

## **Full Equality Impact Assessment Form**

**Equality Relevance High**

### **1. Name of the policy or practice?**

UWE Trans Policy & student/staff guidance

### **2. What is the aim, objective or purpose of the policy practice?**

The aim of this policy statement is to ensure all members of the UWE community are treated with respect, valued for their contribution and are not subject to discrimination or victimisation as a result of the gender in which they present themselves. This policy also supports the positive steps UWE will take to actively promote equality and to challenge discrimination and harassment.

### **3. Who is responsible for developing the policy?**

Mark Sawyer - Student Services, Marcus Keppel-Palmer - Faculty of Business and Law, Emily Wilford - HR, Michele Wheeler - Academic Registry, Debra Boyask - Staff Rep, Jack Lee – Student Rep, Andrew McLean & Yukiko Hosomi – E&D Unit, Katie Jenkins – Admissions

### **4. Who is responsible for implementing the policy?**

Overall responsibility rests with the Equality Management Group

### **5. Who is the policy intended to benefit?**

All trans potential/current staff, students and visitors.

### **6. What is intended to be achieved by the policy?**

A public statement that highlights UWE's commitment to tackling discrimination in relation to trans people whilst interacting with UWE, as visitors, staff or students. Clear guidance and advice for delivery of UWE services and the employment of trans people.

### **7. How will you know if this policy has been successful?**

Positive feedback from staff working with trans people. Positive feedback from students regarding their experiences at UWE. A reduction in the number of enquirers regarding procedures for trans people.

### **8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.**

- Women, men, transgendered people - YES  
The policy documents are designed to reflect the needs of trans people, women & men across the UWE community.
- Black and minority ethnic groups -YES  
BME trans people may face dual discrimination & racism from within the trans communities, homophobia or transphobia from within the BME communities.
- Disabled people - YES  
Disabled trans people may face dual discrimination resulting in an increased need for support, reasonable adjustments, accessible facilities etc.
- Younger or older people - NO  
The outcomes of the engagement work has not highlighted any specific needs or issues for this community.
- People of different religion and beliefs -YES  
People from a faith community may experience dual discrimination if they also identify themselves as transgender. Further, people from a faith community may experience additional stress and anxiety from within their faith community.
- Lesbian, gay and bisexual people - YES  
There is sometimes the assumption that trans people are also lesbians, gay or bisexual. This is not always the case. However, trans people from a LGB community may also experience dual discrimination (being from a LGB community & transitioning) resulting in additional stress and anxiety.

**9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.**

- Women, men, transgendered people, Black and minority ethnic groups, Disabled people, Younger or older people, People of different religion and beliefs, Lesbian, gay, bisexual people - NO  
No evidence to suggest a negative impact, however, further engagement and monitoring of the policy is needed to ensure positive impacts for all groups.

**10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?**

Yes. The policy and guidance documents are designed to address cases of discrimination, prejudice and less favourable treatment from the university because a UWE person (or visitor) is transitioning.

**11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?**

No. As part of the policy's development extensive consultation, engagement and dialogue took place with a range of staff, student and external organisations. For example, student societies, staff networks, UWE faculties/services, Equality & Human Rights Commission, Equality Challenge Unit, Bristol City council etc. The overall approach to consulting stakeholders and external bodies centred on the content of the policy/guidance and how it related to or reflected the needs of other protected characteristics.

Nonetheless, it is anticipated that additional engagement work will continue over the coming months to ensure the policy/guidance is fit for purpose in its implementation.

**12. What method or mechanism would be best suited for this consultation?**

Face to face and electronic dialogue.

**13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.**

The current policy reflects a number of mitigations highlighted throughout the development process.

**14. Who will be responsible for monitoring the implementation of the action plan?**

Equality and Diversity Manager

**15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment . If no change is to take place please give reasons.**

No change. the policy and guidance have progressed through several versions due to the ongoing dialogue and official consultation already completed with UWE equality stakeholders and external bodies.

**16. Please indicate when you think this policy/practice should be reviewed next:**

In twelve months time.

Equality Impact assessment completed by Andrew McLean, Equality and Diversity Manager, Human Resources

Date 18/03/11

**Key points from Action plan** (full action plan can be found in the attached document below)

- Information/data - to run a focus group and/or targeted survey of staff/students before the end of 2011 to test the effectiveness of the guidance procedures
- Consultation - none required
- Monitoring and review arrangements - ongoing engagement with staff/student networks & societies, HR, E&D unit, Student Services, Admissions & Academic Registry.
- Publication - Upload to UWE website

