

<b>Committee(s)</b> Establishment Committee	<b>Date(s):</b> 20 September 2018
<b>Subject:</b> Gender Identity – Progress Update	<b>Public</b>
<b>Report of:</b> Town Clerk and Chief Executive	<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 the current response to the questionnaire issued as part of City of London Corporation’s exploration of the potential development of policy on gender identity.

### Recommendation

Members are asked to note the report.

### Main Report

#### Background

1. At the last meeting of the Establishment Committee it was reported that whilst the City Corporation has workplace guidance and online learning on transgender equality, there is currently no over-arching policy on trans issues covering employment and service provision.
2. It was proposed that officers undertake a piece of work to explore the development of an over-arching policy on gender identity for the City Corporation, with the key issues being reported to this meeting of the Committee in advance of any proposals.

#### Current Position

3. A questionnaire to test opinion was published and will remain open until 14 September 2018. By 7<sup>th</sup> September 2018 the questionnaire had generated 31,457 responses.

Of these 15,351 respondents completed the questionnaire and:

- 90% identify themselves as members of the public
- 9% identify themselves as 'relevant experts'
- 1% identify themselves as representatives of organisations

Regarding individual respondents who have completed the questionnaire:

- Around a third say they live or work in the City of London (36%)
- Just over half (54%) say they regularly use services that may be affected.
- Only 70% are UK nationals
- 14% (2,121) identify as trans-gender (with nearly 8% preferring not to say)
- 18% (2,842) consider themselves disabled
- Most respondents are white (but not all British).

4. In view of the high volume of responses there is an intention to commission professional researchers to analyse the results.
5. Officers are also researching published information and will draw on this to inform an equalities impact assessment of any proposed future approaches.
6. Members should note The Equality Act 2010 says that you must not be discriminated against because you are transsexual, when your gender identity is different from the gender assigned to you when you were born.
7. Members should note The Equality Act does allow service providers to offer single-sex services so long as it is proportionate to do so and it achieves a legitimate aim.
8. The Government have begun a consultation on the reform of the Gender Recognition Act 2004 which closes on the 19 October 2018.
9. Given the Government consultation and the large number of responses to the City of London Corporation questionnaire a report will be brought before the committee following the Government's response to their consultation.
10. The City of London Corporation would expect all departments and institutions to review their work to ensure it is in line with The Equalities Act 2010.

### **Corporate & Strategic Implications**

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

All of these outcomes are directly linked to the issue of gender identity.

## **Implications**

11. None

## **Conclusion**

Members are asked to note the report

## **Appendices**

- None

## **Background Papers**

Equality and Human Rights Commission - statement on sex and gender reassignment: legal protections and language 30 July 2018

<https://www.equalityhumanrights.com/en/our-work/news/our-statement-sex-and-gender-reassignment-legal-protections-and-language>

The Government's open consultation on the Reform of the Gender Recognition Act 2004 3 July 2018

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721725/GRA-Consultation-document.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721725/GRA-Consultation-document.pdf)

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