
Transgender Policy – Supporting Information

1. Introduction/Background

The Transgender Policy is a new policy which sets out the Council's commitment to ensuring that transgender people are treated with dignity and are not unlawfully discriminated against or disadvantaged in the workplace.

2. Supporting Information

2.1 The Policy is an important aspect of the Council's commitment to equal opportunities in employment and is designed to be read in conjunction with the Council's existing [Equality in Employment Policy](#).

2.2 Gender reassignment is one of the nine protected characteristics covered by the Equality Act 2010. The Gender Recognition Act 2004 also provides certain further protection to those who obtain a gender recognition certificate (GRC). Further details of these Acts can be found in the summary report and in the draft Transgender Policy

3. Conclusion

Personnel Committee is requested to approve the Transgender Policy for implementation.

4. Consultation and Engagement

4.1 Human Resources and the following trade unions have been consulted in developing the Transgender Policy:

Unison, GMB and AEP

Strategic Aims and Priorities Supported:

The proposals will help achieve the following Council Strategy aim:

MEC – Become an even more effective Council

The proposals contained in this report will help to achieve the following Council Strategy priority:

MEC1 – Become an even more effective Council

Officer details:

Name: Katie Penlington
Job Title: HR Officer
Tel No: 01635 519325
E-mail Address: Katie.penlington@westberks.gov.uk
