



Transgender e-bulletin no.2 June/July 2011

In this issue:

Message from Lynne Featherstone MP, Minister for Equalities
Survey information
What's new?

Message from Lynne Featherstone MP, Minister for Equalities



Well done everyone! I would like to thank you all for the overwhelming response to our [first transgender e-bulletin](#) and survey. We've had 1,275 responses, making it the biggest trans survey conducted ever in the UK. A fantastic achievement.

Not so long ago, it was a struggle to ensure trans issues received the attention they deserved. I believe this survey marks a significant step in changing this. It will give us the ammunition we need to really deliver for the trans community, and break down the roadblocks preventing you living free and fulfilled lives.

You have provided a wealth of information on the areas you want us to focus on. We are currently analysing this data and working out how we can transform it into action on the ground. These findings, along with our continuing engagement with the trans community, will shape the Government transgender equality action plan, which we will publish by the end of this year.

But in the meantime, we've introduced our second transgender e-bulletin to keep you updated with progress and to give you an opportunity to contribute your views and

ideas. It is very clear from the feedback we received that health is a major priority for you. So building on this, we've included a more focussed [survey](#) on this important issue, so we can gain an even better understanding of what the challenges are and consider what actions we can take. We would be grateful if you could take the time to respond to our second survey by 17 July 2011.

Thank you once again for all your invaluable support. Please continue to spread the word about how people can get involved. Circulate our e-bulletin to your friends, colleagues, post it on your blogs and raise it in your community groups. We need your continued input, challenge and support to help us make this the era we make historic progress for transgender equality.

Survey information

Our first transgender survey¹ was a great success. 1,275 people responded to contribute their views and ideas. The top-line message from the survey, as far as priorities are concerned, is that health is the most significant area of concern to respondents – 50% of respondents selected this as the top priority. This was followed by employment, education, safety and support, access to services and finally public and political participation.

Some of the initial headline findings are:

Health

- Nearly half of respondents thought that delays in treatment were the greatest challenge;
- Half of respondents thought that GPs were doing an excellent or good job in addressing their health needs.

Education

- Almost half of respondents thought that the behaviour of other children presented the most challenges to gender variant children;
- Nearly two-thirds of respondents thought that intervention, such as guidance or training, would be best focussed in secondary school;
- Nearly half of respondents thought that teachers did not have the tools to tackle the bullying of gender variant children in schools.

¹ Please note that this is a survey, not a census of the transgender population, carried out to try to understand the main areas of concern for transgender people, and therefore results should not be used to derive population estimates or other demographic information related to the transgender community.

Employment

- Difficulty in gaining and retaining employment and employers' lack of awareness of transgender issues were considered the most important challenges that transgender people face.

Who responded to the survey?

- The age range of respondents was between 14 and 82. The average age of respondents was 42;
- 18% of those who responded considered themselves disabled.

What's new?

HEALTH

Living my life booklet

The Centre for HIV & Sexual Health in Sheffield has made available a brand new resource that provides information for people who currently identify as trans or who are beginning to explore their gender identity. Information about the publication can be found on the following [link](#).

Health and disability

On 6 April 2011 the Government Equalities Office issued a new [quick start guide](#) explaining the ban on questions about health and disability during the early stages of recruitment.

EMPLOYMENT

Consultation on modern workplaces

The Government is consulting on changes to employment law to encourage a fairer and more flexible approach at work. The consultation seeks views on a range of proposals including on how to extend the right to request flexible working to all employees, including carers, disabled people and parents. The [consultation](#) ends on 8 August 2011. Please click on the following link to read Theresa May's speech in support of the consultation's launch: <http://www.homeoffice.gov.uk/media-centre/speeches/modern-workplaces>

Positive action

On 6 April 2011 provisions in the Equality Act 2010 permitting positive action in recruitment and promotion were commenced. These voluntary provisions can be used by an employer to address under-representation or other forms of disadvantage within the workforce. Positive action applies to all protected

characteristics within the Equality Act 2010 including gender reassignment. [Guidance](#) and a [quick start guide](#) are available.

Shining the light

[GALOP](#), the homophobic and transphobic hate crime charity, has published a toolkit [Shining the light: 10 keys to becoming a trans positive organisation](#). The toolkit is aimed at LGB&T and mainstream organisations and gives practical suggestions on how to make organisations more trans-inclusive, from employment practices and terminology, to projects, services and lobbying work.

EDUCATION

National curriculum review

The Government is currently undertaking a review of the National Curriculum for 5 to 16 year olds starting with a call for evidence which closed on 14 April 2011. Over 5,700 responses were submitted they are now being analysed. The remit of the review includes a commitment to examine how the content of the National Curriculum can support the embedding of equality and inclusion. For further information about the National Curriculum review, please visit DfE's website: www.education.gov.uk/nationalcurriculum

Preventing and tackling bullying

In our last e-bulletin we told you about the Department for Education (DfE) [consultation](#) on *Ensuring Good Behaviour in Schools - Guidance for Governing Bodies, Head teachers, School Staff and Employers*, which ended on 30 May. This included the *Preventing and Tackling Bullying* document which refers to bullying because of prejudice against particular groups, including being transgendered. DfE is now considering the comments. The advice will link to appropriate organisations with expertise on lesbian, gay, bisexual as well as transgender issues. DfE plans to publish the revised bullying advice in July.

OTHER UPDATES

UK Ministers support International Day Against Homophobia and Transphobia

Tuesday 17 May 2011 was the International Day Against Homophobia and Transphobia (IDAHO). You can view Lynne and Foreign and Commonwealth Office Minister Jeremy Browne's video messages on the [GEO website](#).

Sparkle

Sparkle is the national transgender festival, offering live entertainment, meals, clubs, information and support. Lynne will be officially opening *Sparkle in the Park* this

year on Saturday, 9 July at 1.00PM. We hope you will be able to join us at this important event! More information can be found on the [Sparkle website](#).

Sports charter

Over 1,000 people have signed up to our facebook page on *I love sport but I hate homophobia and transphobia*. Thanks for all your support so far! For those who haven't yet done so, you can still [sign up](#). So you can tell us your sports news and spread the message.

Red tape challenge

The Red Tape Challenge is a Government website that aims to tackle the burden of excessive red tape, both to free businesses to compete and create jobs and to give people greater freedom and personal responsibility. From 9 June to 30 June, the Red Tape Challenge will have a spotlight on the Equalities theme, which will be facilitated by Caroline Waters, Head of Human Resources at BT. To participate in this debate, please go to www.redtapechallenge.cabinetoffice.gov.uk. You can also access [further information](#) on the red tape challenge on the Government Equalities Office website.

Pride London 2011

The [Government Equalities Office](#) will have a stall at [London Pride](#) this year. So come along on Saturday, 2nd July and find us at Trafalgar Square to say hi!

For additional advice and information please visit our website:

[http://www.equalities.gov.uk/what we do/lesbian, gay, bisexual and tra/transgender equality.aspx](http://www.equalities.gov.uk/what_we_do/lesbian,_gay,_bisexual_and_tra/transgender_equality.aspx)

Please forward this message and bulletin to your friends and colleagues; post it on your blogs and discussion forums; and raise it in your community groups. Your support will make all the difference!!

Any projects you are involved in you would like to tell us about? Any questions? Please email us at transgender@geo.qsi.gov.uk