

Title:	Transgender Policy
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1. Introduction

Women's Pioneer Housing offers housing to independent single women.

- 1.1. This Transgender Policy sets out how WPH will lawfully and fairly include and support transgender and non-binary applicants and residents, while maintaining our remit as a women's housing association. WPH recognises that transgender and non-binary people may face particular barriers in accessing safe, appropriate housing and are committed to addressing these barriers wherever possible.
- 1.2. A transgender (trans) person is someone whose gender identity or expression differs from the sex they were assigned at birth.
- 1.3. Terminology used in this policy is defined as below:
 - **Sex:** The legal status of being male or female, as recorded at birth or as legally changed under the Gender Recognition Act 2004.

- **Gender Identity:** A person's sense of their own gender, which may or may not correspond with the sex assigned at birth.
- **Transgender Woman:** A person assigned male at birth who identifies and lives as a woman.
- **Transgender Man:** A person assigned female at birth who identifies and lives as a man.
- **Non-binary:** Someone whose gender identity is not exclusively male or female.
- **Gender Recognition Certificate:** A legal document issued under the Gender Recognition Act 2004 which changes a person's legal sex.

2. Legislation and regulation

2.1.1 Key legislation and regulation relevant to this policy include:

- The Human Rights Act 1998
- Gender Recognition Act 2004
- Equality Act 2010

2.2.1 Under the Equality Act 2010, "gender reassignment" is a protected characteristic. Protection applies to anyone who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex. Medical supervision is not required.

2.2.2 The Act also permits single-sex services, where this is a proportionate means of achieving a legitimate aim. This provides WPH with the legal basis to restrict services to women while ensuring equality of opportunity for trans women as appropriate.

3. Our Policy

3.1.1 WPH will accept nominations or applications from the following individuals for a tenancy:

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 people who are either born female, or meet the 2 and 3 above.

3.1.2 We will not accept nominations from the council, referral agency or waiting list for:

- People who identify and live as men (including transgender men)
 - Men who cross dress
 - Anyone known to have a history of male violence against women or children, where inclusion would compromise the safety of residents or staff.
- 3.1.3 To ensure resident safety, WPH will assess the risk of violence through information disclosed by the referring local authority or agency. This will include reviewing any risk assessments, safeguarding records, or other relevant documentation provided by the referrer.
- 3.1.4 Each application will be reviewed on a case by case basis. If a tenant transitions to a different gender during their tenancy, WPH will not seek to end or vary the tenancy. The tenant's privacy, dignity, and safety will be respected at all times. WPH will offer support as appropriate, including referrals to relevant organisations.
- 3.1.5 We acknowledge that trans women may face additional barriers in accessing our services and that we must take additional steps to address these. We will therefore:
- Provide training and guidance for staff and volunteers on gender identity, legal rights, and inclusive practice.
 - Review publicity and communication materials to ensure inclusive representation and language.

4 Equality and Diversity

- 4.1.1 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, Diversity and Inclusion Policy. We will act sensitively towards the diverse needs of individuals and communities and will take positive action or make reasonable adjustments where appropriate.