

August 2025 : the University of Bath is committed to providing an inclusive and supportive environment for all of our students, staff and visitors. We are currently reviewing our guidance on single-sex spaces in light of the Supreme Court ruling and await the results of the EHRC consultation as part of that review and update.



The Gender Identity Policy

1. Introduction

The University celebrates and values the diversity of its staff and students and as part of its wider Equality and Diversity policy is committed to providing an inclusive and welcoming community where staff and students are treated as individuals and enabled to meet their full potential.

This policy sets out our commitment, intent, and principles for trans equality and applies to all our prospective applicants for employment and study, staff and students (both past and present) and 'third parties' such as our contractors, visitors, and partners.

The University of Bath will not discriminate against people on the grounds of their gender identity or gender expression. Where this policy refers to 'trans people,' it has in mind everyone whose gender identity is not expressed in ways that are typically associated with their biological or sex assigned at birth. This includes those who have non-binary, agender or gender-fluid identities.

We recognise that this is an evolving area of policy, culture and legislation and the University, as a leading academic institution should contribute to those discussions, recognising that the OfS guidance stipulates the widest possible definition of freedom of speech within the law. This policy should thus be read and implemented in full compliance with our Freedom of Expression Code of Practice (Regulation 18).

2. Policy

- a. The University will treat all trans staff, students and third parties with respect and strive to provide a positive working and learning environment free from discrimination, harassment, or victimisation, to enable them to achieve their best outcomes.
- b. This includes providing support and understanding to those individuals who have taken, or wish to take, steps to present themselves in a gender different to the gender assigned to them at birth. The University recognises that the period of transition can be extremely complicated and difficult for the individual and will listen and act in a kind, supportive and sensitive way to ease any transition period.
- c. The University is committed to create an inclusive trans-friendly culture, workplace and learning environment, free from discrimination, harassment, or victimisation, where all

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trans people are treated with dignity and respect in the gender in which they present themselves, irrespective of their legal sex.

- d. No prospective or actual student or member of staff or third party will be treated less favourably than any other, whether before, during or after their association with the University on the grounds of gender identity or reassignment.
- e. The University is committed to ensuring that the organisation is known as a credible employer and educator of choice for transgender people.

To this end, the University undertakes the following:

- i. The University will provide a supportive environment for staff and students to express their gender identity.
- ii. The University will respect the confidentiality of all trans staff and students and will not reveal information without the prior agreement of the individual.
- iii. Students will not be denied access to courses, progression to other courses, or fair and equal treatment while on courses because of their gender identity.
- iv. Staff will not be excluded from employment, training & development, or promotion because of their gender identity.
- v. Transphobic abuse, bullying or harassment will not be tolerated and will be dealt with under the appropriate procedures.
- vi. The University will ensure that its environment, in terms of its pictures, images, publicity materials and literature, reflects the diversity of its staff and students.
- vii. Requests to change staff and student titles, name, and gender on records (including email addresses) will be handled promptly and in agreement with the student or staff member. Individuals will be made aware of any implications of the changes.
- viii. Application forms and surveys for staff and students will be inclusive of trans people.
- ix. Staff and students undergoing medical and surgical procedures related to gender reassignment will receive positive support from the University to meet their needs during this period, in line with student and HR policies and procedures.
- x. In providing accommodation for students, any requests, concerns, or issues raised by trans students will be treated sensitively and fairly.
- xi. Provision of gender-neutral toilet and changing facilities will be included in new build and major building refurbishment plans.
- xii. The University welcomes and will provide facilities for trans student and staff societies and groups.
- xiii. The University will include gender identity topics and issues in equality training and the broader staff and student skills development programmes.

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- xiv. To ensure that important dates for the trans community, such as Trans Day of Visibility (31st March) and Transgender Day of Remembrance (20th November) can be recognised.

3. Roles and Responsibilities

3.1 The University

The University of Bath has the legal responsibility under the Equality Act 2010 to prevent and eliminate unlawful bullying, harassment, discrimination and / or victimisation and other behaviour prohibited by the Act, on the grounds of someone's trans status or history. Under the Public Sector Equality Duty, the University must also advance equality of opportunity and foster good relations among all members of our community.

The University of Bath will ensure that all reports under this Policy will be treated seriously and in a sensitive manner, with due regard to confidentiality and the rights of all parties involved; and that all parties will receive support through internal and/or external systems. It will also review outcomes from reports to identify any areas of concern and to improve practice. Furthermore, the University will ensure that this Policy is widely promoted using a variety of methods to make sure that it is accessible to all. This Policy will be highlighted in the induction process and reinforced in training programmes and packages.

3.2 Members of the University's Community

All members of the University's community have the right to feel safe and comfortable whilst working, studying or visiting the University of Bath. All members have a responsibility to:

- Engage positively with each other, treating each other with dignity and respect.
- Help to prevent and tackle unacceptable behaviour by being sensitive of the reactions and needs of others, by calling out or reporting discriminatory statements, attitudes and behaviour, and by supporting colleagues and peers who have experienced or witnessed unacceptable behaviour.
- Undertake relevant training as part of their induction as well as their continuous personal and professional development and apply this to their ongoing practice.

Members with a direct responsibility for or contact with students (undergraduate or postgraduate) also have the responsibility to:

- Treat students with equity in line with University policies and procedures;
- Signpost students to advice and support services.

3.3 Heads of Department and Line Managers

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As part of their leadership and management role, all senior leaders, Heads of Department*, line managers and supervisors each have a personal responsibility to undertake the following (in addition to 3.2 above):

- Lead by example in implementing this Policy, being a role model for positive inclusive behaviour and engaging fully with identified training.
- Promote, implement and communicate this policy, making sure that everyone in their area of responsibility is aware of it, has received appropriate training and understands their responsibility in relation to it – utilising advice and support from HR, Student Services, The SU (the Students' Union), E,D&I and other relevant University support services. This includes drawing the attention of all contractors, secondees and agency workers to this Policy as part of their induction.
- Seek and take account of advice on managing gender identity issues from HR, Student Services and Equality, Diversity & Inclusion (D&I) and provide support to students, staff and visitors, either directly or by signposting them to advice and support (see Section 3 of this Policy). This may also include being involved in any reviews of outcomes from reports and identifying and implementing any improvements to practice.
- Support transgender staff to express their gender in the way they are most comfortable.
- Maintain confidentiality of someone's trans status or history including securing documents and files.
- Ensure that colleagues are informed about a person's transition in a manner that best suits that individual.
- Thoroughly investigate and / or take action in relation to any instances of harassment, victimisation, or discrimination

3.4 Support and Advice Services

The [University Support Services](#) are the services that provide emotional and practical support for any person navigating the Gender Identity Policy and Guidelines. Transgender people can discuss their personal situation and what they would like to happen, obtaining specific information about how to make plans to take action and the support available to them.

Managers, Personal Tutors, and anyone else supporting a transgender person can also seek advice on processes and policies that they may need to access and navigate to enable them to create a supportive environment and manage any practicalities.

All advice will be given in a confidential environment – as will be specified by the services themselves.

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4. Related Policies and Procedures

This policy should be read as part of the wider set of policies including the [Dignity & Respect Policy](#), the Dignity & Respect Procedure the [Flexible Working and Leave Policy](#) the [Policy for Academic Freedom](#) and the University's Guidance to Support Trans Staff & Students.

Please contact the Equality, Diversity & Inclusion team if you require this document in an alternatively published format.

5. Document Control Information

The effectiveness of this Policy will be monitored regularly, and a formal review will be carried out in line with University practice, or sooner if required. The results of the review will be reported to the Equality, Diversity and Inclusion Committee.

This Policy and its accompanying guidance and procedures have been consulted on with all recognised Trade Unions and with the Students' Union, prior to their adoption by the University.

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**Head of Department covers academic and professional service Heads of Department and Heads of Service*