



PS 138	Transgender Policy
Type of Document:	Policy
Version:	1.0
Registered Owner:	Kevin Dennis
Author:	Sue Peckham
Effective Date:	June 2012
Review Date:	June 2013
Replaces document (if applicable)	
Linked Documents:	PD 600 Transgender Procedure

Table of Contents

SECTION 1	VERSION CONTROL.....	2
SECTION 2	BACKGROUND	2
SECTION 3	AIMS / OBJECTIVES	2
SECTION 4	DETAILS.....	2
	4.1 Application	2
	4.2 Key Principles.....	3
SECTION 5	LEGISLATIVE COMPLIANCE	3

SECTION 1 VERSION CONTROL

Version No.	Date	Post Holder/Author	Post	Reason for Issue
1.0	June 2012			New policy

SECTION 2 BACKGROUND

The Office of the Nottinghamshire Police and Crime Commissioner is wholly committed to employing a diverse workforce that is fully representative of the community it serves. All individuals working for the Office of the Nottinghamshire Police and Crime Commissioner have the right to be treated fairly, equitably and with dignity and respect.

SECTION 3 AIMS / OBJECTIVES

It is the Office of the Nottinghamshire Police and Crime Commissioner's aim to create an inclusive organisation where people are enabled to meet their full potential and are treated as individuals. The organisation is committed to ensuring that transgender people are treated with respect and that it does not discriminate unlawfully.

The aim of this policy is to demonstrate the Office of the Nottinghamshire Police and Crime Commissioners commitment to any staff member that identifies themselves as transsexual or transgender, and may be intending to undergo, are undergoing or have undertaken gender reassignment.

SECTION 4 DETAILS**4.1 Application**

It is the responsibility of all individuals to familiarise themselves with the contents of this policy and procedure to ensure compliance.

This policy applies to:

- Members of staff of the Office of the Police and Crime Commissioner

4.2 Key Principles

4.2.1 To create a fair and equal culture in which all people working for the Office of the Nottinghamshire Police and Crime Commissioner are protected from discrimination on the grounds of their transgender status. The Office of the Nottinghamshire Police and Crime Commissioner will recognise the gender in which an individual chooses to live their lives.

4.2.2 There is no obligation; it is advisable that an individual who has expressed the desire to undergo gender reassignment should notify their line manager or other appropriate manager within the Office of the Nottinghamshire Police and Crime Commissioner.

4.2.3 Appropriate support will be provided to any individual who has undergone, is undergoing or wishes to undergo gender reassignment.

4.2.4 Confidentiality will be maintained and only those persons that need to know will be advised.

4.2.5 A formal statement will be agreed between the Office of the Nottinghamshire Police and Crime Commissioner and the individual undergoing reassignment so that a clear advice, support and actions are agreed.

4.2.6 HRMS will be updated when appropriate and as mutually agreed

SECTION 5 LEGISLATIVE COMPLIANCE

This document has been drafted to comply with the general and specific duties in the Equality Act 2010; Gender Recognition Act 2004; Data Protection Act; Freedom of Information Act; European Convention of Human Rights; Employment Act 2002; Health and Safety at Work Act 1974; Employment Relations Act 1999, and other legislation relevant to policing.