



UNIVERSITY OF
WINCHESTER

GENDER IDENTITY AND REASSIGNMENT POLICY

Document Title:	Gender Identity and Reassignment Policy
Responsible Role and Department:	Director of People and Culture People and Culture Team
Approving Body:	University Leadership Team
Date of Approval:	4 June 2025
Date Effective From:	4 June 2025
Review Date:	01 May 2028
Indicate whether the document is for public access or internal access only. Indicate whether the document applies to collaborative provision? <i>(Strikethrough text, as appropriate)</i>	Public Access Applies to Collaborative Provision
Summary: <p>The purpose of this policy is to outline the University's framework of support for non-cisgender, gender non- conforming and trans students, staff and alumni, providing a professional and consistent service so that all members of the University feel welcome, safe, valued and supported in achieving their potential and contributing as a member of the University.</p>	

Contents

1. Introduction.....	4
2. Scope	4
3. Definitions.....	5
4. Support.....	5
5. Creating an Inclusive Environment	6
6. Protection against bullying and Harassment	6

1. Introduction

- a) The University aims to give support and understanding to those individuals who wish to take, or have taken steps, to present themselves in a gender different to that assigned as their birth gender. The University recognises that the period of transition can be very complex and difficult for the individual and would wish to act in a supportive and sensitive way to ease any transition period.
- b) The University aims to create an inclusive gender identity and trans-friendly culture, workplace and learning environment, free from discrimination, harassment or victimisation, where all non-cis, gender non-conforming and trans people are treated with dignity and respect in the gender in which they choose to present themselves irrespective of their legal or biological sex.
- c) No prospective or actual student or member of staff will be treated less favourably than any other, whether before, during or after their study or employment at the University of Winchester on the grounds of gender identity or reassignment.

2. Scope

- a) The policy applies to students and staff, inclusive of those who have indicated a wish to live permanently in a gender other than that to which they were assigned at birth (whether or not medical supervision or surgery are involved or contemplated). The policy covers people at all stages of the process of gender reassignment, begun or complete.
- b) With regard to staff, this policy applies (but is not limited) to the advertisement of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, benefits, facilities and pay, to health and safety, to conduct at work, to grievance and disciplinary procedures, and to termination of employment.
- c) With regard to students, this policy applies (but is not limited) to admissions, to teaching, learning and research provision, to scholarships, grants and other awards under the University's control, to student support, to University accommodation and other facilities, to health and safety, to personal conduct, and to student complaints and disciplinary procedures.

3. Definitions

In this policy 'Transgender' is used to refer to the following groups:

- a) People covered by the Equality Act definition: "A person has the protected characteristic of gender reassignment if the person is 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."
- b) People who do not wish to transition permanently to a new gender role, but who identify as non- cisgender, genderqueer, gender variant or intersex or who choose to live permanently with a more fluid gender identity.

4. Support

- a) The University aims to support trans students and staff living in their affirmed gender role from the time chosen by the individual concerned. By supporting students and staff through transition, they may be better able to perform well in their study and work, and more likely to meet the requirements of living in their new gender role. An individual action plan will be discussed and agreed with any member of the University who announces their intention to transition and who requests this. Please email equality@winchester.ac.uk to start this process.
- b) The University will respect the confidentiality of all non-cisgender, gender non-conforming and trans staff and students and will not reveal information without the prior agreement of the individual.
- c) If an individual notifies the University in writing of their intention to transition during their employment or education, the institution will agree with them the date from which their gender is changed to the extent legally possible. Any material that needs to be kept related to the person's trans status, such as records of absence for medical reasons, should be stored confidentially. No records should be changed without the permission of the staff member or student concerned.
- d) A written request for a change of name accompanied by proof of current identity is required in order to issue or re-issue a degree certificate in a name different to that in which a student originally registered. The University will need to ensure that the request comes from the individual concerned.

- e) Additionally, when an individual receives a Gender Recognition Certificate, they have the right to request that all references to their former name and gender are removed to the extent legally possible.
- f) Guidance and training for staff will be provided to University staff on request and via the Gender Identity and Reassignment Guidance document, to ensure that the University's commitment to trans and gender identity equality is fully realised.

5. Creating an Inclusive Environment

This means demonstrating respect for non-cisgender, gender non-conforming and trans people, as well as people associated with them such as partners, spouses and other family members, and those who are perceived to be trans, in terms of:

- their gender identity;
- their right to work and study with dignity;
- their name and personal identity;
- their right to dress appropriate to their gender identity;
- the University provides numerous gender-neutral facilities for the use of all staff and students
- their privacy and confidentiality.

6. Protection against bullying and Harassment

- a) The University recognises it is the right of every individual to choose whether to be open about their gender identity and history. To 'out' someone, whether staff or student, without their permission may amount to a form of harassment and possibly a criminal offence.
- b) Bullying and harassment because of someone's gender identity or transgender status could be regarded as grounds for disciplinary action. Bullying and harassment are defined in the Bullying, Harassment and Sexual Misconduct Policy.

RELATED POLICIES AND DOCUMENTS:

- Gender Identity and Reassignment Guidance
- Equality, Diversity and Inclusion Policy
- Bullying, Harassment and Sexual Misconduct Policy

Equality Impact Assessment	
Summary of process undertaken to determine equality impacts:	This review (May 2025) was undertaken in light of legal and regulatory direction from the OfS (Sussex Case) and Supreme Court (For Women Scotland Ltd v Scottish Ministers 2025). Trade Union colleagues informed.
University Committee (name/ date) where equality impacts discussed (may be Committee of approval, or another):	Equality, Diversity and Inclusion Committee (14.05.2025) People and Culture Committee (20.05.2025)
Identified equality impact(s) on colleagues and students (i.e. any specific impacts related to this policy that may cause disadvantage for people due to one or more particular protective characteristic)	
All Protected Characteristics	All changes are made to comply with legal and regulatory requirements. The purpose of the policy is to provide a safe and supportive environment for all staff and students within the legal framework.
Age	As per - All Protected Characteristics above
Disability	As per - All Protected Characteristics above
Gender Identity	As per - All Protected Characteristics above
Marriage/Civil Partnership	As per - All Protected Characteristics above
Pregnancy and Maternity	As per - All Protected Characteristics above
Race (incl. nationality)	As per - All Protected Characteristics above
Religion and Belief	As per - All Protected Characteristics above
Sex	As per - All Protected Characteristics above
Sexual Orientation	As per - All Protected Characteristics above