Note:
Inclusion on this list does not imply an endorsement of content or services.
Other Resources: Organisations

The following is a selection of the more established national trans organisations which can act as ‘gateway’ organisations to link into a wider network of trans related groups and services. In addition, there are many local support organisations across the UK.

A more comprehensive list of both national and local organisations can be found via the GIRES ‘TransWiki’ clickable map at www.gires.org.uk/the-wiki.

**Gendered Intelligence**
Support, training and resources for those who work with and support trans people across the UK; youth services for the under 30s

For full contact details, see the back page

**LGBT Foundation**
National LGBT Helpline
https://lgbt.foundation/

**GALOP**
National LGBT domestic violence helpline
www.galop.org.uk/domesticabuse/

**Gender Trust**
Supporting trans people nationally (18+)
www.gendertrust.org.uk

**Mermaids**
Forum space, summer residentials and information for young trans people (<19) & parents
www.mermaidsuk.org.uk/

**Depend**
Advice, information, support for family members, partners and friends of trans people
www.depend.org.uk

**Press for Change**
Campaigns, provides some legal advice and takes on key test cases
www.pfc.org.uk

**GIRES (Gender Identity Research and Education Society)**
Promotes research, campaigns, provides publications, especially in medical / healthcare field
www.gires.org.uk

**Scottish Trans (previously Scottish Transgender Alliance)**
Campaigns, researches, builds alliances and has a selection of excellent downloadable reports (some Scotland-specific, some UK-wide) and guidance notes
www.scottishtrans.org
**LGBT Youth Scotland**  
Support, information and resources for young trans people and those who support them  
www.lgbtyouth.org.uk/

**TENI (Transgender Equality Network Ireland)**  
Support, advocacy/campaigning and education organisation with some very useful publications on the website  
http://www.teni.ie/

**Transgender NI**  
Support and information for trans people, friends and families and professionals in Northern Ireland  
https://transgenderni.org.uk/

**UK Trans Info**  
A hub for resources that also promotes activism and campaigning  
Lots of useful information for trans people.  
*Unfortunately, this website was hacked some time ago and does not seem to have recovered yet. We have left the reference on the list as we will restore it as soon as the website becomes functional again and so readers know it was a good source of information should they find references to it elsewhere.*

**Trans Media Watch**  
A charity dedicated to improving media coverage of trans and intersex issues  
www.transmediawatch.org/

**All About Trans**  
Encouraging greater understanding between media professionals and the transgender community.  
www.allabouttrans.org.uk/

**NonBinary.org**  
Education / resources site providing information for and about people who don’t fit the gender binary  
http://nonbinary.org/

**Beyond the Binary**  
A magazine site providing information for and about people who don’t fit the gender binary  
http://beyondthebinary.co.uk/

**Twilight People**  
A project that discovers and celebrates trans and gender-variant people of faith  
www.twilightpeople.com/the-project/
Plus some LGBT+ organisations:

**Schools Out**  
A range of information, campaigns and resources for educational environments and professionals  
[www.schools-out.org.uk](http://www.schools-out.org.uk/)  
[http://the-classroom.org.uk/](http://the-classroom.org.uk/)

**Educate and Celebrate**  
Offers teacher training and resources to support development of an LGBT+ Inclusive curriculum  
[www.educateandcelebrate.org/](http://www.educateandcelebrate.org/)

**Diversity Role Models**  
Workshops for young people led by LGBT role models and allies, addressing bullying  
[www.diversityrolemodels.org/](http://www.diversityrolemodels.org/)

**The Proud Trust**  
LGBT+ youth organisation, provides resources  
[https://www.theproudtrust.org/](https://www.theproudtrust.org/)

**Inclusion for All**  
Works in schools, especially primary schools, to tackle gender stereotyping, LGBTQI stereotyping, HBT bullying and related derogatory language  
[www.inclusionforall.co.uk/](http://www.inclusionforall.co.uk/)

**Regard**  
Advice, campaigning and resources by and for LGBTQ disabled people  

**UK Lesbian and Gay Immigration Group (UKLGIG)**  
Promotes equality and dignity for LGBTI asylum seekers  
[https://uklgig.org.uk/](https://uklgig.org.uk/)

**Stonewall**  
National LGBT campaigning and education charity with a range of programmes and resources.  
[www.stonewall.org.uk/](http://www.stonewall.org.uk/)
After attending Gendered Intelligence training, you have the knowledge to critique some of these documents and take inclusion further – if you think something can be done better, then strive to make that happen, and showcase the good practice for others to learn from.

### Other Resources: Online References
The following is a selection of online trans resources. It is by no means comprehensive, but will provide you with initial information on the current approach in a number of settings. However, please note the documents are not all statements of best practice as that’s still in development in many areas.

After attending Gendered Intelligence training, you have the knowledge to critique some of these documents and take inclusion further – if you think something can be done better, then strive to make that happen, and showcase the good practice for others to learn from.

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**Health**
Detailed documents about surgeries, the effects of hormones and similar have not been included. These can be readily found by googling.

**Supporting Patients Accessing Gender Identity Services**
Brighton & Hove Clinical Commissioning Group, January 2016
A guide for GPs on the care of trans patients, especially those accessing NHS Specialist Gender Identity Services.

**NHS Choices website – Trans Health Section**
Includes personal stories of trans people and their loved ones

**Good practice guidelines for the assessment & treatment of adults with gender dysphoria**
Royal College of Psychiatrists, October 2013

**Gender Identity Services for Adults – Service Specification**
NHS England, 2018
Treatments/treatment criteria for England and Wales. (Useful flowcharts p15-17)

**Gender Identity Development Service**
The Tavistock and Portman NHS Foundation Trust
Explains the services available for gender variant young people, referral details, guidance for schools and parents, FAQs and more.
[http://gids.nhs.uk/](http://gids.nhs.uk/)

**Service Specification for Gender Identity Development Service for Children and Adolescents**
Treatments/treatment criteria for England. Includes treatment pathway flowcharts (p17/18)

**Gender Reassignment Protocol**
NHS Scotland, 2012
Treatments/treatment criteria for Scotland.

**Specialised Services Policy: CP21 - Specialised Adult Gender Identity Services**
NHS Wales, 2012
Treatments/treatment criteria for Wales.
Current Waiting Times & Patient Population for NHS England Gender Identity Clinics
UK Trans Info, regularly updated
A snapshot analysis of the waiting times and caseload for adult Gender Identity Clinic services in England.
[Awaiting restored website as at July 2019]

Information for General Practitioners Working with Transgender People
Transgender Equality Network Ireland (TENI), 2016
www.teni.ie/attachments/0ce15fc2-69f4-4b3b-94df-a7c90a11e53b.PDF

Yorkshire and Humber Protocol- Providing Hospital Services To Trans Patients
Yorkshire and Humber NHS, 2012
An example of a protocol setting out practical considerations relating to trans people in hospital.
www.barnsleyhospital.nhs.uk/equalitydiversity/files/2012/01/Providing-Hospital-Services-to-Trans-Patients-Protocol-2012.pdf

Screening for Life
NHS Wales, May 2016
A good example of information specifically for trans people, created in conjunction with trans people, supporting access to various screening services
www.screeningforlife.wales.nhs.uk/transgender-information

Australian Standards of Care and Treatment Guidelines for Trans and Gender Diverse Children and Adolescents
The Royal Children’s Hospital Melbourne, 2018

Standards of Care for the Health of Transsexual, Transgender, and Gender- Nonconforming People, Version 7
WPATH (World Professional Association for Transgender Health), 2012
The full international protocol for the treatment of trans people.
www.wpath.org/publications/soc

DSM-5 (Diagnostic and Statistical Manual of Mental Disorders, edition 5)
The American Psychiatric Association, 2013
The handbook used by health care professionals in the United States and much of the world to diagnose mental disorders.
www.psychiatry.org/psychiatrists/practice/dsm

ICD-11 (International Classification of Diseases, edition 11)
World Health Organisation, edition 11: released 2018; full implementation by Jan 2022
The international diagnostic tool used by World Health Organisation member states.
www.who.int/classifications/icd/en/

Competencies for Counseling with Transgender Clients
American Counseling Association, 2009
Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC)
A detailed set of competencies set out under eight themes
www.counseling.org/knowledge-center/competencies
**Guidelines for Psychological Practice With Transgender and Gender Nonconforming People**
American Psychological Association, 2015
Guidelines underpinned by an enormous range of references

**Memorandum of Understanding on Conversion Therapy in the UK (Version 2)**
October 2017
Signed by 13 major therapeutic organisations and bodies, including NHS England, stating conversion therapy in relation to sexual orientation or gender identity is unethical

**Your Body, Your Health**
Men’s Health Forum, 2015
A manual that explains health choices for trans men, trans masculine and non-binary people
www.menshealthforum.org.uk/your-body-your-health

**Trans Youth Sexual Health Booklet**
Gendered Intelligence, June 2011
http://genderedintelligence.co.uk/trans-youth/resources

**Preventing Suicide Among Trans Young People: A Toolkit for Nurses**
Nominally for nursing professionals, this document has much wider relevance, including plenty of further resources and references. Companion LGB publication available from the same page.

**Sexual Orientation and Gender Identity: A Guide for Clinicians Working in Children and Young People’s Mental Health and Emotional Wellbeing Settings**
Hertfordshire Partnership NHS & London and South East CYP IAPT Learning Collaborative, Apr 2017
https://cypiapt.com/2017/04/03/so-and-gi-guide/

**Supporting a Lesbian, Gay, Bisexual or Trans Person with Dementia**
Alzheimer’s Society, Feb 2017
www.alzheimers.org.uk/download/downloads/id/3555/supporting_a_lesbian_gay_bisexual_or_trans_person_with_dementia.pdf

**Transgender Inclusion in Drug and Alcohol Services**
Scottish Trans 2015
www.scottishtrans.org/alcohol-and-drug-services/

**Useful LGBT Health references:**

**Out Loud: LGBT Voices in Health & Social Care - A narrative account of LGBT Needs**
LGBT Partnership, May 2016
Clear statements of needs, alongside examples of good and poor practice
**Education**

**Trans Inclusion Schools Toolkit (3rd edition)**
Brighton and Hove City Council, Allsorts Youth Project, v3, 2017

**Supporting Transgender Young People - Guidance for Schools in Scotland**
Scottish Trans, LGBT Youth Scotland, Scottish Government, 2017

**Transforming the Classroom Supporting Trans Young People in Schools**
Transgender Equality Network Ireland (TENI), 2016
[www.teni.ie/attachments/7544b288-f9ca-486b-b1b8-f14177836c63.PDF](http://www.teni.ie/attachments/7544b288-f9ca-486b-b1b8-f14177836c63.PDF)

**Classroom Project**
**School’s Out**
Lesson plans and resources by key stage / by subject to help teachers introduce LGBT issues

**Schools Project homophobic and transphobic bullying and hate crime**
CPS (Crown Prosecution Service) North West
Full teacher pack including videos information and lesson plans
[www.cps.gov.uk/hate-crime](http://www.cps.gov.uk/hate-crime)

**It’s Pronounced Metrosexual (website)**
Excellent social justice resource with plenty of trans and LGB material available free as creative commons, suitable for many settings, often humorous; really worth a look!

**Guidance for schools on preventing and responding to sexist, sexual and transphobic bullying**
DCSF (Department for Children Schools and Families) now DfE (Department for Education), 2009

**No Place for Bullying**
OFSTED, June 2012
Case studies, summary and full reports
[www.ofsted.gov.uk/resources/no-place-for-bullying](http://www.ofsted.gov.uk/resources/no-place-for-bullying)

**Technical Guidance for Schools in England**
EHRC (Equality and Human Rights Commission), 2014
Guidance on the Equality Act as it relates to schools. Guidance for England, Scotland and Wales available to download
Trans staff and students in HE and Colleges: Improving Experiences (3rd edition)
Equality Challenge Unit, November 2016
Includes a link to a model policy statement and case studies. Main document is membership only.
www.ecu.ac.uk/guidance-resources/inclusive-environment/providing-support/trans-people/

Developing a Gender and Sexual Orientation Alliance: A Toolkit for Young People and Teachers
LGBT Youth Scotland, 2017
www.lgbtyouth.org.uk/media/1290/developing-a-gsa.pdf

School Inspection Handbook
Ofsted, effective from September 2019
Establishes requirement of inclusivity for trans pupils (Item 214, p58) and records re transphobic bullying (Item 53, p16)

Young People
Knowledge is Power
Gendered Intelligence online resource, 2015
A range of resources focussed on topics of interest to young trans people ranging across health, coming out, transitioning, bullying and education
http://genderedintelligence.co.uk/projects/kip

Trans*Form Toolkit
Youth Cymru, 2015
A guide to ways to be more inclusive of young trans people, with plenty of quotes and input from young trans people and helpful background information
http://youthcymru.org.uk/transform-toolkit/

Inclusive Residential Events
GirlGuiding, 2015
www.girlguiding.org.uk/making-guiding-happen/running-your-unit/including-all/lgbt-members/supporting-trans-members/

Trans Youth In Care: A Guide For Social Care Professionals
Three Circles Fostering, 2017

(See also the extensive ‘Education’ listing for many additional relevant publications)
Employment

The Recruitment and Retention of Transgender Staff: Guidance for employers
Government Equalities Office / Inclusive Employers, 2015

Changing For The Better - How to include trans people in your workplace: A guide for employers
Stonewall Scotland, 2012

Including Non-binary People – Guidance for Service Providers and Employers
Scottish Trans Alliance, 2015

First Steps to Trans Inclusion; Creating a Transitioning at Work Policy; Trans Inclusive Policies and Benefits; Communication Commitment to Trans Inclusion
A suite of guides around trans inclusion in the workplace (click the ‘Trans’ tab)
Stonewall, 2016
www.stonewall.org.uk/our-work/workplace-resources

Gender Reassignment Discrimination: Key Points for the Workplace
Downloadable guide with a legal focus, ‘Tips’ factsheet, Mythbuster factsheet, and Glossary
ACAS, 2017

Supporting Transgender Inclusion in the Workplace: Guidelines for Employers and Employees
Transgender Equality Network Ireland (TENI), 2017
www.teni.ie/attachments/422b4a34-78af-4b62-9818-aced13ed58ca.PDF

How to be a good ally to trans people at work
UNISON, 2018

Service Provision

Providing Services for Transgender Customers – A Guide
Government Equalities Office / Gendered Intelligence, 2015
Guidance for High Street providers of goods and services – pubs, clubs, restaurants, retailers, leisure centres etc
www.gov.uk/government/publications/providing-services-for-transgender-customers-a-guide

Stronger Together: Guidance for Women’s Services on the Inclusion of Transgender Women
LGBT Youth Scotland, Scottish Transgender Alliance, LGBT Domestic Abuse Project, 2015

Equality Act 2010: What do I need to know? A quick start guide to gender reassignment for voluntary and community organisations
Equality and Diversity Forum (EDF) / Government Equalities Office, Aug 2010
**Sport**

**A Guide to Including Trans People in Football**
Football Association, Mar 2016
Guidance developed in conjunction with Gendered Intelligence around the inclusion of trans people in all aspects of football whether playing, coaching, managing etc.
There’s a video “Trans people in Football” on the same page

**Women’s Flat Track Derby Association - Statement About Gender**
Women’s Flat Track Derby Association, 2011
A fully inclusive statement and policy for Roller Derby, which is a contact sport
https://wftda.com/wftda-gender-statement (Statement)
http://ukrda.org.uk/2014/04/ukrda-transgender-policy/ (Policy)

**International Olympic Committee –Guidelines**
IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism, Nov 2015

**Make Sport Everyone’s Game - Sports Toolkit**
Stonewall, 2016
www.stonewall.org.uk/sites/default/files/rl-sports-toolkit.pdf

**Monitoring**

**Getting Equalities Monitoring Right**
Scottish Trans and Stonewall Scotland, 2017

**Briefing Sheet: Trans Status Monitoring**
LGBT Foundation, 2016
https://s3-eu-west-1.amazonaws.com/lgbt-media/Files/733001ca-5a3f-40de-81ac-bcac5cf88c2e/TSM%2520Briefing%2520Sheet.pdf

**Collecting information on gender identity (2nd edition)**
EHRC (Equality and Human Rights Commission), May 2012
**Hate Crime and Hate Incidents; Sexual Violence, Domestic Violence**

**Report It**
A website and app provided by the police, aimed at enabling people to report hate crime: [www.report-it.org.uk/homophobic_and_transphobic_hate_crime](http://www.report-it.org.uk/homophobic_and_transphobic_hate_crime)
It also sets out the difference between a hate crime and a hate incident: [www.report-it.org.uk/what_is_hate_crime](http://www.report-it.org.uk/what_is_hate_crime)

**Homophobic, Biphobic and Transphobic Hate Crime - Prosecution Guidance**
Crown Prosecution Service (regularly updated)
Detailed information about what constitutes hate crime and how it is prosecuted

**Supporting LGBTI survivors of sexual violence**
Rape Crisis, Scotland, 2014
Written from a service user’s perspective, this includes information helpful to service providers and is a good example of how to produce a booklet for service users

**Domestic Violence: A Resource for Trans People**
Nominally for trans people themselves, this is useful for service providers as it sets out clearly the kinds of specific abuse elements that can be directed at trans people.
[http://www.teni.ie/attachments/af76bb4a-2141-41cb-8c3c-99a4bda0a57b.PDF](http://www.teni.ie/attachments/af76bb4a-2141-41cb-8c3c-99a4bda0a57b.PDF)

**Prisons and the Criminal Justice System**

**The Care and Management of Transgender Offenders**  (PSI 17/2016)
Ministry of Justice, November 2016

**Gender Identity and Gender Reassignment Policy for those in our Custody**
Scottish Prison Service and Scottish Transgender Alliance, 2014

Asylum (see also ‘International Laws and Conventions’ and ‘International References’):

**Gender Identity Issues in the Asylum Claim**
UK Visas and Immigration, 2011
Asylum Seekers and Refugees

**Good Practices Related to LGBTI Asylum Applicants in Europe**
ILGA Europe 2014

**No Safe Refuge: Experiences of LGBT Asylum Seekers in Detention**
Stonewall & UK Lesbian and Gay Immigration Group (UK LGIG), 2016
[www.stonewall.org.uk/sites/default/files/no_safe_refuge.pdf](www.stonewall.org.uk/sites/default/files/no_safe_refuge.pdf)

**Welcome to Stay: Building Trans Communities Inclusive of Trans Asylum Seekers and Refugees**
TGEU, October 2016
Nominally for trans organisation, contains much useful general background information and ideas

**Forced Migration Review Issue 42:**
**Sexual Orientation and Gender Identity and the Protection of Forced Migrants**
University of Oxford / Refugee Studies Centre, April 2013
Research and reports on the experiences of LGBTI forced migrants

Non-Binary People

**Understanding Non-binary People: A Guide for the Media.**
Trans Media Watch, June 2014
Written for the media but with plenty of useful information and quotes for anyone.
[www.transmediawatch.org/Documents/non_binary.pdf](www.transmediawatch.org/Documents/non_binary.pdf)

Black, Asian and Minority Ethnic Communities

**Inclusivity: Supporting BAME Trans People**
Includes a listing of BAME / Faith trans and LGBT support groups

**Barriers to health faced by transgender and non-binary black and minority ethnic people**
Race Equality Foundation, 2016
Faith Communities

Belief & Philosophy Resource Pack for Youth Work & Education Settings
The Proud Trust in association with Schools Out UK, LGBT History Month and the National Hate Crime Partnership convened by the LGBT Consortium, 2016
www.theproudtrust.org/training-and-education/education-resources/lgbt-history-month/

Valuing All God’s Children: Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying
Church of England, September 2017

Transforming Churches
Open Church Network, 2018
A practical guide for the inclusion of trans and gender non-conforming people in the Church

Wellbeing of LGBT Pupils – A Guide for Orthodox Jewish Schools
Keshet UK, Sep 2018
https://www.keshetuk.org/orthodox_schools_guide.html

D/deaf and Disabled People

Oppression Squared: D/deaf and Disabled Trans Experiences in Europe
TGEU / Nathan Gale, 2017
Describes issues, barriers and solutions around the inclusion of D/deaf and disabled trans people

LGBTQ signs in BSL (British Sign Language)
Deaf Direct, 2018
Video of basic LGBTQ language signs, including lesbian, gay, bisexual, transgender and queer
https://www.facebook.com/deafdirect/videos/1960201920717404/UzpfsTY2NTk4MjQ3MzoxMDE1NjY1MTY3MjAyMjQ3NA/

Autism

Supporting trans and gender questioning autistic pupils
National Autistic Society, Joe Butler, 2015
Intersex People

Although intersex experiences are not discussed in detail in Gendered Intelligence’s trans training, it can be useful to understand how trans and intersex people differ and some of the issues there may be in common between the two groups.

Organisation Intersex International (OII)

An international organisation with branches in a number of countries including the UK, US and Australia. All can be accessed via: http://oiiinternational.com/

Of particular interest are the following documents:

Standing up for the Human Right of Intersex People

Organisation Intersex International and ILGA, Dec 2015

Outlines key issues faced by intersex people and some of the distinctions between intersex and trans people

http://oiiurope.org/standing-up-for-the-human-rights-of-intersex-people-how-can-you-help/

First, Do No Harm: Ensuring the Rights of Children With Variations of Sex Characteristics in Denmark and Germany

Amnesty International, 2017

Whilst nominally focussed on Denmark and Germany, this contains an enormous amount of useful information that has much wider relevance


Employers Guide to Intersex Inclusion

Organisation Intersex International (OII) Australia, 2014

Whilst this is an Australian publication and therefore references Australian law, the vast majority of information and the principles of inclusion are entirely transferrable


Intersectionality

The Intersectionality Toolkit

IGLYO – International Gay and Lesbian Youth and Student Organisation

http://issuu.com/iglyo/docs/inter_toolkit/1
**Experiences and Comment**

There are hundreds of examples of trans people recounting their experiences and commenting on issues that affect them on YouTube and similar platforms. Here are just a few to help you get started:

**All About Trans**
A selection of videos from trans people talking about a wide range of thoughts and experiences
www.allabouttrans.org.uk/category/real-people/

**Transfigurations**
A selection of videos from trans people talking about a wide range of thoughts and experiences
http://transfigurations.org.uk/trans-videos/

**Transgender Muslim Support Network**
Meet the Founder of the Transgender Muslim Support Network
http://muslimgirl.com/22389/interview-founder-transgender-muslim-support-network/

**Sabah Choudrey Brixton TEDx talk (2015)**
Brown, trans, queer, Muslim and proud
www.youtube.com/watch?v=w6hrZW6i9!

**Trystan Reese, Mystery Box show**
US Trans man talking about trans masculine pregnancy
https://youtu.be/ymmwxAqLgrA

**Amelia Abraham TEDxLondonWomen talk (2019)**
Why feminists should support transgender rights
www.youtube.com/watch?v=Rk1NO1BB7KQ

**Twitter**
It can be useful to follow people on Twitter – this will help you stay up to date with current themes and issues, and link you to articles and comment. Here are a few suggestions to get you started:
Meg John Barker, Helen Belcher, Munroe Bergdorf, Alex Bertie, Christine Burns, Juno Dawson, Fox Fisher, Jake Graf, Owl (@UglaStefania), Paris Lees, CN Lester, Janet Mock, Juno Roche, Julia Serano, Trans Media Watch

**Regular Online Commentators**
Several people on the Twitter list above publish significant, thoughtful and often nuanced writing online. Of particular note is:
Julia Serano: https://medium.com/@juliaserano
UK Law

Equality Act 2010 - Full text and Guidance notes
Download the full pdf or use the interactive online version
www.legislation.gov.uk/ukpga/2010/15/contents

Gender Recognition Act 2004 – Full text and Guidance notes
Download the full pdf or use the interactive online version
www.legislation.gov.uk/ukpga/2004/7/contents

Human Rights Act 1998 – Full text
Download the full pdf or use the interactive online version

Summary of Human Rights Act
BIHR (British Institute of Human Rights)
www.bihr.org.uk/thehumanrightsact

Sex Discrimination (Northern Ireland) Order 1976 (incl amendments) – Full Text
Download the full pdf or use the interactive online version

Equal Treatment Bench Book
Judicial College, Mar 2018

Gender Recognition in Scotland - Consultation
Scottish Gender Recognition Consultation Report (Nov 2018) and Factsheets (Jan 2019)
International Laws and Conventions

Universal Declaration of Human Rights (UDHR)
United Nations, 1948

Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity
Developed and unanimously adopted by a distinguished international group of human rights experts, 2007; Additional 9 principles added Nov 2017
www.yogyakartaprinicples.org/

Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People
United Nations, Office of the High Commissioner, 2017
https://www.unfe.org/standards/

International Convention on the Rights of the Child
United Nations, 1990
www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx

Human Rights and Gender Identity Best Practice Catalogue (2nd edition)
Transgender Europe (TGEU) 2016
Pan-European recommendations for implementation of legal provisions

Guidelines on the Transposition of the Asylum Qualification Directive: Protecting LGBTI AsylumSeekers
ILGA Europe, 2014
www.ilga-europe.org/resources/ilga-europe-reports-and-other-materials/guidelines-transposition-asylum-qualification

Malta - Gender Identity, Gender Expression and Sex Characteristics Act 2015 (GiGESC Bill)
Article and download of the Bill
http://tgeu.org/malta-adopts-ground-breaking-trans-intersex-law/

Argentina - Gender Identity Law, 2012
Download an English translation of the Law
http://tgeu.org/argentina-gender-identity-law/
International References

International Organisations (involved with the references below)
- ILGA - International Lesbian, Gay, Bisexual, Trans and Intersex Association
- TGEU - Transgender Europe
- GATE – Global Action for Trans Equality
- FRA Europe - European Union Agency for Fundamental Rights
- Oil International – Organisation Intersex International

Global maps – World Economic Forum, 2017
A range of 11 maps looking at LGBT rights across the globe including the right to change legal gender and protections in employment and housing for trans people

Trans Rights Index - ILGA-Europe Rainbow Map
International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe, 2018
Comparison/rating of different European countries’ approach to LGBTI people in the areas of non-discrimination, family, hate crime law, legal gender recognition, freedom of assembly and asylum
https://rainbow-europe.org/

Trans Rights Europe Maps, 2019
TGEU 2019

Being Trans in the European Union: Comparative analysis of EU LGBT survey data
European Union Agency for Fundamental Rights, 2014
Analysis of the experiences of trans people in European countries regarding discrimination, violence & harassment and daily life

ILGA, November, 2017

The State of Trans* Organising (2nd edition)
The State of Intersex Organising (2nd edition)
Global Action for Trans Equality (GATE), Oct 2017
Whilst nominally about organising, these publications gives a good overview of global human rights issues in relation to trans and intersex people and contain examples / case studies

US maps of practices in different states
Practices on a range of LGBT issues, including more detailed info on ID change
http://transgenderlawcenter.org/equalitymap
Trans Respect vs Transphobia
Transgender Europe (TGEU), 2016 (Project ran 2009-2016)
Includes the worldwide trans murder map and other world maps regarding trans inclusion around
the legal, healthcare and social situations, as well as a range of social mapping publications
http://transrespect.org/en/

This page gives an overview of the project:
http://tgeu.org/our-work/our-global-work/tvt/

Global Workplace Briefings
Stonewall, 2016 & 2018
Briefings for 26 different countries outlining the legal, socio-cultural and workplace situation for
LGBT people in that country. Of interest to anyone looking to find out the situation in a given
country – of wider interest than just the workplace. Many also have narrative from one or more
local organisations that are likely to be useful contacts
https://www.stonewall.org.uk/global-workplace-briefings

Trans Studies Quarterly – selected articles
Decolonizing Transgender in India (vol 1, Number 3, Aug 2014)
Twin Spirited Woman (vol 1, Number 3, Aug 2014)
Toms and Zees: Locating FTM identity in Thailand (vol 1, Number 3, Aug 2014)
Surveying Nepal’s Third Gender (vol 2, Number 1, Feb 2015)
Making Transgender Count in Poland (vol 2, Number 1, Feb 2015)

A Map of Gender-Diverse Cultures
Web posting, 2016
A listing of some of the many different indigenous gender identities / expressions across the world
http://www.pbs.org/independentlens/content/two-spirits_map-html/

A Global Outlook on LGBTI Social Exclusion through 2030
Inter-Agency Regional Analysts Network (IARAN), 2018
Trends in, and drivers of, social exclusion for LGBTQI people internationally
**General**

*Shining the Light: 10 Keys to Becoming a Trans Positive Organisation*
A detailed guide with plenty of tips and suggestions about positive actions an organisation can take to become trans inclusive, supported by examples and quotes
GALOP, 2011

*Top Tips for Working with Trans People*
Trans Bare All, 2013
http://www.transbareall.co.uk/top-tips

**Other**

*Starting Point Signposting for Trans People*

*Gender Construction Kit*
A guide to changing things linked to gender in the UK – a great starting point signposting resource for trans people of all ages
https://genderkit.org.uk

*Changing Name*

*Changing My Name and Title*
UK Trans Info, 2015
An excellent summary of all the different ways to change name across England, Scotland, Wales and Northern Ireland and for those under 16, 16-17 and over 18.
The site is temporarily unavailable (July 2019). However Mermaids has a copy on their website at:
https://www.mermaidsuk.org.uk/assets/media/Copy%20of%20Name%20change%20guidance.pdf

*Passports*

*Applying for a passport: Additional information for transgender and transsexual customers*
HM Passport Office, October 2013
www.gov.uk/government/publications/applying-for-a-passport-information-for-transgender-and-transsexual-customers

*DBS (Disclosure and Barring Service) / Disclosure Scotland / AccessNI*

*The Criminal Record Checking Process for Transgender Applicants*
Due Diligence Checking, 2016
https://www.ddc.uk.net/question/dbs-process-transgender-applicants/
**Glossary of Terms**
Here is a selection of glossaries – there are many more online. These have been selected as being either relatively new, or containing some measure of update commitment, and containing no descriptions that Gendered Intelligence would regard as wholly inaccurate. However, even comparing these, you’ll notice differences of understanding even between some of the more common terms.

### List of LGBTQ+ Vocabulary Definitions
It’s Pronounced Metrosexual
http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definition/#sthash.h0Ea4YtJ.dpbs

### Transgender Language Primer
Outshine NW
https://outshinenw.org/language

### Glossary of Terms
Stonewall
www.stonewall.org.uk/help-advice/glossary-terms

### LGBTQ+ Definitions
Trans Student Educational Resources (US)
www.transstudent.org/definitions

### Glossary
CUSU (Cambridge University Student Union) LGBT+
www.lgbt.cusu.cam.ac.uk/resources/trans/glossary/

And for those wanting incredibly extensive lists, including many words GI has never heard used...

### Glossary of Transgender, Non-Binary and Genderqueer Words
One individual’s blog post – incredibly extensive list, with succinct descriptions, including descriptions of why some words are ones to avoid or have negative connotations
https://anagnori.tumblr.com/post/72143410400/glossary-of-transgender-non-binary-and

### Gender Master List
http://genderfluidsupport.tumblr.com/gender
Other Resources: Reports and Studies
There is a range of reports available online. Here is a selection:

**National LGBT Survey**
Government Equalities Office (GEO), 2018
First national LGBT survey – 108,000 respondents incl. 13% trans people - summary and full reports

**Transgender Equality Report**
House of Commons, Women and Equalities Committee, January 2016
A major cross-cutting report recommending legal and practical changes
www.publications.parliament.uk/pa/cm201516/cmwomeq/390/390.pdf

**LGBT in Britain – Trans Report**
Stonewall, 2017
Statistics on the experiences of trans people across a number of areas including health, hate crime, work and education
www.stonewall.org.uk/lgbt-britain-trans-report

**LGBT in Britain - Home and Communities**
Stonewall, 2018
Statistics on the experiences of LGBT people in relation to racism, ableism and transphobia in LGBT communities

**LGBT in Britain – Health Report**
Stonewall, 2018

**LGBT in Scotland - Health Report**
Stonewall, 2018

**Trans Mental Health Study**
Scottish Transgender Alliance, in partnership with TransBareAll, TREC (the Trans Resource and Empowerment Centre), Traverse Research and Sheffield Hallam University, 2012

**Youth Chances**
A survey of the experiences of LGBTQ young people in England and the commissioners and service providers responsible for the services they need
The Metro Centre Limited, University of Greenwich, Ergo Consulting, January 2014
www.metrocentreonline.org/research-and-training/big-research/

**Queer Futures**
Department of Health Policy Research Programme Project, 2016
A study investigating LGBT youth suicide, self-harm and help-seeking
www.queerfutures.co.uk/queer-futures-final-research-report/

**School Report: The Experiences of LGBT Young People in Britain’s Schools in 2017**
Stonewall, 2017
Becoming LGBT+ Friendly in Schools Serving Faith Communities
Educate and Celebrate, 2018

Issues of Bullying Around Trans and Gender Variant Students in Schools, Colleges and Universities
Gendered Intelligence, 2008
http://genderedintelligence.co.uk/professionals/resources

Transgender Experiences in Scotland
Scottish Transgender Alliance, 2008

Speaking from the Margins: Trans Mental Health and Wellbeing in Ireland
Transgender Equality Network Ireland (TENI), 2013
www.teni.ie/attachments/5b0d0cd5-16b6-4ab6-9ee6-a693b37fcb7f.pdf

Non-Binary People’s Experiences in the UK
Scottish Transgender Alliance, 2016

Non Binary Stats UK
A survey carried out by Cassian Lodge and published on the Spacious Perspicacious blog, 2015
http://cassolotl.tumblr.com/post/111178818250

Non Binary Experiences of Healthcare
Action for Trans* Health, March 2015

Out to Succeed: Realising the Full Potential of LGBT+ Talent
PwC / OutNext - OutLeadership, July 2018

Supporting Trans Employees in the Workplace
ACAS Research Paper, Apr 2017

Working with Pride - Issues Affecting LGBT+ People in the Workplace
Business in the Community (BITC), 2019

Your Services, Your Say: LGB&T People’s Experiences of Public Services in Scotland
Stonewall Scotland, March 2014

Transforming Outcomes
LGBT Foundation, May 2017
A review of the needs and assets of the trans community, with a focus on health / wellbeing
https://lgbt.foundation/transformingoutcomes
Monitoring and Promoting Trans Health Across the North West
Equality Inclusion and Human Rights, NHS North West, 2013

Mental Health of Transgender Children who are Supported in Their Identities
American Academy of Paediatrics, 2016
http://pediatrics.aappublications.org/content/early/2016/02/24/peds.2015-3223

LGBT+ People's Experiences of Domestic Abuse
Galop, 2018
Includes some trans-specific segmentation of data
www.galop.org.uk/lgbt-peoples-experiences-of-domestic-abuse/

Out of Sight, Out of Mind Transgender People’s Experiences of Domestic Abuse
Scottish Transgender Alliance, 2010

Supporting Trans Women in Domestic and Sexual Violence Services
Stonewall & NFP Synergy, 2018

LGBTQI+* Disabled People and Self-Directed Social Care Support
Stonewall, Regard & University of Bristol, 2017
http://www.sscr.nihr.ac.uk/PDF/Findings/RF77.pdf

Trans Employee Experiences Survey
TotalJobs, 2016

Inside Gender Identity: A Report Into The Health and Social Care Needs of Transgender Offenders
Community Innovations Enterprise, 2017
www.ciellp.net/inside-gender-identity

The Hate Crime Report: Homophobia, biphobia and transphobia in the UK
GALOP, 2016

Transphobic Hate Crime
Manchester Metropolitan Police, 2016

Sport, Physical Activity & LGBT
A Study by Pride Sports for Sport England, 2016
**Prevalence Statistics**

**Approx 1:100 people fall somewhere under the broader trans umbrella:**

**National LGBT Survey - Research Report, 2018**
First national LGBT survey – 108,000 respondents incl. 13% trans people - summary and full reports

The recent government LGBT survey report by the Government Equalities Office says (p14) (our bold):
“There is currently no robust measure of the size of the trans population in the UK. Applying estimates of population prevalence from studies in other countries suggests that between 0.35% and 1% of the UK population might be trans, although this does not include non-binary people. …”

Given that the report also says (p16):
“Of all respondents, 49% were men (including 3% trans men), 42% were women (including 3% trans women), and 7% were non-binary. The remaining respondents either had an ‘other’ gender identity (1%) or said that they did not know or preferred not to say (1%)”, this indicates that non-binary may, in fact, be a majority identity amongst trans people and applying that to the 0.35% - 1% statistics gives a range inclusive of non-binary people, of at least 0.7% - 2%

1% is the statistic that is commonly used across Europe.

See also:
**Technical Note: Measuring Gender Identity**; Equality and Human Rights Commission; 2012, p5, p7
**Being Trans in the European Union**; FRA – European Union Agency for Fundamental Rights; 2014, p15

**Approx 1:100 people have an intersex trait**

**Intersex Campaign for Equality**
This site also gives references for the higher statistic of 1.7% and 2% respectively which are also sometimes quoted.
https://www.intersexequality.com/how-common-is-intersex-in-humans/

The above cross references to http://www.isna.org/faq/frequency, the Intersex Society of North America (legacy website), referring to Anne Fausto-Sterling’s work. Fausto-Sterling is Professor of Biology and Gender Studies at Brown University
Broken Link?
We do check the links quite frequently, but there's always a chance that one or two may be broken when you come to use them. If so, we include the full title to enable you to track each resource down via a web search. Please do drop us a line if you find anything not working:
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