

## History & Background

Over the last two years **a:gender**, the Civil Service wide support group for transgender and intersex staff, has been developing the **Transgender Equality Index (TEI)** inspired by the Stonewall 100 equality index model which has highlighted issues of equality for the gay community and has been a huge success over the years.

**Gender Matters** is proud to have been one of the first transgender support groups to take this equality scheme forward and to be working in partnership with **a:gender** to develop the Transgender Equality Index (TEI). This tool can be used for implementing transgender equality policy across a wide spectrum of services:

- **Small to large businesses**
- **Local services**
- **Community groups and organisations**

**Your policies & attitudes - our lives**

## What is gender dysphoria or gender identity ?

“Transsexualism: An innate biological variation in human development. A mismatch between brain-sex and genital-sex that originates pre-birth”



**Gender Identity Research and Education Society**

Registered Charity  
No: 1068137



**Gender Matters** is working in partnership with **a:gender**, the civil service staff support organisation to support the wider transgender community

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**Gender Matters** is funded and supported by:



# Gender Matters



## Transgender Equality Index

For use in the Workplace, by Shops and Services, both Statutory and Private



Supporting the Transgender community, and their families and supporters since 2003

Registered Charity 1124669  
Registered in England and Wales  
Company No 6465951

## Why is this important to us?

Everyone needs to feel that they are valued in life, being in employment means you feel you are contributing to society. Being unemployed can and will lead to isolation and social exclusion with dire consequences for marginalised communities, in some cases leading to self harm and suicide.

Everyone has the right to work in a safe and non-judgmental environment - but do they ???

### From The Equalities Review a sample of 870 transgender people in 2007 reported:

- 73% had experienced harassment in public
- 10% had encountered threatening behaviour in public
- 42% feared losing their job upon transition, and a quarter felt obliged to leave their job
- 6.3% had been refused healthcare
- 1 in 4 said they were made to use an inappropriate toilet at work
- 80% said they thought their GP would like to be more helpful
- 60% of that 80% reported their GP's having a lack of appropriate information
- 47% do not use public social or leisure facilities for fear of discrimination, by being refused access, or having their access limited in some way

## Benefits of diversity

### Some examples of how it would work

- Enhance your business by gaining central and local government work through valuing and having a diverse workforce with strong equality policies.
- Maintain your customer loyalty and attract new customers by ensuring all your staff understand equality and diversity and how to treat your customers with respect.
- Receive a wider pool of job applicants through having an equality and diversity recruitment policy.
- Transgender people are more likely to buy and use your services if they know that you will treat them properly with understanding and respect.
- This particularly applies to any:
  - Clothes & shoe shops
  - Hairdressers and hair removal services
  - Pubs and clubs
  - Beauticians
  - All types of shops & supermarkets
  - Garages
- Particularly businesses who employ transgender people will attract trans customers to use their businesses and services.

### Times are hard - can you afford not to embrace diversity ?

## What are the project aims and what we will do for you?

### For the transgender community, we will:

- Work to identify safe training, education and other services.
- Identify safe employment opportunities
- Provide one to one support
- Identify and list safe places to shop for the transgender community who are non-judgmental.

### For all businesses, service providers, both public and private, we will;

- Work with businesses, both statutory and private, on how to fill in and complete the Transgender Equality Index (TEI).
- Point out the benefits to businesses and statutory services and how they can meet the legislation requirements set by central government.
- Provide 8 hours of free support in training and education.
- Provide opportunities to take part in multi agency training and education.
- Provide opportunities to join our synergy scheme by supporting **Gender Matters** through corporate sponsorship which will entitle you to reduced rates for training and education
- **More people will use the service you provide**