Union Agency for Fundamental Rights; 2014, p15  
[http://fra.europa.eu/sites/default/files/fra-2014-being-trans-eu-comparative\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-being-trans-eu-comparative_en.pdf)

### **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% and 2% respectively.

<https://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).

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020 7832 5848

**Office address**

VAI, 200a Pentonville Road, London N1 9JP

[www.genderedintelligence.co.uk](http://www.genderedintelligence.co.uk)

**Professional Services: Training and Consultancy**

[training@genderedintelligence.co.uk](mailto:training@genderedintelligence.co.uk)

Charity registered in England and Wales: 1182558; Company limited by guarantee: 6617608

Registered office: Voluntary Action Islington (VAI), 200a Pentonville Road, London N1 9JP

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