



EMPLOYMENT COMMITTEE – 29 JUNE 2018

TRANS EQUALITY POLICY

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to seek the Committee's approval of the draft Trans Equality Policy attached at Appendix A.

Policy Framework and Previous Decisions

2. This is a new policy that reflects the Council's corporate values of trust, respect, openness and transparency and which provides a clear framework to managers and staff at all levels about how to ensure that Trans employees are valued for who they are and are able to fulfil their potential in a supportive workplace environment.
3. No previous decisions have been taken at Committee or Cabinet level on this policy.

Background

4. Feedback to the Council's Equalities Board on the Stonewall Workplace Equality Index (WEI) 2016 noted that the Council did not have a Transgender policy in place. The LGBT+ staff network subsequently worked with public sector partners in the Police, Fire and Rescue Service and Leicester City Council to develop guidance to staff on a range of Trans issues. This was published in May 2017 as a supporting resource for managers and their teams.
5. The WEI is an evidence-based benchmarking tool by which employers can assess their achievements and progress on LGBT+ equality in the workplace. It can be used in conjunction with employers' own equality strategies and action plans to measure sustained and significant progress towards LGBT+ equality and inclusiveness within organisations.
6. The WEI criteria change every three years to reflect contemporary issues. For the 2018 WEI, this specifically included Trans inclusiveness as well as a greater emphasis compared to previous years on the

evidence that organisations include in their WEI submissions. This approach will also apply to the 2019 and 2020 rounds.

7. Leicestershire County Council was ranked 79th in the WEI 2018 (compared to the previous ranking of 36th in 2017) with a Trans inclusion rating of 55%. To improve on this rating and potentially the Council's overall score in the WEI 2019, Stonewall has commented on the need for a Leicestershire County Council-specific policy (not just guidance) on supporting Trans employees through practical and other measures.
8. The Trans Equality Policy is fully aligned with existing Leicestershire County Council policies in relation to the Behaviour in the Workplace Policy (in relation to wider staff responsibilities towards Trans colleagues) and the Leave Arrangements Policy and Smarter Working Policy (in relation to time off to attend transition-related appointments). The policy provides managers with a checklist-based approach to ensure that all relevant actions are taken with the full consent of the Trans employee.

Recommendation

9. The Committee is asked to endorse the Trans Equality Policy.

Background Papers

10. None.

Circulation under the Local Issues Alert Procedure

11. None.

Officer to Contact

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List of Appendices

13. Appendix A - Trans Equality Policy

Equality and Human Rights Implications

14. This policy has positive implications for Leicestershire County Council staff who are considering or undergoing gender reassignment at any stage or who are supporting a family member who is transitioning. It also meets the Council's obligations under the Equality Act 2010 to have due regard to eliminate any form of discrimination, advance equality of opportunity and foster good relations between different groups (the Public Sector Equality Duty).