

Trans Equality

Policy

Introduction

Our vision is to have a profound impact on the way the world does business and the way business impacts the world by shaping a collaborative and diverse community where talented people grow and realise their potential.

Driving inclusion and belonging

LBS is an equal opportunities organisation, and no individual will be discriminated against for any protected characteristic in accordance with the Equality Act 2010. We value all experiences, backgrounds, and differences and strive to create an environment where all can belong and thrive. The School sets out expectations regarding behaviours within the School's policies.

Purpose

This policy aims to encourage a positive experience for individuals within our community. The purpose of this policy is to:

- Increase Understanding: provide a greater understanding of trans identities, including LBS duty and legal obligations
- Clarify How to Access Support: outline how trans individuals, regardless of whether they are actively pursuing gender affirmative care, or their legally recognised gender, can access support
- Communicate LBS Responsibilities: describe the responsibilities of the community

As a result of this policy, we hope to:

- Assure those who are transitioning that the School is committed to supporting their needs
- Foster an environment in which individuals can openly and comfortably engage in conversations and discussions around trans equality
- Educate our community on what transitioning is, how it can affect those experiencing it, and how to have respectful conversations
- Ensure that those transitioning feel comfortable and confident to discuss it, and ask for any support

Scope

This policy is available to trans individuals in the LBS community. An individual does not need to hold a Gender Recognition Certificate (GRC) in order to qualify for the support outlined in this policy, nor does an individual need to be medically transitioning in order to qualify for the support outlined in this policy.

Understanding trans identity

There are many different identities which fall under the umbrella of trans, and we will treat everyone's gender identity, regardless of the law, with dignity and respect.

Trans: Is an inclusive umbrella term referring to people whose gender identity and/or gender expression differ from the sex/gender they were assigned at birth. It may include but is not limited to: people who identify as transsexual, transgender, transvestite/cross dressing, androgyne, polygender, genderqueer, agender, gender variant, gender non-conforming, or with any other gender identity and/or expression which does not meet the societal and cultural expectations placed on gender identity.

Transitioning: The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Some people may choose to undergo only social transition, which might include things such as telling friends and family, using new a new name and pronouns, dressing differently, or coming out at work or school. Some trans people choose to legally transition, which entails legally changing one's name and/or gender marker on official documentation, or gaining legal recognition through a Gender Recognition Certificate.

The definitions have been informed by [Stonewall.org](https://www.stonewall.org) and [ILGA-europe.org](https://ilga-europe.org)

Our duty, and legal obligations

Relevant UK law includes the following legislation:

- The [Gender Recognition Act 2004](https://www.legislation.gov.uk/ukpga/2004/21/section/1) enables an individual to apply for legal recognition of their acquired gender through the issue of a Gender Recognition Certificate (GRC). A trans person does not require a GRC to be protected from discrimination, harassment, and victimisation under the Equality Act 2010 (see

below), and a person should not be asked to produce a GRC as evidence of their legal gender.

- It is a criminal offence to disclose, without the person's consent, information that has been obtained through a recruitment process or in another official capacity which either relates to a person's application for a GRC or identifies a person with a GRC as transgender.
- The [Equality Act 2010](#) protects trans people from discrimination, harassment, and victimisation. A person is protected under the Equality Act 2010 if they are trans, are perceived to be trans or associate with a trans person.

How to access confidential support

Individuals can decide how (and whether) they wish to talk about their experience. An individual who is transitioning may wish to arrange a meeting with the contacts mentioned below. All parties will support the individual in transitioning. In this meeting the individual could discuss:

- Stage of transition
- Desired process within the workplace or, for students, during their academic journey
- How little or how much support they require from the School
- Any medical advice given, and potential medical appointments affecting attendance

Staff and faculty

Those looking for support can speak to the following:

- Staff: People Team (peoplehelp@london.edu)
- Faculty: Faculty HR (facultyhr@london.edu)

Employee Assistance Programme: Staff and faculty looking for further support can access our free Employee Assistance Programme for mental health support, as well as GP appointments by:

- Downloading the 'WeCare Programme App' from the App Store or Google Play
- Calling 0208 068 0035
- Visiting wecare-cl.com and create a profile with the access code 'A22967'

Occupational health: If an individual would like to be referred to Occupational Health, they should speak to their people manager/Subject Area Chair/RFO who should contact peoplehelp@london.edu or facultyhr@london.edu.

Students

Students who are planning to transition or are currently transitioning are encouraged to contact the Student Wellbeing Services team (wellbeing@london.edu) or their relevant Programme Team. The Student Wellbeing Services team handles all enquiries with sensitivity and confidentiality, and no action will be taken without the student's consent. They can assist transitioning students in creating an action plan, if needed, and coordinate their transition process with the relevant Programme Team, academic staff, and departmental staff.

Additionally, Student Wellbeing Services can connect transitioning students with other sources of support. LBS has a team of counsellors trained in gender issues who are available to speak with trans students about both gender-related and non-gender-related concerns.

Additional Support

Pronouns

In 2023 the School launched a pronouns initiative to normalise the use of pronouns on campus. Pronouns badges can be collected from North Building Reception. Using the correct pronouns can help ensure everyone feels welcome and respected for their gender identity, so they can be their true selves whilst working and studying with us.

Facilities

In our London campus we are aiming to ensure we have gender-neutral, self-contained facilities where possible - whilst always considering the needs of our diverse community. As we continue to upgrade our buildings, we will continue with this approach. We have provided a clearly labelled campus map with facilities in all buildings, maps can be found on Canvas and The Hub.

LBS responsibilities

The School's view on the responsibilities of individuals within the School community is set out below, but these responsibilities may need to be flexible based on the needs and wishes of the individual. An individual's experience will be kept in the strictest confidence in line with the individual's wishes, save where it is necessary to use the information for

legitimate purposes in compliance with the law or other regulatory requirements. The timescales, activity and communication involved in provision of support will be led by the individual.

All individuals

Everyone has a responsibility to support an environment where all can belong and thrive in line with the policies and behaviours of the School. The School offers training on trans inclusion, which is available to the whole community, and we encourage everyone to join a session.

People managers/Subject Area Chair/RFO/Programme Team

The role of the above is to support a person who is transitioning (in some cases it will be appropriate for a member of RFO to take on the responsibilities of a Subject Area Chair). They will seek to ensure that the individual does not suffer detriment, bullying or harassment as a result of transitioning. They will also allow for reasonable time off for necessary appointments.

People Team/RFO/Programme Team

The role of the People Team, RFO and Programme Team (in partnership with Student Wellbeing Services) is to create and implement this policy.

PROUD network/Out in Business

The role of the staff network and student club is to provide a safe and supportive environment for staff and students who are transitioning to discuss their experiences, and more generally to support trans members of staff and students, and to support the relevant teams in reviewing and updating policies related to LGBTQ+ employees and students.