

## Women's Pioneer Housing Limited

Title	Transgender Policy
Issue Date	January 2023
Effective date	Immediately
Document Owner	Jess Page
Post of Document Owner	Director of Housing
Date approved by SMT	January 2023
Date approved by HASC	24 January 2023
Version number	1.0
Date of next review	January 2026

### 1. Introduction

- 1.1. Women's Pioneer Housing offers housing to independent women.
- 1.2. A Transgender Policy is relevant to WPH as 1 in 4 trans people have experienced homelessness at some point in their lives and our services are specifically gendered.
- 1.3. A trans or transgender person is anybody whose gender identity to expression differs from what is typically associated with the sex they were assigned at birth.
- 1.4. Terminology used in this policy is defined as below:
  - Transgender woman means someone who was born male at birth but is now living as woman.
  - Transgender man means someone who was born female at birth but is now living as a man.
  - Non-binary means people whose gender is not male or female.

### 2. Legislation and regulation

- 2.1. This policy conforms to relevant legislation including:
  - 2.1.1. The Human Rights Act 1998
  - 2.1.2. Gender Recognition Act 2004
  - 2.1.3. Equality Act 2010

### 3. Our Policy

- 3.1. We will allow the following women to be nominated by the council or referral agency, and join our public waiting list:
  1. Any woman female by birth (Gender recognition Act 2004)
  2. Any woman who holds a gender recognition certificate legally declaring her female (Gender recognition Act 2004)

3. Transgender women who meet the definition of a person who 'intends to undergo, is undergoing or has undergone gender reassignment' (Equality Act 2010).
  4. Non-binary women who are either born female, or meet the 2 and 3 above.
- 3.2. We will not accept nominations from the council, referral agency or waiting list for:
- men who cross dress
  - transgender men
  - anyone who we know has a history of male violence against women or children
- 3.3. The QL system should ask for gender and options should be:
- Man
  - Woman
  - Other
- 3.4. In terms of if a woman transitions to a man while living in our stock we would not take any action to end the tenancy.
- 3.5. We acknowledge that trans women may face additional barriers in accessing our services and that we must take additional steps to address these, including:
- Ensuring that staff and volunteers receive sufficient training and guidance to understand and support the needs of trans women
  - Ensuring that publicity material is inclusive

#### **4. Governance**

- 4.1. The CEO is responsible for the policy and has delegated authority to the Director of Housing and Housing Manager for day to day management.

#### **5. Equality and Diversity**

- 5.1. WPH will ensure that this policy is applied fairly and consistently. We will not directly or indirectly discriminate against any person or group of people in line with our Equality and Diversity Policy. We will act sensitively towards the diverse needs of individuals and communities and will take positive action or make reasonable adjustments where appropriate.