

Napo requires its members to take an active stance against Transgender discrimination in all their activities and relationships.

Transgender Policy and Strategy

Contents

	Page
1. Definitions and Language	2
2. Introduction	5
3. History of Transgender Policy in Work in Napo	7
4. Transgender Rights and Belief	8
5. Transgender and Other Diversity Streams	8
6. Transgender Rights in the Criminal Justice System	9
7. Transgender Rights in Trade Unions	10
8. Transgender People in Napo	10
9. Transgender Rights in Probation Service	10
10. Transgender Rights in CAFCASS	11
11. Napo as an Employer	11
12. Policy Statement and Action Plan	11

Appendix 1: History of Transgender Issues

Appendix 2: Benefits for Transgender Individuals in the Workplace

Appendix 3: Transgender Organisations: a quick reference guide

1. Definitions

The terms Trans, Transgendered, Transsexual etc. are often considered interchangeable and along with the use of other terms such as Gender Identity, Gender Identity Disorder and Gender Dysphoria confusion is often caused.

In order to adequately understand the policy it is therefore clearly important to understand the terms used. It is also important to recognise that not all members of the “trans community” share the same definitions and that the ones used here try to reflect the broadest interpretation of the terms.

Transgendered or Trans

It can be used either as an umbrella term to cover any individual who presents as or adopts the appearance of the opposite sex to that to which they were assigned at birth. (See also Gender Variant)

An individual who lives in the opposite gender role to that which they were assigned at birth but may not want to, be refused or unable to undergo treatment for gender reassignment.

An alternative to the term transsexual by some trans individuals who feel that "transsexual" has connotations of being primarily to do with sexual relations.

Transsexual

An individual who experiences such a degree of conflict between their gender identity and their birth sex/gender that they see themselves as members of the alternative sex. Such individuals usually but not always undergo treatment including hormones and surgery to physically change their bodies. ‘Transsexual’ is now also defined in law as an individual who has the protected characteristic of gender reassignment. (See Gender Reassignment)

Sex

An “identity” usually assigned at birth and wholly dependant on physical attributes i.e. male and female.

Gender

A concept of behaviour and socialisation expected from individuals based upon their sex i.e. boy/man, girl/woman.

Gender role

The tasks and “place in society” assigned to individuals dependant on their sex and gender i.e. masculine and feminine jobs and functions.

Gender Identity

An individual’s personal perception of their gender or gender role

Intersex or Intersexed

Individuals, who at birth, do not present as having a clearly defined male or female sex. Their sex is usually assigned on the basis of a “best guess” possible although intersex campaigners claim this can result in long term psychological and emotional harm. As a result they also argue that where physical sex cannot be determined at birth no sex should be recorded and the individual left free to choose their sex at an appropriate age. Intersex people are thought to be more numerous than trans people and whilst a small minority associate themselves as trans generally intersex is not considered a trans issue.

Gender Recognition Certificate

Certificate giving recognition of their acquired gender to individuals meeting the criteria of the Gender Recognition Act 2004. This certificate is issued by a panel and is subject to strict criteria. Two forms of certificate exist, Interim and Full, after the point this certificate has been issued it is a criminal offence to make any reference, directly or indirectly, to an individual’s former gender although some clearly defined exceptions exist.

Acquired Gender

The gender that a transgendered individual has transitioned to and in which they live.

Gender Reassignment:

Under the 2010 Equality Act gender reassignment is one of the 9 Protected Characteristics defined in the Equality Act 2010 and is defined as “proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex”. Any person undergoing the above process is said to have acquired the protected characteristic and is considered legally to be a Transsexual.

As can be seen from the above definition the process does not require an individual to undergo treatment let alone surgery to be protected.

Gender Identity Disorder (GID)

The current term for “transsexualism”, gender dysphoria and gender confusion. In order for a person to be considered for treatment/gender reassignment they need two psychiatrists to confirm a diagnosis of GID i.e. that a person had a “mental health condition” leading to the belief that they can no longer live in the gender assigned to their birth sex.

Transphobia

This refers to the discrimination against Trans individuals based on their acquired gender, expressions of gender, or other negative perceptions of that individual.

Gender Variant

This term is slowly coming in to use and is used to describe people who may not historically have been seen as or described themselves as trans

but who express their gender identity in a way that is in consistent with societal gender norms. It can include cross dressers, drag queens/ drag kings, the androgyne, transvestites and others.

Transitioning

The process by which one individual ceases to live and present as a member of one gender and starts to live and present as a member of the alternative gender. This is often the same period as the “real life experience” demanded as part of treatment. The transition period is likely to last over an extended period and even to a decade or more.

2. Introduction

Although often considered under the remit of “LGB&T” or even simply “gender”, trans issues, though sharing some common experiences in relation to discrimination and abuse with the LGB community, are wholly distinct.

However due to the relatively small numbers of recognised trans individuals in the UK (estimates of between 500,000 and 600,000) transgendered rights and support groups in the workplace have often merged with issues of sexual orientation, creating the concept of LGB&T and at the same time creating a minority within a minority. Having said this not all LGB work based support groups have accepted trans members. Where numbers are sufficient self supporting trans groups have been established independently of LGB groups (e.g. National Trans Police Association and a:gender).

To some degree trans individuals have had some workplace rights since 1999, through the amendment of the Sex Discrimination Act 1975 and more recently with the Gender Recognition Act 2004, the Sex Discrimination (Amendment of Legislation) Regulations 2008. These have though been limited and have excluded large sections of the trans community by defining a trans person as someone who is undergoing or has undergone treatment leading to gender reassignment.

From October 2010 the Equality Act 2010 extends legal protection to all individuals who are proposing to or undergoing treatment for gender reassignment and to those who experience discrimination, bullying or harassment due to association with them.

The implementation of this policy and strategy is the responsibility of every member of Napo. The Equal Rights Committee is responsible for assisting committees and individuals to implement the policy and strategy, and for the overall monitoring and implementation.

All Napo members understand that the consequence of transphobic behaviour in this trade union will be disciplinary action taken against any individual member or group.

All Napo policy documents, guidelines, and reports will include a section addressing the transgender issues arising from the subject.

All Napo meetings will have a standing agenda item to address transgender issues.

This policy and strategy will be reviewed every three years, in order that the updated policy can have time to settle in, be implemented, and then be subject to review and re-writing.

- Who? This will be the responsibility of a transgender staff liaison rep for Napo and/or a member of the Equal Rights Committee. This is open to change.

- Why? The aim of reviewing and updating the policy is to ensure that all action points are not just clearly stated but also implemented by Napo on a national and local scale.
- When? A deadline for this will be set in the year of review by the national Napo chair or chair of the Equal Rights Committee. Again, this is open to change.
- How? Napo will produce copies of the updated policy for distribution, and have an on-line copy available to reduce the environmental impact.

3. The History of Transgender Rights Policy Work in Napo

Transgender rights within Napo have been built upon the development of lesbian and gay rights policy work. For a more detailed history of the development of LGB rights please see the LGB Policy document.

Significant trans events are however recorded below

The principal policy developments have been:

- 2002** NEC resolution – LGB&T Action Plan.

- 2002** LAGIP Conference & AGM in Manchester: agreed to investigate including bisexuals and transgendered people in LAGIP. This was then formally adopted into the constitution in 2003.

- 2004** Branch/Section LGB&T Report to AGM as required by Section 9b(c) of Constitution.

- 2006** Napo produces their first LGB&T Policy and Strategy which was set for annual review.

- 2010** Napo's Equal Rights Committee agrees that LGB&T Policy and Strategy should be reviewed every three years, giving the policy time to be implemented, reviewed and amended.

Please note that LAGIP is inclusive of transgendered individuals and bisexuals both in probation and the family courts.

4. Transgender Rights and Belief

The historic nature of most faiths has resulted in trans issues being misunderstood and misrepresented. Whilst many members of faith groups do not demonstrate discriminatory attitudes it is of note that many traditional and conservative expressions of the major faith groups do not recognise or accept trans people or their issues.

It is also of note that some faith groups whilst intolerant of LGB issues are more tolerant of trans issues and vice versa.

Not all opposition comes from "faith groups" however. Some of the strongest critics of male to female transsexualism recently have come from extreme feminism. Julie Bindel, the lesbian feminist writer who has received awards from Stonewall argued that

"sex change surgery is modern-day aversion therapy treatment for homosexuals. The highest number of sex change operations take place in Iran, where homosexuality is punishable by death. Sex change surgery, therefore, renders gays and lesbians "heterosexual".

<http://www.guardian.co.uk/commentisfree/2007/aug/01/mytransmission>

and has made other equally odious and transphobic statements both before and after. As can be seen from her article this view arises from her understanding of feminism.

Faith/religion is however also a Protected Characteristic under the Equality Act 2010 and concerns have been raised how to balance the needs of trans (and LGB) individuals against those of people of belief.

5. Transgender and Other Diversity Streams

Trans people do not stand alone from other issues. Some trans people may face double discrimination as they come from minority ethnic groups and if undergoing treatment is considered as having a disability and impairment under the DDA.

Equally trans people may be people of faith and find themselves (and their families) excluded from associations and groups on announcing they are seeking treatment.

As can be seen above whilst there are strong links between the trans community and LGB there are also tensions between the two.

It should also be noted that many of the far right organisations who are noted for being racist are also transphobic.

6. Transgender Rights in the Criminal Justice System

Historically trans rights “before the law” have been appalling. As a rule of thumb, cross dressing in public was seen as a “breach of the peace” and using female public toilets if dressed as a female could have led to a conviction for gross indecency.

There remains little confidence in the Criminal Justice System from the trans community. The Transphobic Hate Crime in the European Union Project (Press for Change 2009) identified that

“Our findings suggest that trans people’s experience of transphobic harassment may be greater than lesbian and gay men’s experiences of homophobic harassment. Our data suggests that trans people are three times more likely to experience a transphobic hate incident or hate crime than lesbians and gay men homophobic hate incidents or crime”

Yet the police fail to identify and record transphobic hate crime separately from homophobia.

It was also felt that

“The vast majority of respondents from all countries were not confident that they would be treated appropriately by members of the police service as their preferred/acquired gender. This undoubtedly has a negative impact on transphobic hate crime being reported in the first place.”

And that

“trans women are often understood by the Criminal Justice system as men by proxy:

- a. attacks on trans women by men are implicitly regarded as ‘male-on-male’ attacks, rather than male-on-female attacks.*
- b. trans women’s vulnerability as women and as trans women is overlooked.*
- c. In many cases trans women are often presumed by the police as the cause of the incident rather than the victim.”*

Trans rights for offenders are also problematic. Issues are well recorded about the position of transitioning transsexuals being placed in “inappropriate” prisons and hostels or not being transferred on starting to transition.

Additionally little official thought seems to have been given to the needs of trans people whilst on probation and their placement on gender appropriate programmes or unpaid work placements.

7. Transgendered Rights in Trade Unions

Despite currently including trans issues within the remit of LGB&T overall the TUC has been slow to pick up on trans issues and they can often be overlooked or omitted (as can bi-sexual issues) within the LGB&T setting.

However some good work has been done by the TUC and individual unions although the consensus remains that much needs to be done to raise the consciousness of front line union members and activists.

8. Transgendered Individuals in Napo

In its report to the TUC Napo stated that, in 2007, it had 7 trans members which are in line with the reported national average. Since 2002 trans individuals have also been permitted to be members of LAGIP (originally LG staff support group) and are also included within the remit of a:gender the civil service trans staff support group.

Despite the positive work to date, including regular articles on trans issues in Napo News, there is still some work to be done in raising awareness of trans issues, of distinguishing this from issues of sexual orientation and of ensuring trans people are recognised and included within the union in their acquired gender.

9. Transgendered People's Rights in the Probation Service

As can be seen from the above the general feeling of trans people coming into contact with the criminal justice system is negative. Whilst there are some positives for those who work within probation trusts there is also clear evidence of a lack of awareness, consciousness and practical policies which would ensure anti-oppressive practice.

In terms of both our service users and staff, Napo and probation trusts have by and large produced and developed policies in respect of trans rights. However, perhaps given the comparative rarity of trans people these have rarely been developed into proactive and practical actions plans which can be put into place when required. Napo notes that these policies should:

- Be clear and unequivocal
- Have strategies for implementation
- Be communicated clearly to all those affected by them
- Be monitored and reviewed.

10. Transgendered Rights in CAFCASS

Transgendered surveys indicate that a significant proportion of trans people (over 60%) suffer some form of domestic abuse largely from family and partners.

This is often expressed by the refusal of a former partner to allow a trans person to have contact or residency of a child whilst living in their acquired gender. There is also evidence that the courts have colluded with this discriminatory behaviour and have been known to require that transgendered parents only visit their children in their original gender role. Similar attitudes may affect the chances of potential adoptive or foster parents to have children placed with them.

11. Napo as an Employer

As an employer Napo seeks to promote trans rights and to use positive recruitment and selection procedures. Napo needs to ensure that all staff are aware of and contribute to the commitment to trans rights, and should use training to address this.

Napo also needs to develop, in line with ACAS and other guidelines, a proactive policy outlining the process by which it would help, support and protect any member of staff throughout the transition process.

In addition Napo should also ensure that its policies and processes reflect the need for confidentiality under both the Data Protection Act and Gender Recognition Act.

12. Policy Statement and Action Plan

Napo's policy statement on transgender issues and its associated action plan forms the basis of Napo's strategy.

The implementation of this statement, particularly as it relates to representation, may require representatives to consider issues of double and/or multi discrimination. In these circumstances the relevant Napo equality policy should be used in conjunction with this policy. For example, if representation involves a lesbian, disabled black trans woman, then the Disability, Anti-Racism, Trans and LGB policy and strategy should be used.

Policy Statement

Napo deplores and opposes transgender discrimination in all its forms and is committed to combating such forms of discrimination which represents a major social injustice. Napo requires its members to take an active stance against transgender discrimination in all their activities and relationships.

Napo also recognises that in terms of transgender discrimination that the concepts of inclusion and non-exclusion are essential elements in reducing discrimination, bullying and harassment and seeks to promote the inclusion of trans people in all activities appropriate to their acquired gender.

Napo regards itself as bound by the provisions and spirit of the Equality Act 2010 and all preceding legislation. It also considered itself obliged to consider the Human Rights decisions of British, European and other recognised international courts on trans issues.

It therefore intends to make maximum use of the opportunities created by this and other legislation to discharge its responsibilities.

Napo undertakes these responsibilities in its functions as:

- A trade union
- An influential part of the criminal justice and family court systems
- An influence on social policy legislation and practice
- A promoter of good probation and CAFCASS practice
- An influence on social work, probation and community justice training
- A promoter of good practice in the workplace
- An employer
- A major influence on probation and family court staff and conditions of service.

Napo's Current Action Plan on LGB&T

This is the 10 point action plan, and notes as to whether or not these points have been achieved to date, or whether they are on-going aims:

1. Produce a Pink Section of Napo News annually.
NOT ACHIEVED EVERY YEAR, TO CONTINUE
2. Work with Stonewall and other relevant organisations.
TO CONTINUE
3. Campaign against homophobia and transphobia at every level.
TO CONTINUE
4. Develop and deliver training on lesbian, gay, bisexual and trans issues ensuring it is an integral part of the members' Annual Training Strategy.
TO CONTINUE
5. Work to ensure lesbian, gay, bisexual and transgender issues are integral to every aspect of Napo's work.
TO CONTINUE
6. Support LAGIP's Annual Conference.
TO CONTINUE, AND TO MERGE WITH POINT 9

7. Campaign for the development of a legislative framework for lesbians, gays, transgendered individuals and bisexuals.
LEGISLATIVE FRAMEWORKS ARE IN PLACE; THIS IS DUPLICITOUS
8. Develop strategies to ensure the effective representation of lesbian, gay, transgendered and bisexual members.
ACHIEVED
9. Support LAGIP in its negotiations with employers in particular for the provision of support meetings.
TO CONTINUE, AND TO MERGE WITH POINT 6
10. Work with consortia, local and national probation trusts and areas, and CAF/CASS to develop positive recruitment policies.
ACHIEVED, NOW COVERED UNDER CLEAR LEGISLATION

With the official recognition of trans issues as a distinct diversity strand in the 2010 Equality Act, Napo has responded to the needs of trans members in producing a Transgender Action Plan which in line with other action plans will be reviewed at least every 12 months and revised every 3 years

The Napo Transgender 10 Point Action Plan for 2010 – 2012

1. To support and promote transgender rights as a distinct and unique protected characteristic / diversity strand whilst seeking to ensure that Napo trans members continue to have equal freedom to view themselves as part of LGB&T or not
- To be organised in advance and monitored by the Equal Rights Committee
2. Work with a:gender, Press for Change, GIRES and other relevant organisations to raise awareness and consciousness of transgender issues and to ensure that branches do likewise at a local level
- To be monitored by the Equal Rights Committee
3. Campaign against transphobia at every level.
- To be monitored by the Equal Rights Committee
4. Develop and deliver training on transgender issues ensuring it is an integral part of the members' Annual Training Strategy, to ensure that all branches have at least one member fully trained in transgender matters, and to ensure that all national officers and officials (where possible) are trained.

Napo is also to ensure that when transgender training is delivered as part of LGB&T training that both diversity strands are given equal weight and parity in terms of literature, time and all other elements of training

- National Napo Chair is to be responsible for this, and it is to be monitored by the Equal Rights Committee
5. Work to ensure transgender issues are integral to every aspect of Napo's work.
 - To be monitored by the Equal Rights Committee
 6. Equally support the work of staff support groups LAGIP and a:gender
 - To be monitored by the Equal Rights Committee
 7. To review NNC and other policies to ensure that
 - a. Trans related sickness absence over and above that related to direct treatment (e.g. for depression caused as a result of transitioning) is recorded separately from sick leave.
 - b. That all future single equality schemes make reference to transgender issues as a separate "diversity strand" and that the NNC place a duty upon employers to develop, in line with ACAS and other guidelines, a proactive policy outlining the process by which it would help, support and protect any member of staff throughout the transition process.
 - National Napo Chair / Negotiating Committee is to be responsible for this, and it is to be monitored by the Equal Rights Committee
 8. To ensure that probation trusts/areas, Napo and CAFCASS advertise all jobs in the appropriate press (including websites), do not require information on the application form that could be discriminatory (i.e. previous names), and welcome applications from transgendered individuals (by way of a diversity statement)
 - To be monitored by each branch locally, and fed back to national Napo
 9. Put pressure on CAFCASS as an organisation to set up and resource a support group for LGB&T or transgendered staff and to ensure that they can attend in office hours on full pay
 - To be monitored by national Napo vice chair representing CAFCASS, and to be fed back to the Equal Rights Committee and national Napo chair
 10. To put pressure on CAFCASS to:
 - Develop and promote a policy which ensures that considerations of parents' or carers' ability to meet their children's needs are not inappropriately influenced by an individuals transgender status, and which challenge discrimination against transgender applicants and respondents in contested public or private law applications at all levels of proceedings
 - To ensure that all staff are properly trained in the recent legislation and case law relevant to transgender issues
 - To be monitored by national Napo vice chair representing CAFCASS, and to be fed back to the Equal Rights Committee and national Napo chair

Appendix 1

History of Transgender Issues

It is in some ways difficult to trace the early history of trans issues and to differentiate between those people who chose to live in an acquired gender different to their birth sex because of trans issues from those who did so for political, religious or financial expediency.

Early records indicate that some degree of “cross dressing” was prevalent in society, Egyptian queens adopted male roles and clothing in order to rule as “pharaohs” in their own right. The Bible states Deut 18.10 that God abhors cross dressing (paraphrase) whilst other early accounts recognise that cross dressing in honour of a God/Goddess was common practice in early religion.

This practice still exists today where in parts of northern India/Pakistan “castrated males” (often living in poverty) are given to “the goddess”, dress as females and perform in religious rites and rituals.

Middle Ages to Modern Era

Even into the modern era there have been records and myths of cross dressers / trans people in public. Notably there is the legend of Pope Joan a 9th/10th century female who allegedly managed to convince the catholic chair she was male and became pope until being dethroned on discovery.

In the 16th century King Henry III of France frequently cross dressed and while dressed as a woman was referred to as her majesty by his courtiers whilst a little over a hundred years later Queen Christina of Sweden (often considered bisexual) abdicated the throne, dressed in men's clothing and renamed herself Count Dohna and the Abbe Francois Timoleon de Choisy attended a papal inaugural ball in female dress. His memoirs, published postmortem, offer the first written testimony of cross-dressing.

Also in the 17th century French explorers Louis Joliet and Jacques Marquette come into contact with the Illini Indians in 1673, and are astonished to discover a subset of Illini men who dressed and acted out the social role of women. The Illini termed these men “Ikoneta” while the French referred to them as the “berdache.” Again there are modern day examples of this especially in some Polynesian cultures.

In the 18th and 19th centuries further examples were recorded in the French spy the Chevalier D'Eon, born Charles d'Eon, who was thought to have been born male but lived approximately half his life as female. Whilst in the 1880s the dissolute “Prince Eddy” heir presumptive to the throne of England was said to have attended transvestite clubs.

The 20th Century

During the two world wars trans people experienced significant problems often being shot as cowards and spies in the first and being subject to Nazi abuse, murder and sterilisation. Aversion therapy is first used to eliminate homosexuality and later is used on transgender people.

More positively the first modern works of literature and research were produced and in 1930 the Encyclopaedia of Sexual Knowledge by Norman Haired addresses transvestism in detail. It also illustrates the first 'sex-change' procedures. Two years later "Man Into Woman" the story of Lili Elbe's life, and sex reassignment surgery is published.

Despite aversion and electroshock treatment becoming accepted treatments for trans people in the 1930s progress continued. In 1945, Sir Harold Gillies and his colleague Ralph Millard carry out the world's first sex change of a woman into a man on the young aristocrat, Michael Dillon. Sir Harold Gillies, internationally renowned as the father of modern plastic surgery, played a pioneering wartime role in Britain developing pedicle flap surgery. Gillies later performed surgery on the United Kingdom's first male-to-female transsexual - Roberta Cowell (1951)

In 1949 Harry Benjamin starts to treat transsexuals in the US with hormones. Standards first developed by Harry Benjamin and then his successors laid down the foundation for the assessment of transgendered people still in use today.

In the 1960s the Beaumont Society (Initially a transvestite now a transgendered support group) was founded, Harry Benjamin publishes seminal work "The Transsexual Phenomenon" but The International Olympic Committee tests chromosomes of athletes, and puts a stop to transsexuals competing.

During a "divorce case" in 1970 Corbett v Corbett (otherwise Ashley) Justice Ormond ruled that because she lacked the reproductive nature of a female a trans woman could not be considered female and could not therefore be married as woman or otherwise be legally treated as a woman. This ruling set a precedent that only ceased to have effect with the implementation of the Gender Recognition Act 35 years later.

Throughout 70s and 80s a number of high profile trans people became known in the public arena (Jan Morris in the UK and Renée Richards in the US) whilst in 1979 A series of programs entitled 'A Change of Sex' are aired on the BBC. Through it viewers could for the first time follow pre-op transsexual Julia Grant through her transition. It also highlighted the arrogance at that time of psychiatrists based at the Gender Identity Clinic, Charing Cross Hospital, London

In the 1990s Julie Hesmondhalgh joins Coronation St (Britain's longest running television soap) as transsexual character Hayley Patterson. Whilst

this was considered to be progress there was considerable disquiet in the trans community that a woman was asked to play the role as it was felt she could not adequately represent what it was be trans.

1999 Brain material provided by the Netherlands Brain Bank demonstrates transsexualism is a medical condition and not a 'state-of-mind'. The present findings of somatostatin neuronal sex differences in the BSTc and its sex reversal in the transsexual brain clearly support the paradigm that in transsexuals sexual differentiation of the brain and genitals may go into opposite directions and point to a neurobiological basis of gender identity disorder.

In the same years the Sex Discrimination Act is amended to include protections on the basis of Gender Reassignment. Sex Discrimination (Gender Reassignment) Regulations 1999 whilst in 2004 The Gender Recognition Act becomes law on the 10th February, offering transsexual people full legal recognition of change of gender.

Since 2004 further research has supported the concept of trans having a neurobiological basis and the UN has acknowledged that trans should be considered a medical condition not a mental health condition. Unfortunately to date the only “western country” to acknowledge this has been France.

With the passing of the Equality Act 2010 legal protection has at last been extended beyond transsexuals to the wider trans community and to people associated with them. There are concerns however that the exceptions to the Act especially in regards to education and education providers will give rise to discrimination bullying and harassment.

Appendix 2

Benefits for Transgenderd Individuals in the Workplace

In the past there were particular issues around benefits that affected transgendered people as they were previously unable to gain full recognition of their new gender. People are now able to apply for Gender Recognition Certificates which gives complete legal recognition of their acquired gender. This includes protection in terms of privacy and, with limited exceptions, prohibits anyone learning about an individual's history in the course of their duties from disclosing that information to anyone else. It also enables them to receive new birth certificates and marry in their acquired gender. They are also entitled to retire at the normal age for their acquired gender.

Appendix 3

Transgendered organisations/groups

Also, see www.napo.org.uk Equality and Diversity page for more links. This list is not exhaustive. If you are able to use the internet, a search of local facilities will give you more information. If you do not have access to the internet or need further support, please feel free to contact Napo who will forward your request for support to the relevant person.

For LAGIP, please visit www.lagip.org.uk

For a:gender please visit www.agender.org.uk/index.asp

The Beaumont Society

Help and support for all transgendered people

27 Old Gloucester Street

London WC1N 3XX

T: info Line (24 hr) : 01582 412220

E: email@beaumontsociety.org.uk

www.beaumontsociety.org.uk

Gender Identity, Research and Education Society (GIRES)

Information for trans people, their families and professionals

Melverley

The Warren

Ashtead

Surrey KT21 2SP

T: 01372 801554

www.gires.org.uk

Mermaids

Support group for gender variant children, teenagers and their families

www.mermaids.org.uk

Gender Trust

Promotes public education about transgender and gender identity issues

www.gendertrust.org.uk

Press for Change

Focusses on the rights and treatment of trans people

www.pfc.org.uk

National LGB&T Switchboards:

Again this list is not exhaustive. This is only a brief list of larger cities' switchboards. If your area is not represented here, please follow the instructions above with regards to using the internet to search for local facilities, or by contacting Napo.

Birmingham & West Midlands

www.queeryouth.org.uk

Bradford

01274 723 802, Mondays & Wednesdays 18.30 to 20.45

www.gayswitchboard.org.uk

Brighton

01273 204050

www.switchboard.org.uk

Bristol

0117 922 1328

www.bristolblags.blogspot.co.uk

Coventry

T: 0121 622 6589

www.galha.org/local-helplines-and-support-groups

Cymru / Wales

T: 0870 850 8828

Leicester

T: 0116 255 0667

www.queery.org.uk

Leeds

T: 0113 245 3588

www.leeds-switchboard.org.uk

London / National

PO Box 7324. London N1 9QS

T: helpline 020 7837 7324

T: office: 020 7837 6768

F: 020 7837 7300

www.llgs.org.uk