

<b>Committee:</b> Establishment Committee	<b>Date:</b> 29 October 2018
<b>Subject:</b> Gender Identity – Progress Update	<b>Public</b>
<b>Report of:</b> Director of Human Resources and Director of Children’s and Community Services	<b>For Information</b>
<b>Report author:</b> Tracey Jansen Town Clerk’s Department and Simon Cribbens Directorate of Children and Community Services	

## **Summary**

This report summarises key initial findings from the Corporation’s survey on gender identity, and updates members on progress in commissioning independent analysis.

## **Recommendation**

Members are asked to note the report.

## **Main Report**

### **Background**

1. It was proposed by Establishment Committee on 9 July 2018 that officers undertake a piece of work to explore an over-arching policy on gender identity for the City Corporation. To support this work an online survey was developed to provide insight into the views of city residents, workers, visitors and other stakeholders.
2. The survey was open for responses from 25 July to 14 September 2018 on the online Survey Monkey platform.
3. We are currently commissioning a specialist provider with the skills, capacity and experience to use the high volume of data and textual responses the survey has generated to provide us with a detailed, independent analysis of the findings (see paras 13-15 below). This paper presents key initial findings from the survey using the basic analytical functions provided with the standard Survey Monkey package. The survey was designed as an engagement vehicle to seek views, rather than as a research tool.

### **Key messages from the survey**

#### Respondents

4. While 39,623 people started the survey, a significantly lower number continued to the main questions in the body of the questionnaire, with response rates to these questions ranging between 21,030 and 21,096.
5. Around a third of respondents said that they lived and/or worked in the City of London, and a similar proportion say they use our services. Demographic information on respondents is provided in Appendix 1 of this report.

## Responses<sup>1</sup>

6. 81% agreed that 'a person may come to feel that their gender is different from that assigned to them at birth', of which 65% strongly agreed. 11% disagreed with this proposition, 9% strongly disagreeing.
7. 74% agreed that a person who consistently identifies with a gender other than that assigned at birth should be accepted by society in their stated gender, of which 64% strongly agreed. 17% disagreed with this proposition, 11% strongly disagreeing.
8. 68% said that a person who consistently identifies with a gender other than that assigned at birth ought to be able to access services commonly provided to the gender with which they now identify, of which 61% strongly agreed. 26% disagreed with this proposition, 11% strongly disagreeing.
9. 67% agreed that where access to services and facilities is restricted this should relate to the gender with which the service user consistently identifies now, with 60% strongly agreeing. 27% disagreed with this proposition, 21% strongly disagreed.
10. On the proposition not to ask service users for 'proof' of their gender identity but to rely on service users to self-identify, this had the support of 65% (56% strongly supporting) and was opposed by 28% (with 23% strongly opposed).
11. On the adaption of facilities accessed according to gender to be gender neutral, this was supported by 63% (and strongly supported by 49%), with 27% disagreeing (21% strongly).
12. *Free text responses.* There was a very high volume of free text response, which will need to be reviewed and considered as part of the independent analysis. For example, we asked respondents what safeguards, if any, we should put in place to preserve the dignity of all service users, with 18,589 respondents commenting.

## **Next steps**

13. The specification was published with a deadline for submissions of Thursday 18th October. Bids will be evaluated, and the contract awarded by 31st October. If volumes permit, then this timescale may shorten.
14. Full completion of the final report is planned for 31.12.18 with an interim presentation of findings to the Establishment Committee on 3.12.18.
15. Best value is being sought through an open market tender, with an indicative budget not exceeding £20,000.
16. Independent analysis will:

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<sup>1</sup> Figures have been rounded for ease, but are available to two decimal points.

- Identify the range of common themes within the responses and summarise these in a clear and accessible way;
- Cross tabulate and filter responses to identify patterns
- Identify issues and/or themes that we may want to explore further.

17. Officers are also completing a review of key messages from relevant literature and good practice.

### **Corporate & Strategic Implications**

18. The Corporate Plan aims to contribute to a flourishing society where:

- People are safe and feel safe
- People enjoy good health and wellbeing
- People have equal opportunities to enrich their lives and reach their full potential
- Communities are cohesive and have the facilities they need

These outcomes are directly linked to the issue of gender identity.

### **Implications**

19. This work has implications for understanding and developing our responsibilities under the Equalities Act 2010.

### **Appendices**

- Appendix 1: Demographic and Equalities Data from the Gender Identity Survey

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