

Transgender Equality Policy

Introduction

This policy applies to employees, workers, agency workers and contractors. The Company values and actively strives for transgender equality and creates an environment where the transgender community are respected, protected from discrimination and comfortable and confident being their authentic selves.

The Company will seek to promote the principles of equality, diversity and inclusion in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies and the public through this Transgender Equality Policy.

When acting on the Company's behalf you are required to adhere to this policy when undertaking your duties or when representing the Company in any other guise. The Company is committed to managing a workplace that integrates, benefits from, and achieves equality for their diverse employees, as well as promoting an inclusive workplace that celebrates and supports diversity.

In this policy we will use "Trans" as an umbrella term, to describe people whose gender is not the same as, or does not sit comfortably with the sex they were assigned at birth. Many will undergo the process of aligning their life and physical identity to match their gender identity, and this is called transitioning. Individuals will always view themselves and their experience in a unique way and will have personal preferences in terms of the language that their employers and colleagues use.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) trans/transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Some trans people will be "out" i.e. open about their gender identity or expression and others may not be. However, given that many transitioning will come out to their employers to live consistently with their gender identity full-time, employers may often become involved in an employee's transition.

The Company is committed to ensuring this workplace celebrates and supports a workplace of diversity and equality. It is vital to provide a welcoming and supportive environment for those who want to transition at work and the trans-colleague, co-workers, and management that need to respond, accept, and adapt to the change.

Key Terminology

Trans

Trans people are individuals whose gender identity and/or gender expression differs from the sex they were assigned at birth. Trans is an umbrella term that includes people of different gender identities and gender presentations and includes people who are transsexual, cross-dressers or otherwise gender non-conforming.

Many trans people wish to live as a member of the gender with which they identify and this may involve changing names, hormone therapy or surgery. The process is referred to as 'transitioning' (see below). Not all trans people wish to transition. Some people do not identify as either male or female but see themselves as being on a gender spectrum.

Transitioning

Transitioning is a process through which some trans people begin to live as the gender with which they identify, rather than the one assigned at birth. Each person's transition will involve different things. For some this involves medical transition, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

Gender

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth. Gender is a social construction relating to behaviours and attributes based on labels of masculinity and femininity. This is different from sex, referring to the biological aspects of an individual as determined by their anatomy.

Gender identity

A person's innate sense of their own gender, whether male, female or something else (see non-binary), which may or may not correspond to the sex assigned at birth. It is important to note that an individual's gender identity is separate from their sexual orientation or sexual preference. Trans people may identify as straight, gay, lesbian or bisexual.

Gender expression

Refers to how an individual expresses their socially constructed gender. This may refer to how an individual dresses, their general appearance, the way they speak, and/or the way they carry themselves. Gender expression is not always correlated to an individual's gender identity or gender role.

Gender reassignment

A way to describe a person's transition. The term usually implies some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Non-binary

Non-binary is an umbrella term for gender identities that fall outside the gender binary of male or female. This includes individuals whose gender identity is neither exclusively male nor female, a combination of male and female or between or beyond genders. Like the usage of transgender, people under the non-binary umbrella may describe themselves using one or more of a wide variety of terms e.g. gender fluid, bigender and gender neutral.

Sex

Assigned to a person based on primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Our responsibilities

Trans colleagues have the right to be who they are openly. This includes expressing their gender identity without fear of consequences.

When you or a colleague begins transitioning, it can mean a change for the workplace. The Company will provide a welcoming and supportive environment for individuals who want to transition at work. Transitioning is an experience unique to that person and each person's experience of the process can be different.

Notification of transitioning

If you are beginning the transitioning process you may contact your line manager to speak about your intentions. Your line manager will support your transitioning, listen to your intentions and address any needs and concerns that you have.

As a trans person, you may choose to dress consistently with your gender identity and you are required to comply with the same standards of dress and appearance, including uniforms, as apply to all other employees in your workplace and similar position. The decision as to when and how you express your gender identity remains your choice.

Access to facilities

All colleagues should feel comfortable and able to use the facilities that correspond to their gender identity without fear of consequence or discrimination.

Statement of confidentiality

Your trans status is considered confidential and would only be disclosed on a need-to-know basis, and only with your consent. However, when transitioning you are encouraged to participate in the necessary education of your co-workers at whatever level they are comfortable.

Initial conversation

Line Managers will immediately reassure you that the Company is supportive and will be as involved/proactive in your transition as you desire. Management will discuss how they and the Company can assist you during your coming out or transition, and will ask you for suggestions regarding any changes that should be made within the business.

Pronoun and name changes

Where a person's legal name does not match their new name, the new name should be used on all documentation such as email, phone directory, company identification card or access badge, name plate, etc except where records must match the legal name, such as on payroll and insurance documents.

Your trans status is considered confidential and would only be disclosed with your consent as per the "Statement of confidentiality" section above.

The Company will take responsibility for ensuring that any necessary third parties are notified. In everyday written and verbal communication, your new name and pronouns will be used when you are ready.

Appointments (including medical appointments related to transition)

Line Managers will provide sufficient flexibility to meet your needs for appointments, subject to operational requirements. Time off for medical procedures is to be treated the same as other scheduled medically necessary procedures. The process of transitioning may include surgery. The Company recognises that when transitioning you may or may not have these surgeries for any number of personal reasons and, furthermore, that surgery in and of itself is not the goal of a gender transition. As with other aspects of the transitioning process, plans should be discussed and communicated only with affected parties to manage expectations and to minimise disruption. Medical information, including surgery plans communicated by you, will be treated confidentially.

Absence and sick pay

The Company will follow the sickness absence and sick pay procedures for any periods of sickness.

Breaches of this policy

We reserve the right to terminate our relationships with individuals (dismissals under misconduct or gross misconduct) and/or organisation in our supply chain if they breach this policy.

Policy Review

This policy may be amended by Interr at any time to take into account changes in legislation and best practice. This policy was last reviewed and agreed by the Board and seeks to be reviewed and updated annually. Any queries arising regarding this policy should be addressed to Mick Tabori.



Mick Tabori - CEO
January 2024