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TransgenderNI



Training for Police staff

 transgenderni.org.uk

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Employers & Service Providers
Police & Criminal Justice

Accessibility

We'll be discussing issues around:

Suicide & self-harm

Violence, hate crime & abuse

What we'll cover today

- Introduction to language
- About the trans community
- Common problems faced
- Legislation & policy
- Trans community experiences with policing
- Searches
- Supporting trans people in policing
- Support you can get
- Q&A

Introduction to language

Gender

Someone's deeply-felt personal identity as a man, woman or otherwise

Transgender

Someone whose gender is different from what they were assigned at birth

(from the Latin – “on the other side of”)

Cisgender

Someone who isn't trans

(from the Latin – “on the same side of”)

Introduction to language

Gender expression

How you present yourself to the world as masculine, androgynous and/or feminine

Transition

A personal process of changing your body, legal records and/or gender presentation

Gender dysphoria

A medical term for discomfort many trans people feel about their bodies & perception

Introduction to language

Trans man

A man who was assigned female at birth

Trans woman

A woman who was assigned male at birth

Non-binary person

Someone whose gender is outside the typical Western gender binary of man & woman

Introduction to language

Transphobia Analogous to homophobia:
hatred of or prejudice
towards trans people

Questioning Someone who is taking
time to question how they
identify

Binding Process of flattening your
chest with a chest binder

Introduction to language

Gender recognition Recognition by Government of a trans person's gender

Gender Identity Clinic Specialist service providing trans healthcare

Other information & definitions:

transgenderni.org.uk/glossary



Names & pronouns

Preferred name

The name a trans person prefers, or has changed to

Birth name

Someone's original name

Pronouns

The gendered short-hand we use to refer to each other

she
her

he
him

they
them

Names & pronouns

It's OK to **sensitively ask** someone's name/pronouns

Try your best to remember & use them

It's **usually clear when you're trying** to get it right

Names & pronouns **don't always correlate** with how a trans person looks

Demographics information

Roughly 1% of people consider their gender to be different than assigned at birth

Fewer than this will come out or transition

Trans people are coming younger

The vast majority of people understand their gender before their 18th birthday

Natural puberty is often the first major trigger for trans children coming out

Demographics information

Around 70%-80% of trans people **are also lesbian, gay, bisexual or asexual**

Over **50%** accessing community services are **Disabled**

Around **30-40% of trans people** in NI gender identity services are **Autistic**

Trans people come from every background, and have **intersecting experiences**

Common Problems Faced



Gendered society & discrimination



Access to healthcare



Access to education & employment



Access to justice, civil rights & benefits



Poor health & wellbeing

✔ When things go well



Inclusion in wider society



Prompt access to healthcare



Inclusion at school and in work



Practice of human rights, support when req'd



Good quality of life

Mental health & coping

Trans people have some of the highest rates of mental illness & suicide attempts of any group

Around 80-90% will have a mental health problem

Around 41% (all ages) will attempt suicide

Around 48% (under 25) will attempt suicide

This is an at-risk community.

Mental health & coping

Just before & just after coming out can be the most difficult times

Ongoing support (where req.) crucial through counselling, specialist services

Trans people may struggle to access mental health care elsewhere

Fostering social inclusion is the best way to help.



Legislation & regulations

NI anti-discrimination & incitement to hatred legislation:

- Sex Discrimination (*Gender Reassignment*) Regulations (*Northern Ireland*) Order 1999
- Section 75 of the Northern Ireland Act
- Criminal Justice (Northern Ireland) Orders

Gender Recognition legislation:

- UK Gender Recognition Act 2004
- Irish Gender Recognition Act 2015

Legislation & regulations

Data Protection implications

- Gender reassignment is **sensitive data** as defined by the Data Protection Act 1998
- Disclosure of trans status is often unlawful

For people with Gender Recognition Certificates

- External disclosure of existence of an individual's Gender Recognition Certificate is almost always unlawful
- GDPR extends existing rights for trans people to others

History to policing experiences

Trans people were historically criminalised under **anti-homosexuality & public decency** laws

Contemporary criminalisation through involvement with **sex work** is quite common

Trans people may need access to controlled substances

Trans people were institutionalised, and are now more likely to be **sectioned** under the Mental Health Order

A lot of historic injustices are within **living memory**

Supporting trans people

There are several key things most trans people needing support will be thinking about:

Self-
expression

Safety &
security

Facilities

Records &
confidentiality

Staff training
& resources

! Barriers in custody

Trans people can experience some significant barriers to equal access in custody

Gendered
expectations

Safety from
harm

Facilities &
accommodation

Records & ID

Healthcare
access

Searches and detention

Currently no specific statutory guidelines on **searches on transgender persons**

The airport approach of **going via gender expression** in most cases works OK, but **asking where reasonable**

Trans people may need a **high level of privacy**

There's trans people with **all sorts of bodies**

Taking a **reasonable approach** especially important in MHO section situations

Supporting trans people

Anything you do to include & support trans people should be fit for purpose:

Individually
suitable

Safeguarding
aware

Reasonable

With consent

Flexible

Practical guidance

Have inclusive policy & procedures in place

Consider a Memorandum of Understanding

Make reasonable adjustments as much as possible

Argue against transphobic attitudes with best practice, research & your established policy

Ask trans organisations for help!



Healthcare pathways



Trans person comes out



GP or CAMHS professional is contacted



Referral made to Gender Identity Service

(Under 18s via CAMHS)



Gender Services provide assessment & care

Details available at transgenderni.com/healthcare

i More support you can get



Supporting trans youth guidelines
(and upcoming service provider guide)



Contacting trans organisations



Guidance from Departments, unions & regulators

 The support out there

Support services listed on

transgenderni.org.uk/support

Q&A / Discussion

We'd love to answer your questions

Thank you

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