

Support Services

If you think that you may be the victim of discrimination on the grounds of gender reassignment or you wish to discuss or report a specific issue please contact Claire Gaygan (Head of student services) on Ext 272.

You may also wish to discuss the implications of gender reassignment equality legislation with the Personnel dept.

All discussions will be treated with utmost confidentiality and sensitivity.

Further Information

The College's Single Equality Scheme can be obtained from the Personnel dept. or from C Gaygan.

The Equality Act 2010 can be viewed in full at www.legislation.gov.uk/ukpga/2010/15/contents

The Equality and Human Rights Commission (EHRC) can be accessed at www.equalityhumanrights.com



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Your guide to understanding
**Gender
Reassignment**
Equality and Diversity



Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws, observed in the College, with a single Act and it places a specific duty on public sector organisations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

One of these characteristics is Gender Reassignment.

The College has a Single Equality Scheme which reflects the requirements of the Equality Act 2010 and specifically covers Gender Reassignment.

In addition, there are a number of other laws which serve to criminalise offences of hatred and abuse on the grounds of Gender Reassignment.



What is meant by Gender Reassignment?

Gender reassignment covers anyone who is transsexual and either planning physical gender reassignment or is just choosing to live as a member of the opposite sex.

It is discrimination to treat transsexual people less favourably for being absent from work because they propose to undergo, are undergoing or have undergone gender reassignment than they would be treated if they were absent because they were ill or injured.

Your Rights at the College

You have the right to study or work in an environment which is free from prejudice, intimidation, harassment and victimisation on the grounds of your gender reassignment choice.

You have the right to expect the College to provide you with equality of opportunity and protection from prejudice on the grounds of your gender reassignment choice.

Your Responsibilities at the College

You will not treat unfairly or discriminate against anyone on the grounds of gender reassignment.

You will not harass or bully anyone on the grounds of gender reassignment.

You should be willing to challenge and report instances of discrimination on the grounds of gender reassignment.

Staff members must endeavour to ensure that functions and actions of the College and members of the College do not discriminate on the grounds of gender reassignment and should deal swiftly and adequately with incidents which may arise.



College Commitment to Gender Reassignment Equality

The College is committed to provide an environment where staff and students feel supported, comfortable and free to be open about their gender reassignment if they so choose.

The College is committed to ensure that the rights of everyone are respected and upheld regardless of their gender reassignment. The College will provide training and raise awareness in order to eliminate discrimination, harassment or victimisation based on gender reassignment.