

Transgender Equality Statement Staff /Students

1. Statement Aims

SERC will ensure that:

- as an employer and education provider, the requirements of the Employment Equality (Sexual Orientation) Regulations (NI) 2003, Sex Discrimination (Gender Reassignment) Regulations 1999, Human Rights Act 1998, the College Equality Scheme and requirements in relevant legislation are met.
- ensure internal policies and procedures are designed to promote, equality of opportunity, good relations and inclusion.
- treat all staff and students with dignity and respect.

2. College Commitment

This Transgender statement sets out the College's commitment to both potential and existing employees and students who are transgendered.

The College is committed to:

- a policy of equal opportunity and seeks to ensure that the College will support staff and/or students that may be transsexual, transgender or undergoing gender reassignment.
- creating a positive, safe and supportive working and learning environment where staff and students are comfortable about disclosing their identity at various stages throughout their time at the College.
- providing a supportive environment for staff and students undergoing medical and surgical procedures.

3. Definition of Transgender

- For the purpose of this statement, transgender is an umbrella term that refers to those who have a deep conviction that their gender (whether they are a man or a woman) does not conform to the sex they were assigned at birth.

4. Monitoring and Review

This statement will be monitored and reviewed on a regular basis.