

Support for trans* students.



Students at University of the Arts London express their gender identities in diverse ways. The term 'Gender variance' is used to describe the experience people may have of their gender identity being different, in some way, to the physical sex or gender they were assigned at birth (it is about how they feel in themselves).

Some students may identify as trans*, a term which includes a range of people who experience gender variance. Some students do not identify as being male or female, whilst others undertake a process of transition (or 'gender reassignment') in order to live permanently in their preferred gender.

This guide aims to provide short outline of what kind of support is available to trans* students, or students who are experiencing gender variance.

This guide outlines:

1. What kind of support is available.
2. Key issues for students to consider.
3. Who to contact for further advice and support.

Contact the Diversity Team

If you require any advice, information or support relating to issues of gender identity, gender reassignment or trans* equality at UAL, please contact Bethan Williams, Equality and Diversity Officer: email: Diversity@arts.ac.uk tel: 0207 514 9865

1. What kind of support is available?

The Equality and Diversity Officer at UAL is available to help co-ordinate support and provide advice or guidance to trans* students as well as staff on a range of areas, including:

- Disclosure and discussing gender identity.
- Coming out to family and friends.
- Time off for medical treatment.
- Use of toilet facilities.
- Work Placements.
- Changing student records with regards to gender identity.
- Arrangements for storing information.

2. Key areas for students to consider when undertaking gender reassignment.

Discussing your gender identity with family, friends and others

Some students have positive experiences of discussing their gender identity with family, friends and other people, but this can also be very difficult. There are a number of University departments who can support you through this process, as well as external agencies who specialise in supporting trans* people and their families. A list of University and external agencies are listed on pages 5,6,7.

The Equality and Diversity officer can liaise (on your behalf) with your Course Director to ensure anything you want staff to know about your transition, is shared in a sensitive way. For example, how you want to be addressed (e.g. name and pronoun). This can prevent unnecessary questions, and ensure that staff respond appropriately to any concerns you may have regarding your transition. This is totally optional, and some people prefer to manage this process without any formal input from staff.

Toilet facilities

Please use the toilets which correspond to the gender with which you identify. If you face any negative comments from other users, please report this to a member of staff immediately, or contact the Equality and Diversity Officer. There are not many gender neutral toilets in the University, but students who feel more comfortable using the Accessible Toilet may freely do.

Changing your name and gender

Students who undertake transition whilst at University may decide to change their name and aspects of their appearance. Some students require changes to photo ID during their transition.

If you decide to change your name you will be asked to submit a **Changing Student Records Notification Form**. You can obtain this by emailing Diversity@arts.ac.uk, and the Equality and Diversity Officer will help you to submit this to the right person.

Disability support and medical treatments

The Disability Team offer advice and support to disabled students, including those with long term health conditions and mental health difficulties. Disability Officers can advise you on the type of adjustments and support that might be available to you. For more information please visit:

www.arts.ac.uk/study-at-ual/student-services/disability--dyslexia/

If you are undertaking medical treatment relating to gender reassignment, or you have experienced unforeseen medical issues or personal trauma, you may qualify for consideration under the Extenuating Circumstances procedure.

<http://www.arts.ac.uk/assessment/course regulations/index.html>

Discrimination and harassment

The University takes incidents of harassment and discrimination seriously. If you think you have been treated less favourably or exposed to harassment because of your gender identity, because of your perceived gender identity or because you are associated with a trans* person, please discuss this with a member of staff as soon as possible.

What constitutes harassment?

Harassment is defined as any unwanted behaviour which has the purpose or effect of violating a student's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment, this could include name calling, persistently addressing a person by the incorrect pro-noun, 'outing' a person without their consent or excluding a person.

Reporting Harassment and Discrimination

Students are encouraged to report incidents of discrimination or harassment in accordance with the Student Complaints Procedures:

<http://www.arts.ac.uk/study-at-ual/academic-regulations/complaints-and-appeals/>

The **Student Union Advice Team** offer independent advice and guidance to students in relation to issues of harassment and discrimination.

Contact a Student Union Adviser on: **0207 514 6270** advice@su.arts.ac.uk

University Contacts

There are many people who can support you with issues relating to gender identity.

Diversity Team diversity@arts.ac.uk 020 7514 9865	The Equality and Diversity Officer will work with students to provide confidential advice and will co-ordinate support. www.arts.ac.uk/about-ual/diversity/
Counselling , Health, Mental Health and Chaplaincy.	The Counselling , Health, Mental Health and Chaplaincy can provide students with support and advice across a range of health and well being issues. www.arts.ac.uk/study-at-ual/student-services/counselling-health-advice--chaplaincy/
Disability Service disability@arts.ac.uk 020 7514 6219	The University Disability Service can provide information and advice about disability issues, can arrange disability needs assessments and work with you and your course team to ensure reasonable adjustments are put in place. www.arts.ac.uk/study-at-ual/student-services/disability--dyslexia/
Student Advice Service student.advisers@arts.ac.uk 020 7514 6252	Student Advisors can advise you on a range of issues, including finance and immigration. www.arts.ac.uk/study-at-ual/student-services/
Student Union Problem Solving and Prevention Team 0207 514 6270 advice@su.arts.ac.uk	The Student Union Advisors offer independent advice and guidance to students, particularly in relation complaints, appeals and discriminatory incidents. www.suarts.org/help/advice
Student LGBTQ Network 020 7514 6270 democracy@su.arts.ac.uk	LGBTQ Student Network offer peer support; links with other trans* students, signposting to external services, participating in social events and campaigning on trans* equality issues. www.suarts.org/groups/lgbtq-society

External agencies

The University cannot guarantee the quality of support offered by the following agencies, but has included them for students to consider if they require specialist advice and guidance relating to trans* issues.

Website	Organisation
www.akt.org.uk	The Albert Kennedy Trust supports young LGBT 16-25 year olds who are made homeless or living in a hostile environment. They also offer mentoring.
www.beaumontsociety.org.uk	The Beaumont Society is a support network run by and for people who cross dress or are transsexual.
www.changingattitude.org.uk	Changing Attitude is an international network of people committed to promoting acceptance of trans* people within the Anglican Church.
www.depend.org.uk	Depend offers free advice, information and support to all family members, partners, spouses and friends of trans* people.
www.genderedintelligence.co.uk	Gendered Intelligence aims to raise awareness of the needs of young trans* people through training initiatives, creative workshops and the provision of advice and guidance to young people.
www.gendertrust.org.uk	Gender Trust aims to help adults throughout the United Kingdom who are Transsexual, Gender Dysphoric, Transgender or those whose lives are affected by gender identity issues.
www.gires.org.uk	Gender Identity Research and Education Society provides information on research relating to gender variance and gender identity.
www.ilga.org	International lesbian, gay, bisexual, trans* and intersex association is an international organisation which campaigns for equality in relation to gender identity and sexual orientation.
www.imaan.org.uk	Imaan is a social support group for lesbian, gay, bisexual, and transgender Muslims, their families, friends and supporters, and those questioning their sexuality or gender identity.

www.mermaidsuk.org.uk	Mermaids UK provides advice and information for young people in relation to gender identity issues, and for their families and carers.
www.mind.org.uk	Mind provides information relating to Gender Identity and an outline of the options available to trans people.
www.nhs.uk/LiveWell/Transhealth/	Trans Health is an NHS Choices webpage containing information and accounts from trans* people and their families as well as information about NHS provision for trans* people.
www.pfc.org.uk	Press for Change is a political lobbying and educational organisation that campaigns to achieve equal right for trans* people in the UK through legislation and social change.
www.translondon.org.uk	TransLondon is a discussion/support group for all members of the 'trans' community, whatever their gender identity (or identities) and whatever stage in their 'transition' they have reached (if at all).
www.transtorah.org	Trans Torah aims to support trans* people within Jewish communities or who follow the Jewish faith and to encourage Jewish communities to be welcoming sanctuaries for people of all genders.
www.transgenderzone.com	Transgender Zone is an online resource that aims to offer advice to individuals who are questioning their gender identity, or require guidance in relation to trans issues.