

Trans Inclusion Policy Statement



George House Trust is committed to being a trans-inclusive organisation.

We acknowledge and understand that trans people living with HIV face specific barriers to accessing testing, treatment and support services. We are committed to working with individuals, communities and relevant agencies and organisations to help remove these barriers with the aim of improving trans people's accessibility to HIV treatment and support services.

For the purposes of this statement we define '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.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) 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 gender neutral.

George House Trust will:

- Include trans equality as a core part of the organisation's equality agenda and objectives.
- Recognise staff, volunteers, service users, trustees and members in their self-determined gender. This includes the use of any gender specific groups or venues, the use of gender identifiers where recorded, and respecting any name, title and pronouns requested by the staff member, volunteer, service user, trustee or member even if documents have not yet been changed.
- Involve trans, non-binary and intersex staff, volunteers, service users, trustees and members in decision making about issues that may directly affect them.
- Uphold the right to privacy and confidentiality of all trans, non-binary and intersex staff, volunteers, service users, trustees and members giving particular weight to protected characteristics.
- Avoid making assumptions about a person's gender identity based on appearance, name or behaviour.
- Encourage gender non-specific language and references.
- Mark important dates for the trans community, such as Trans Day of Visibility (31st March) and Transgender Day of Remembrance (20th November).
- Endeavour to include trans people in all publicity and support materials.
- Respect and accept the complex mental and physical healthcare needs of trans and non-binary people, making reasonable adjustments where necessary.

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- Proactively strive to create an open, welcoming, non-judgmental, supportive, respectful and caring service for all trans, non-binary and intersex staff, volunteers, service users, trustees and members.
- Work towards ensuring that all training courses delivered are fully inclusive of trans people – this includes both face-to-face training and e-learning
- Try to ensure that all forms and surveys are inclusive of trans people, including non-binary people, for both staff and clients
- Regularly review and monitor the implementation of all policies to ensure that they are trans-inclusive, updating or amending as necessary. Create new trans specific policies, where deemed necessary.
- Investigate fully all complaints of harassment, victimisation or discrimination on the grounds of gender identity, gender history, trans status or gender expression.
- Be aware that non-binary service users may feel uncomfortable attending gender specific services and may need more information and guidance before choosing whether to attend and, where possible, consider more non-gender specific service provision.