



**gendered  
intelligence**

# Trans Inclusion Resource List for Professionals

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**Note:**

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

## **About the List**

This extensive resource list has been developed by Gendered Intelligence to provide a starting point of references for many of the questions that organisations and professional individuals have around trans inclusion.

Originally offered to enable people to continue self-directed learning after training, the list is useful to anyone wishing to improve their inclusivity as an employer and/or as a service provider.

It has three main sections, as well as the references for the prevalence statistics we use in our training:

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The 'Online References' and 'Reports and Studies' sections are further subdivided by theme to help you find what you are looking for.

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

## **Organisations**

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

A more comprehensive list of both national and local organisations, including peer support, can be found via these links:

- **TransUnite** searchable listing of trans support groups at <https://www.transunite.co.uk/>
- **GIRES 'TransWiki'** clickable map at [www.tranzwiki.net/](http://www.tranzwiki.net/)

## **Gendered Intelligence**

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

There are multiple strands to our work:

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

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

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

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

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

## **Mermaids**

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

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

## **GIRES (Gender Identity Research and Education Society)**

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

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

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

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

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

### **Transgender NI**

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

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

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

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

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

### **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/)

### **Trans Actual**

An organisation dedicated to providing accurate information about trans people

[www.transactual.org.uk/](http://www.transactual.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.transeguality.org/](http://www.transeguality.org/)

**Plus some LGBT+ organisations:**

### **LGBT Foundation**

National LGBT Helpline

<https://lgbt.foundation/>

### **GALOP**

National LGBT domestic violence helpline

<https://galop.org.uk/get-help/helplines/>

### **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/)

### **Just Like Us**

Just Like Us works with schools and runs an Ambassador Programme to improve the lives of LGBT+ young people

[www.justlikeus.org/home/who-we-are/](http://www.justlikeus.org/home/who-we-are/)

### **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/>

### **Rainbow Migration (previously UK Lesbian and Gay Immigration Group - UKLGIG)**

Promotes equality and dignity for LGBTI asylum seekers

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

### **Meta-listings of faith groups**

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

We Are Trans Plus: [www.wearetransplus.co.uk/help-and-advice/trans-people-of-faith/](http://www.wearetransplus.co.uk/help-and-advice/trans-people-of-faith/)

## **Online References**

The following is a selection of online trans-related resources. It is by no means comprehensive, but will provide you with initial information on the current approach in a number of settings.

However, please note the documents are not all statements of best practice as that's still developing in many areas. If you think something can be done better, then strive to make that happen, and showcase the good practice for others to learn from.

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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. See also **Gender Construction Kit** listed under 'Other'.

#### **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. [Note: *GIDS* is due to be replaced with regional provision during 2023]

<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)

[Note: A consultation on an Interim service specification for specialist gender dysphoria services for children and young people closed in Dec 2022]

#### **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)

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

World Professional Association for Transgender Health, 2022

The full international protocol for the treatment of trans people

<https://www.tandfonline.com/doi/pdf/10.1080/26895269.2022.2100644>

## **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)

## **Your Rights as Lesbian, Gay, Bi and Trans Patients**

General Medical Council website, 2022

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

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

## **Delivering Same-Sex Accommodation**

NHS, September 2019

See especially Appendix B about inclusion of trans people

[www.england.nhs.uk/statistics/wp-content/uploads/sites/2/2021/05/NEW-Delivering\\_same\\_sex\\_accommodation\\_sep2019.pdf](http://www.england.nhs.uk/statistics/wp-content/uploads/sites/2/2021/05/NEW-Delivering_same_sex_accommodation_sep2019.pdf)

## **Gender Inclusive Language: Clinical Settings with New Clients**

Trans Care, British Columbia (date unknown)

[http://www.phsa.ca/transcarebc/Documents/HealthProf/Gender\\_Inclusive\\_Language\\_Clinical.pdf](http://www.phsa.ca/transcarebc/Documents/HealthProf/Gender_Inclusive_Language_Clinical.pdf)

## **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>

## **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/tncinfo/>

**Recommendations for Integrated Sexual Health Services for Trans, including Non-Binary, People**  
BASHH, 2019

[www.bashh.org/media/4400/bashh-recommendations-for-integrated-sexual-health-services-for-trans-including-non-binary-people-2019pdf.pdf](http://www.bashh.org/media/4400/bashh-recommendations-for-integrated-sexual-health-services-for-trans-including-non-binary-people-2019pdf.pdf)

**Having a Baby if You're LGBT+**

NHA website, 2022

Nominally aimed at LGBT+ people, it's also very useful for professionals. Covers pregnancy and testosterone, chestfeeding and testosterone, and has lots of good resource links

<https://www.nhs.uk/pregnancy/having-a-baby-if-you-are-lgbt-plus/>

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

Alzheimer's Society, Feb 2017

[www.alzheimers.org.uk/download/downloads/id/3555/supporting\\_a\\_lebian\\_gay\\_bisexual\\_or\\_trans\\_person\\_with\\_dementia.pdf](http://www.alzheimers.org.uk/download/downloads/id/3555/supporting_a_lebian_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>

**Medicaid Coverage for Gender-Affirming Care**

Williams Institute, 2019, US

A listing by state of the Medicaid coverage for trans-related healthcare

(Note: The situation in the US is changing rapidly and specifics should be checked before quoting)

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

**DSM-5 (Diagnostic and Statistical Manual of Mental Disorders, edition 5)**

The American Psychiatric Association, 2013

The handbook used by health care professionals in the United States and much of the world to diagnose mental disorders. It uses the term 'gender dysphoria' which is placed in its own category

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

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

World Health Organisation, edition 11 (full implementation 2022)

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

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

[www.who.int/classifications/icd/en/](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), signatories updated Nov 2022

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

[www.bacp.co.uk/events-and-resources/ethics-and-standards/mou/](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://nationalgbtpartnershipdotorg.files.wordpress.com/2016/05/hp-out-loud-final.pdf>

## **Education**

### **Trans Inclusion Schools Toolkit (4<sup>th</sup> edition)**

Brighton and Hove City Council, Allsorts Youth Project, v4, 2021

[www.brighton-hove.gov.uk/schools-and-learning/support-school/trans-inclusion-schools-toolkit-2021](http://www.brighton-hove.gov.uk/schools-and-learning/support-school/trans-inclusion-schools-toolkit-2021)

See also Information about the Toolkit:

[www.brighton-hove.gov.uk/families-children-and-learning/information-about-our-trans-inclusion-schools-toolkit](http://www.brighton-hove.gov.uk/families-children-and-learning/information-about-our-trans-inclusion-schools-toolkit)

### **Supporting Transgender Pupils in Schools: Guidance for Scottish Schools**

Scottish Government, 2021

<https://education.gov.scot/media/xpgo5atb/supporting-transgender-pupils-schools-guidance-scottish-schools.pdf>

### **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)

### **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)

### **Trans staff and students in HE and Colleges: Improving Experiences**

Equality Challenge Unit, November 2016

Being updated as at February 2023. Check back for the 4<sup>th</sup> edition

[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)

### **Creating an LGBT-Inclusive Curriculum: A Guide For Secondary Schools**

Stonewall, 2022

[www.stonewall.org.uk/system/files/z\\_inclusive\\_secondary\\_curriculum\\_guide\\_-august\\_2022.pdf](http://www.stonewall.org.uk/system/files/z_inclusive_secondary_curriculum_guide_-august_2022.pdf)

### **Creating an LGBT-Inclusive Primary Curriculum**

Stonewall, 2022

[www.stonewall.org.uk/system/files/stw\\_pearson\\_creating\\_an\\_inclusive\\_primary\\_curriculum\\_2022\\_1\\_-march.pdf](http://www.stonewall.org.uk/system/files/stw_pearson_creating_an_inclusive_primary_curriculum_2022_1_-march.pdf)

### **Classroom Project**

School's Out

Lesson plans and resources by key stage / by subject to help teachers introduce LGBT issues

<http://the-classroom.org.uk/>

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

LGBT Youth Scotland, 2017

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

### **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)

### **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 (being updated 2022)

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>

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

Gendered Intelligence, 2019

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

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

GirlGuiding, 2015

GirlGuiding is a good 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 Youth In Care: A Guide For Social Care Professionals**

Three Circles Fostering, 2017 (7<sup>th</sup> item on the page below)

[www.theproudtrust.org/trusted-adults/training-resources-and-education/lgbt-inclusion-guidance/](http://www.theproudtrust.org/trusted-adults/training-resources-and-education/lgbt-inclusion-guidance/)

### **Expert legal advice for trans children and their parents**

The Good Law Project, 2022

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

## **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, and Associated Glossary**

Gendered Intelligence, 2023

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

Associated glossary also available

<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

[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 People, Sport & Physical Activity**

Pride Sports, 2021

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

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

UCLAN, 2020

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

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

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

<https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

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

Women's Flat Track Derby Association, 2011

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

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

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

International Olympic Committee, 2021

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

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

Stonewall, 2016, updated 2022

LGBT inclusion toolkit with some trans-specific content

<https://www.stonewall.org.uk/system/files/rl-sports-toolkit.pdf>

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

## **Monitoring**

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

Gendered Intelligence, 2021

<https://genderedintelligence.co.uk/professionals/resources.html>

### **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>

## **Hate Crime and Hate Incidents; Gender-based Violence, Sexual Violence, Domestic Violence**

### **Report It**

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

[www.report-it.org.uk/transgender\\_hate\\_crime](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)

### **Gender Matters: A manual on addressing gender-based violence affecting young people (2<sup>nd</sup> ed):**

Council of Europe, 2019

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

Full document:

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

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

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

### **Supporting LGBTI survivors of sexual violence**

Rape Crisis, Scotland, July 2019

Written from a service user's perspective, this includes information helpful to service providers and is a good example of how to produce a booklet for service users

<https://www.rapecrisiscotland.org.uk/resources/lgbti.pdf>

[Also available via the listing here: [www.rapecrisiscotland.org.uk/publications/?cat=9](http://www.rapecrisiscotland.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](https://www.gov.uk/government/publications/the-care-and-management-of-individuals-who-are-transgender)

#### **Prisons: Bent Bars Resources**

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

[www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-1](https://www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-1)

Frequently Asked Questions, 2020

[www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-2](https://www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-2)

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

[www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-3](https://www.bentbarsproject.org/resource-library/trans-prisoner-info-sheet-3)

#### **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](https://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

[www.sps.gov.uk/Corporate/Publications/Publication-2561.aspx](https://www.sps.gov.uk/Corporate/Publications/Publication-2561.aspx)

## **Asylum Seekers and Refugees**

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

### **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)

### **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)

### **Working with LGBTIQ+ Persons in Forced Displacement**

UNHCR, 2021

[www.ein.org.uk/news/unhcr-publishes-guidance-working-lesbian-gay-bisexual-transgender-intersex-and-queer](http://www.ein.org.uk/news/unhcr-publishes-guidance-working-lesbian-gay-bisexual-transgender-intersex-and-queer)

## **Non-Binary People**

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

### **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)

## **People of Colour**

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

GIRES / Sabah Choudrey, 2016

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

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

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

Race Equality Foundation, 2016

<https://racequalityfoundation.org.uk/wp-content/uploads/2022/10/Better-Health-41-Trans-NB-final.pdf>

### **Faith Communities**

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

Church of England, second edition, 2019

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

#### **A Roadmap to Inclusion: Supporting Trans People of Faith**

GIRES / Shaan Knan, 2019

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

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

#### **Oppression Squared: D/deaf 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)

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

### **Intersex People**

Although Gendered Intelligence is not an organisation of and for intersex people, it can be useful to understand the experiences of intersex people alongside those of trans people, how trans and intersex people differ, and some of the issues there may be in common between the two groups.

#### **Organisation Intersex International (OII)**

An international organisation with branches in a number of countries including the UK and US.

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

#### **IHRA (Intersex Human Rights Australia) formerly OII Australia**

An excellent site including definitions and terminology, how to ask monitoring questions:

<https://ihra.org.au/>

#### **Standing up for the Human Right of Intersex People**

Organisation Intersex International and ILGA, Dec 2015

Outlines key issues faced by intersex people and some of the distinctions between intersex and trans people

<https://oiiinternational.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/euro1/6086/2017/en/](http://www.amnesty.org/en/documents/euro1/6086/2017/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:

#### **My Generation**

A film project that celebrates trans lives and trans experiences. Over 100 short documentary films made by trans people, about trans people

<https://www.youtube.com/user/MyGeneration>

#### **Healthtalk (2021)**

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

<https://healthtalk.org/Experiences-of-trans-and-gender-diverse-young-people/overview>

<https://healthtalk.org/Experiences-of-parents-and-carers-of-young-trans-and-gender-diverse-people/overview>

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

Brown, trans, queer, Muslim and proud

[www.youtube.com/watch?v=w6hxZW6I9I](https://www.youtube.com/watch?v=w6hxZW6I9I)

#### **Ugla Stefanía (Owl Fisher), TEDxReykjavík (2016)**

Moving beyond the binary of sex and gender

<https://www.youtube.com/watch?v=2NHV4Az-EzY>

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

Meet the Founder of the Transgender Muslim Support Network

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

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

US Trans man talking about trans masculine pregnancy

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

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

Why feminists should support transgender rights

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

#### **Trans Actual**

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

<https://www.transactual.org.uk/videos>

## **Social Media**

It can be useful to follow people on media / social media – this will help you stay up to date with current themes and issues, and link you to articles and comment. Here are a few suggestions to get you started:

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

## **Regular Online Commentators**

Several people on the list above publish significant, thoughtful and often nuanced writing online. Of particular note is Owl Fisher: <https://metro.co.uk/author/owl/>, on Twitter as @Uglastefania

## **Selected Contextualising Material**

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

## **Images**

### **The Gender Spectrum Collection**

Vice magazine (website), US

An image bank of trans and non-binary people, made available under a Creative Commons licence  
<https://genderspectrum.vice.com/>

### **Trans Inclusive Sports Images**

Gendered Intelligence, 2022

<https://genderedintelligence.co.uk/sport/images.html>

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

## UK Law

### **Equality Act 2010 - Full text and Guidance notes**

Download the full pdf or use the interactive online version

[www.legislation.gov.uk/ukpga/2010/15/contents](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 June 2022

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, Bill, and Blocking by UK Parliament**

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

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

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

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

In January 2023, the UK government has enacted 'section 35' to block the bill which the Scottish Parliament has said it will challenge

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

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

<https://hrcessex.wordpress.com/2022/12/07/a-new-report-on-universities-legal-obligations-regarding-trans-inclusion-and-freedom-of-expression/>

### **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)

**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)

### **Examples of International Trans Inclusive Laws:**

**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 Working**

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

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

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

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

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

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

[www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx](http://www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx)

Easy Read summary: Reports on Gender: The Law of Inclusion & Practices of Exclusion  
(Note – this is not 'Easy Read' meaning accessible for those with learning disabilities; it simply means 'Plain English')

[www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports\\_on\\_Gender\\_Final\\_Summary.pdf](http://www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports_on_Gender_Final_Summary.pdf)

### **Global maps – Equaldex**

Equaldex is a collaborative knowledge base for the LGBT movement. It hosts a range of 11 maps looking at LGBT rights across the globe including the right to change legal gender and protections 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, 2022

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/rainbow-europe/](http://www.ilga-europe.org/rainbow-europe/)

<https://rainbow-europe.org/>

<https://rainbow-europe.org/country-ranking>

### **Trans Rights Europe Maps, 2022**

TGEU 2022

<https://tgeu.org/trans-rights-map-2022/>

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

**Trans Legal Mapping Report: Recognition Before the Law (3rd Edition)**  
ILGA, November, 2019  
[https://ilga.org/downloads/ILGA\\_World\\_Trans\\_Legal\\_Mapping\\_Report\\_2019\\_EN.pdf](https://ilga.org/downloads/ILGA_World_Trans_Legal_Mapping_Report_2019_EN.pdf)

**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>

**Legal protections for LGBT people and their families in the US (by state)**  
Lambda Legal, US, website  
[www.lambdalegal.org/](http://www.lambdalegal.org/)

**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 give 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>

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

**Map of Countries that Criminalise LGBT People**  
Human Dignity Trust (website)  
[www.humandignitytrust.org/lgbt-the-law/map-of-criminalisation/](http://www.humandignitytrust.org/lgbt-the-law/map-of-criminalisation/)

**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/)

**Pride with Purpose: How Businesses Can Support the Global Movement for LGBTQI Human Rights**  
Give Out (with Boston Consulting Group, Goldman Sachs and Latham & Watkins), June 2021  
<https://pridewithpurpose.com/report>

### **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/)

## **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/>

[Exploring Pronouns, including neo-pronouns](#)

### **Pronoun App**

Minus 18 (Australia)

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

[www\\_MINUS18\\_dot\\_org\\_au/resources/online-activity\\_-a-guide-to-pronouns](http://www_MINUS18_dot_org_au/resources/online-activity_-a-guide-to-pronouns)

### **Glossaries of Terms**

Here is a selection of glossaries – there are many more online. These have been selected as being either relatively new, or containing some measure of update commitment, and containing few or no descriptions that Gendered Intelligence would regard as wholly inaccurate. However, even comparing these, you'll notice differences of understanding even between some of the more common terms.

#### **Gender: A Few Definitions – Brook**

Whilst Brook is a charity focussing on sexual health for young people, their glossary is very transferrable and doesn't include loads of 'identity' terms so it's very useable

<https://www.brook.org.uk/your-life/gender-a-few-definitions/>

#### **Transgender Language Primer**

<https://translanguageprimer.com>

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

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

#### **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)

#### **Glossary of Terms (LGBTQ+)**

Stonewall

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

### **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](https://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)*

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

#### **Trans lives survey 2021: Enduring the UK's hostile environment**

Trans Actual, 2021

[www.transactual.org.uk/trans-lives-21](http://www.transactual.org.uk/trans-lives-21)

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

EHRC (Equality and Human Rights Commission), August 2020

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

### **LGBTQ+ Voter ID Report**

Stonewall and LGBT Foundation, 2021

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

[www.stonewall.org.uk/sites/default/files/stw-voter-id-2021-v6.pdf](http://www.stonewall.org.uk/sites/default/files/stw-voter-id-2021-v6.pdf)

### **Mapping Anti-Gender Movements in the UK**

GATE, 2022

<https://gate.ngo/wp-content/uploads/2022/07/Mapping-AG-Movements-in-the-UK-Report-1.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/our-work/stonewall-research/lgbt-scotland-%E2%80%93-health-report](http://www.stonewallscotland.org.uk/our-work/stonewall-research/lgbt-scotland-%E2%80%93-health-report)

### **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>

### **Transition Access Survey**

Trans Actual 2022

<https://static1.squarespace.com/static/5e8a0a6bb02c73725b24dc9d/t/637284ceea977434a718dd26/1668449552251/Transition+Access+Survey+2022.pdf>

### **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\\_DIGITAL\\_Dec20.pdf](http://www.waverleycare.org/application/files/2716/0992/0912/There_needs_to_be_care_throughout_DIGITAL_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)

### **National Survey on LGBTQ Youth Mental Health**

Trevor Project, US, 2021

[www.thetrevorproject.org/wp-content/uploads/2021/05/The-Trevor-Project-National-Survey-Results-2021.pdf](http://www.thetrevorproject.org/wp-content/uploads/2021/05/The-Trevor-Project-National-Survey-Results-2021.pdf)

### **Mental Health of Deaf\* LGBTQ Youth**

Trevor Project (US), 2022

[www.thetrevorproject.org/wp-content/uploads/2022/03/Deaf-LGBTQ-Youth-Research-Brief\\_March-2022.pdf](http://www.thetrevorproject.org/wp-content/uploads/2022/03/Deaf-LGBTQ-Youth-Research-Brief_March-2022.pdf)

See also:

Non-Binary People: *Non Binary Experiences of Healthcare*

Young People: *Queer Futures*

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

## Young People and/or Education Reports

### **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 (currently being updated)

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)

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

Stonewall, 2021

[www.stonewall.org.uk/system/files/next\\_steps\\_-what\\_is\\_the\\_experience\\_of\\_lgbt\\_students\\_in\\_education.pdf](http://www.stonewall.org.uk/system/files/next_steps_-what_is_the_experience_of_lgbt_students_in_education.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>

### **Growing Up LGBT+**

Just Like Us 2021

Some segmentation for young trans people on p26

[www.justlikeus.org/wp-content/uploads/2021/11/Just-Like-Us-2021-report-Growing-Up-LGBT.pdf](http://www.justlikeus.org/wp-content/uploads/2021/11/Just-Like-Us-2021-report-Growing-Up-LGBT.pdf)

See also:

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

Housing and Homelessness: *LGBTQ+ Youth Homelessness Report*

## Housing and Homelessness

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

Albert Kennedy Trust, 2021

Report on youth homelessness, segmented for trans experiences

[www.akt.org.uk/youth-homelessness-report-2021](http://www.akt.org.uk/youth-homelessness-report-2021)

### **No Place Like Home?**

HouseProud, University of Surrey, Goldsmiths, 2018

LGBTQ+ experiences in Housing Associations

[https://docs.wixstatic.com/ugd/b509b4\\_4fbc80e5a93b46428b1f49c9d5f2c72b.pdf](https://docs.wixstatic.com/ugd/b509b4_4fbc80e5a93b46428b1f49c9d5f2c72b.pdf)

### **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>

### **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*

### **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)

#### **Transgender Women Athletes and Elite Sport: A Scientific Review**

Canadian Center for Ethics in Sport, November 2022

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

<https://www.cces.ca/node/66935>

#### **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>

### ***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)

#### **Being Transgender at Work**

McKinsey (US), 2021

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/being-transgender-at-work>

#### **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.com/gx/en/services/people-organisation/publications/out-to-succeed.html](http://www.pwc.com/gx/en/services/people-organisation/publications/out-to-succeed.html)

#### **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>

**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/)

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

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

Scottish Transgender Alliance, 2010  
[www.scottishtrans.org/wp-content/uploads/2013/03/trans\\_domestic\\_abuse.pdf](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)

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

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

### **Hate Crime Reports**

**Transphobic Hate Crime Report 2020: The scale and impact of transphobic violence, abuse and prejudice**  
Galop, July 2020  
<https://galop.org.uk/wp-content/uploads/2021/06/Galop-Hate-Crime-Report-2021-1.pdf>

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

Stonewall, 2017  
[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*

### **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 LBGTI forced migrants

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

### **International**

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

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

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

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

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

[www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx](http://www.ohchr.org/EN/Issues/SexualOrientationGender/Pages/ReportGenderTheory.aspx)

Easy Read summary:

Reports on Gender: The Law of Inclusion & Practices of Exclusion

[www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports\\_on\\_Gender\\_Final\\_Summary.pdf](http://www.ohchr.org/Documents/Issues/SexualOrientation/IESOGI/Reports_on_Gender_Final_Summary.pdf)

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

Council of Europe, 2022

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

#### **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, 2022**

ILGA, 2022

<https://ilga-europe.org/report/annual-review-2022/>

## Prevalence Statistics

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

#### **ONS 2021 Census Data**

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

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

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

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/articles/genderidentityageandsexenglandandwalescensus2021/2023-01-25>

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

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

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

The 2018 government LGBT survey report by the Government Equalities Office says (p14) (our bold):  
*“There is currently no robust measure of the size of the trans population in the UK. Applying estimates of population prevalence from studies in other countries suggests that between 0.35% and 1% of the UK population might be trans, although this does not include non-binary people. ...”*

Given that the report also says (p16):

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

#### **Size and Distribution of Transgender and Gender Nonconforming Populations: A Narrative Review**

(2019), Goodman, Adams, Cornel Kreukels, Motmans & Coleman

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

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

## Other Information

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

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

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

## Approx 1:60 people have an intersex trait

### **Intersex Campaign for Equality**

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

This site gives references for the statistics of 1.7% and 2% respectively.

[https://www.intersexequality.com/how-common-is-intersex-in-humans/](http://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/](http://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).

## **Broken Link?**

We do check the links quite frequently, but there's always a chance that one or two may be broken when you come to use them. If so, we include the full title to enable you to track each resource down via a web search. Please do drop us a line if you find anything not working:

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