




ST. ANDREW'S COLLEGE
Cambridge

GENDER REASSIGNMENT POLICY

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EQUALITY IMPACT ASSESSMENT FOR GENDER RECOGNITION

St. Andrew's College Cambridge has carried out an equality impact assessment on the Gender Recognition Policy to meet the requirements of the:

- Race Equality Duty;
- Disability Equality Duty;
- Gender Duty; and
- Equality Act 2010.

This is to ensure that:

- The College does not directly or indirectly discriminate against people carrying out its functions, policies or services.
- Our strategies, policies and services are free from discrimination.
- Due regard is given to equality (specifically disability, gender and race) in decision making and subsequent processes.
- Opportunities for promoting equality are identified.

PURPOSE AND AIM(S) OF THE GENDER RECOGNITION POLICY

1. Introduction of the Gender Recognition Policy is to give all staff the opportunity to have their designated gender reflected on their staff record.
2. Following a successful application to the Gender Recognition Panel a transsexual person, from the date of recognition will acquire the rights and responsibilities which fall to a male or female of birth gender. They will also be able to marry in their acquired gender (a person of the opposite gender) and be eligible for the State retirement pension and other benefits at the age appropriate to the new gender. If their birth has been registered in the UK they can apply for a new birth certificate, in their acquired name and gender.
3. Once a member of staff has undergone gender reassignment and holds a Gender Recognition Certificate they can update their staff record accordingly.
4. It meets with the requirements of the Gender Reassignment Regulations and ensures the college is compliant with current legislation.
5. The policy is for all staff to access and for all staff that have undergone gender reassignment and hold a Gender Recognition Certificate to action.
6. The process is for the individual to carry out therefore protecting their right to privacy.
7. The policy will be published on the college's website.



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IMPACT OF THE GENDER RECOGNITION POLICY

Disability

There is no impact on disability. Disabled staff will have the same opportunities to access and change their gender.

Gender and Gender Reassignment

Positive Impact

This eliminates potential discrimination in employment as allows people who have undergone gender reassignment to amend the gender field on the staff record system to reflect their gender.

Information on Gender Reassignment is protected and will always be dealt with sensitively and securely. Any unauthorised use or disclosure would be regarded as a disciplinary issue and is an offence under the Gender Recognition Act. This extends to 'casual' conversations between staff.

Race

There is no race impact. Ethnic minority staff will have the same opportunities to access and change their gender.

Religion or Belief

There is no impact on religion or belief.

Marriage and Civil Partnership

There is no impact on marriage and Civil Partnership.

Pregnancy and Maternity

Staff on maternity leave will have to wait until they are back at work, either on a visit/keep in touch day or returned from maternity leave to update their staff record otherwise no impact.

Sexual Orientation

Staff changing their gender on their staff record may wish to change their sexual orientation at the same time if appropriate otherwise no impact.



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All Staff

- There is no reason to believe that different group(s) of people could be negatively or unduly affected by the proposed policy.
- The policy is open for use by all staff that have undergone gender reassignment and holds a Gender Recognition Certificate.
- The proposal provides the same outcome for all staff by identifying a process for people who have undergone gender reassignment and hold a Gender Recognition Certificate to amend their staff record to reflect their correct gender.
- The new policy will not affect relations between different groups, the intention is to meet a legal requirement to allow people that have undergone gender reassignment and who hold a Gender Recognition Certificate to amend their gender on the staff record system.
- This policy will not discriminate unlawfully against people from different groups. It will remove discrimination for staff that have undergone gender reassignment and hold a Gender Recognition Certificate.

Monitoring and Evaluation

- Monitoring of take up will not be conducted as this would infringe individual's who hold a Gender Recognition Certificate right to privacy under the Human Rights Act and Gender Reassignment Regulations.
- Staff can provide feedback on the policy and procedures directly to Mr Taylor. Where applicable, we will use this feedback to update or make required improvements to guidance.
- We will also act on any feedback from the college's Staff Network Groups.
- This policy refers specifically to updating the staff record and doesn't prevent staff from requesting the use of preferred pronouns in every day college life prior to receipt of their gender reassignment certificate.

Next Steps

The policy will be published on the college's website with a link signposting staff from the home page to the policy.

Contact Details

If you require further information, please contact: mark.taylor@standrewscambridge.co.uk

Next Review: October 2024