



Policy to Support Trans and Nonbinary Student Inclusion

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Policy to Support Trans and Nonbinary Student Inclusion

Note on Language

Brunel University of London recognises and values the diversity of our student bodies' gender, gender identity and gender expression. The University therefore commits to anti-discrimination principles to legally and ethically protect our transgender, nonbinary, intersex, and gender nonconforming students. It commits to creating an equitable and inclusive trans-affirmative culture of learning, research and working environment, free from discrimination, harassment or victimisation, where all transgender and nonbinary students are treated with dignity and respect in their gender identity and gender expression, whilst balancing this against the university's Free Speech duties.

Throughout this policy we use 'trans' as an umbrella term to describe people whose gender is not the same as or does not sit comfortably with their sex/gender assigned at birth. It covers a diversity of gender identities and expressions. There is a wide variety of identities included under the trans label such as (but not limited to) transgender, gender queer, gender fluid, gender variant, genderless, agender, intersex, nongender, third gender, two-spirit, bigender, trans man, trans woman, trans masculine, trans feminine and neutrois. We also make the distinction between trans and nonbinary as different expressions of gender identity, where binary expression is considered not relevant or appropriate to an individual's gender expression.

Introduction

Brunel University of London is committed to providing an equitable, safe and inclusive culture where all students may live, study, research and work without encountering prejudice or discrimination based on the protected characteristic of 'gender reassignment' as defined by the Equality Act 2010 and our Public Sector Duties. For further information about the Equality Act, see Appendix A.

The University recognises that different members of the community at Brunel, may hold different opinions and beliefs towards gender identity. We want everyone to feel confident in holding their views provided that, they are lawful and highlight that 'gender critical beliefs' are also protected under the equality legislation and free speech and academic freedom (see more information below). We encourage students and staff to be mutually respectful, tolerant and open to people's different attitudes and identities.

The aim of this policy is to set a framework for how the University will support our trans and nonbinary students who express their gender identify different to the sex / gender that they were assigned at birth. They might also intend to or have commenced and/or undergone the process of gender reassignment at any stage of their student journey. The policy provides more detail on how the University's strategic commitment to "[Powered by Diversity](#)" should be applied for our trans and nonbinary communities, and how it will provide support to members of the

University in meeting their legislative duties in providing legal protection for our trans and nonbinary communities.

The particular purpose of this policy is to ensure that a prospective applicant, a current student, or a graduate of Brunel University London will not be treated less favourably than any other, on the grounds of their gender identity or gender expression. This student equity policy is to apply at any time before, during or after a course of study, and at any point in any process of the exploration of a student's gender identity or gender expression.

A glossary of terms is provided in Appendix B.

Scope

This policy applies students, apprentices, doctoral researchers at the University whose gender identity differs from their sex / gender assigned at birth (whether or not a medical transition is involved or contemplated). Note the term 'student' refers to undergraduate and postgraduate students including those studying on campus and distance learning, apprentices, short courses and doctoral researchers within a student's learning or working environment including both face to face and online, in accommodation (on or off campus), work placements and during social activities whether on or off campus where activities are linked to the University community.

The policy serves students at all stages of their student journey. This encompasses application to Brunel, registration, every stage of their study or research to graduation, and as graduates. There is a separate policy for Trans and Nonbinary Colleague Inclusion.

Policy Statement

The University commits to ensuring that:

- Every step will be taken to ensure that the University meets its statutory obligations under the Equality Act (2010) to eliminate and prevent discrimination, harassment and victimisation on the grounds of 'gender reassignment'.
 - No student will be denied access or progression to admission, registration, teaching, learning, work opportunities and research, or treated unfairly on the grounds of their gender identity or expression, or their participation or non-participation in any gender reassignment process.
 - No student will be treated unfairly in relation to the awarding of scholarships, bursaries, grants and other awards under the University's control or the provision of student support.
 - No student will be disadvantaged through any of the University systems including but not limited to health and safety, personal conduct, complaints or disciplinary procedures.
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- In the provision of accommodation and other facilities by the University, each trans and nonbinary student will be treated and respected as an individual and every effort made to ensure their needs are met within the legal framework.
 - Teaching and discussion should be respectful and inclusive and any unlawful harassment or hatred gender identity or gender expression will not be tolerated. In facilitating and encouraging free speech and academic freedom in all teaching, learning and assessment, the University aims to create an inclusive space in which all are able to put forward their views within the law, with each contributor to a discussion being heard, and, where appropriate, trigger or content warnings being given prior to the introduction of a particular topic, idea or viewpoint if considered helpful. Historical or comparative content containing what may now be considered as transphobic material, may, and depending on the circumstances, need to be clearly labelled with a content note that will facilitate discussions about equity (a definition of transphobia is included in Appendix B, A glossary of terms).
 - The University respects the rights of every individual to choose whether to disclose their gender identity and / or expression formally, and / or whether to be open about their gender identity, gender expression and history. No information will be revealed without the prior written agreement of the individual. To “out” someone without their express permission may amount to a form of harassment and have legal implications.
 - The University will not tolerate harassment and bullying towards a student based on the ‘gender reassignment’ protected characteristic which could be regarded as grounds for disciplinary action, which may include expulsion under the Non-Academic Misconduct Procedure pursuant to Senate Regulation 6 and/or the Staff Disciplinary Policy and Guidance s.3, or dismissal under the University’s Disciplinary Procedure 21. For further information, see Bullying and Harassment Policy, see [Student Bullying and Harassment Policy](#).
 - Trans and nonbinary issues should be included in University Equity training and specialised transgender and nonbinary training and professional development should be delivered to staff with student-facing roles including trans and nonbinary students and those teaching in relevant disciplines.
 - Any student undergoing medical and/or surgical procedures related to gender reassignment will receive support from the University to meet any evolving needs during this period and any related reasonable adjustments made as per the Equality Act 2010 – for further information of the University’s Policy, see <https://students.brunel.ac.uk/documents/Policies/policy-to-support-students-with-disabilities-long-term-health-conditions-mental-health-concerns-and-neuro-diverse-conditions.pdf>.
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- The University commits to an equitable, safe and inclusive student experience for all students and alumni including trans and nonbinary, meeting their reasonable needs as required and providing support so that all feel that they belong to the University and can succeed.
 - The University commits to create and maintain an inclusive environment which demonstrates respect for all trans and nonbinary students. The University will take a proactive approach to addressing unlawful behaviours towards students on the basis of their gender identity / gender expression and the other protected characteristics as per the Equality Act (2010) and discuss concerns promptly to prevent issues from escalating. The inclusive and respectful environment will apply equally to associations (e.g. partner, spouse and family member, or ally), of a trans and nonbinary student, and to an associate of any student who forms a part of, or identifies with, the wider-transgender community.
 - The University recognises every student's right to their individual gender identity and expression, and commits to respecting their privacy and treating their status confidentially, sensitively and appropriately.
 - All members of the University will be made aware of the Single Comprehensive Source of Information relating to incidents of harassment and sexual misconduct to comply with the Office for Students' Condition of Registration E6 - (<https://www.officeforstudents.org.uk/providers/student-protection-and-support/harassment-and-sexual-misconduct/condition-e6-harassment-and-sexual-misconduct/#condition>).
 - The whole University community will be made aware of this policy and their responsibilities to which they are expected to comply.

Protection from Discrimination and Harassment

The University recognises the right of each student's gender identity, gender expression and their personal history. Colleagues and students should respect any transgender or nonbinary student in relation to:

- gender identity
- right to study with respect and dignity
- name and personal identity
- privacy, dignity, and confidentiality

To reveal a student's transgender or nonbinary status without permission may amount to a form of harassment and have legal implications.

The University takes all bullying and harassment incidents very seriously in line with its regulatory and legal duties. Any bullying and harassment towards a student based on the 'gender reassignment' protected characteristic could be regarded as grounds for disciplinary action, which may include expulsion under the Non-Academic Misconduct Procedure pursuant to Senate Regulation 6 and/or

the Staff Disciplinary Policy and Guidance s.3, or dismissal under the University's Disciplinary Procedure 21. Actions such as dead-naming and misgendering which can cause distress and upset could be seen as bullying or harassment. For further information about Bullying and Harassment, see [Student Bullying and Harassment Policy](#).

Any student who undergoes abuse, harassment or bullying is encouraged to seek support from:

- Contact the Student Hub
 - Visit the Michael Sterling Building, open Monday to Friday, 9.00 am – 5.00 pm
 - Email: studenthub@brunel.ac.uk
 - Call us: +44 (0)1895 268268
- Contact the Student Welfare Team studentsupport@brunel.ac.uk
- Report the incident at Report and Support Portal [Report + Support - Report + Support - Brunel University London](#)
- Contact the security team – email security-operations@brunel.ac.uk or in an emergency, call 01895 255786 or if ringing from an internal phone it's extension 66943.

They can also make a complaint via the Complaints Procedure – see Complaints Section below. The University takes any form of abuse, harassment or bullying very seriously and any complainant would be supported throughout the complaints process.

Understanding Bullying and Harassment

Information can be found in the University's Student Bullying and Harassment Policy, see [Student Bullying and Harassment Policy](#).

Disclosure

No student is under any obligation to disclose that they wish to take, or have taken steps, to express themselves in a gender different to their sex at birth. However, they are encouraged to notify the University as soon as possible if they would like their changed gender identity to be recognised by the University to ensure that the most appropriate support and advice is made available. Such notification may be made at any point of application, at registration or at any point in the course of study or research. In the first instance, the notification can be communicated to the University via the Student Welfare Team and / or a trusted tutor.

Making the University aware of their gender, gender identity or expression at an early stage will enable discussions, arrangements and support to be put in place if required, including ensuring legal protection as per the Equality Act 2010.

Change of Name and / or Gender

If a student would like, they are able to request a change of name and/or gender be applied to University records and IT systems. Such a request may be made at any point in the student lifecycle onwards, and any point in any transition process.

A request form which will be available from the Student HUB must be completed and submitted to the Student HUB and must be accompanied by documentary evidence of the name change. For a home / EU student this could be a passport, a certificate from deed poll (this can be done free of charge), a statutory change of name. The date of change for current and accessible University records, and for the updating of current documentation, ID cards, etc., will be agreed in advance between the student and the University; confidentiality of former gender data will be preserved as records are managed in accordance with standard principles of archiving and records management. The student will have the opportunity to register, within the student record system, a preferred name which can differ from their legal or official name. Such changes will be uploaded onto other University systems. Current gender options on University systems are

- man
- woman
- not specified
- other

As part of the registration task at University, the Higher Education Statistics Agency asks each student to disclose their sex as assigned at birth, as well as their current gender. It should be noted that the student has the option to not disclose this information should they wish. The information concerning birth sex is stored in a field with strong access protection. No record will be changed without the permission of the student concerned.

After 2 years of living in their altered gender, whether or not they are considering a medical transition, a trans person can apply for a Gender Recognition Certificate should they want (for more information, see <https://www.gov.uk/apply-gender-recognition-certificate>). When issued, they will then receive an updated birth certificate and they will have the right to request that all references to their name and sex / gender assigned at birth are removed and replaced with their current name and gender. Brunel will support this request and make the required change. It should be noted that it is unlawful for the University to ask for the Gender Recognition Certificate.

The University does require verification (e.g. passport, deed poll or statutory change of name) before being able to replace or re-issue a degree certificate for a graduate of the University.

International Students on a Tier 4 Visa and in the UK short term may wish to use a preferred name and gender within the University but make no changes to their documentation from their own country. If they want to make a formal change, the

Home Office advises that transgender people who hold non-British passports in their name and gender assigned at birth should align their passports and other identity documents to reflect their new name and gender so that they are using one name for all purposes. If a student is from a country where changes to name and gender in passports and official identity documents are not recognised, they could obtain a biometric residence permit in their acquired gender as long as they can demonstrate that they use their acquired name / gender for all purposes. Specialist external advice is recommended for these students – for further information, seek advice from the Student Support and Welfare Team.

When a student's gender identity is non-binary or more fluid, the current field for preferred gender offers the 'non-specified/other' options in the student record. This field is access-protected.

Providing Support to Students during Transition

The way each student may express their gender identity or transition will vary depending on a range of factors, including whether a person wants to socially transition but not undergo any medical treatment, opt for medical procedures, or alter their gender expression without undertaking any other steps of transition. The University recognises that all transition journeys are individual and valid, and all students will be supported.

The most important consideration is ensuring each student can express gender identity preferences in the most comfortable way.

The student is encouraged to discuss transition with a trusted tutor and/or the Student Support Team if they would like support @[Book an Appointment for Student Support & Welfare](#) but there is no onus to do so.

A very important part of this conversation will be to determine how to support the student and decide who will liaise with other University colleagues as required with the student's written consent. Detailed arrangements should be agreed in the form of a support plan (See Appendix E); it should be noted that this may entail a gradual and incremental process, with regular reviews and revisions if needed, should be student lead and will be confidential.

The plan should be put into writing and the student should sign it alongside the colleague. A copy will be kept by the University for the duration of the student lifecycle after which it should be managed in accordance with data protection law. The details will not be shared without the student's written consent.

The support plan and other arrangements should be updated if the student feels that it is needed. Key review points are likely to include any time of significant change (whether personal or academic, or placement-related) but this does not preclude review and revision at any other time.

Students may prefer other less formal support and social networking such as internally through the Students Union's LGBTQ+ officer or the LGBTQ+ society. For further details see <https://brunelstudents.com/representation/officers/> or through the University's Equity Collective – [Meet the Equity Collective group](#) – and externally from charities and other local agencies. For further information, see Appendix C.

Communication with colleagues and students about a change of gender identity or gender expression

If a student is starting to transition, they might want to consider whether to inform fellow students and appropriate colleagues but there is no obligation to do so. Some students may choose an informal route by telling their peers or to send a letter or an email to their fellow students and/or colleagues, while others may prefer that an agreed statement should come from a tutor. Information should be pitched at a level and style appropriate to the audience but always respecting the student's wishes including their right to medical confidentiality.

Transitioning can often involve a gradual series of changes over time and will be unique to an individual student. Transition journeys can be diverse and a student may want to consider any changes of information that they might want to share with other students and / or colleagues at different stages of their transition. This could include a short time away from work or study and then returning expressing their gender in a new way. This period may be offered as an opportunity to brief people about the change. It remains, it must be stressed, up to the individual student to decide the timing and content of any communication.

When someone transitions this may challenge fellow students and colleagues who have a fixed idea of gender identity. These others may need support and training in dealing with the situation and some may want to ask questions. While some individuals are very open about their gender identity or expression, they should not need to answer any intrusive questions if they do not wish. Others may want some help in dealing with other people's questions. It may be helpful to be able raise these questions with the Student Welfare Team who may refer to the Equity Lead (Students) and the Equity Collective for expert knowledge.

A student who is preparing to take up a placement, may need some support in informing the placement employer and colleagues should they wish to communicate any information about their gender expression, and to secure support and/or training for anyone involved in line with our policies. Assistance can be sought from the student's personal tutor / or other trusted colleague if they would like, and further advice and resource can be provided by the Equity Lead (Students) and the Equity Collective.

Privacy

Brunel University London respects the right to privacy of each of its students, and will not reveal sensitive information about their gender, gender expression or gender identity without the prior agreement of the individual.

Complaints

Any student who considers that the University has failed to comply with this policy may use the University's Students Complaints procedure under the grounds of dissatisfaction "...about the University's action or lack of action, or about the standard of service provided by or on behalf of the University". This can be found at <https://students.brunel.ac.uk/documents/Policies/student-complaints-procedure8.pdf> and complaints should be made within 3 months. Such grounds may pertain to unfair treatment or disadvantage based on 'gender reassignment' or gender identity, repeated lack of respect for a preferred name or pronoun, and similar actions.

Before raising a complaint, the student is encouraged to read the Complaints Procedure and the accompanying Guidance Notes - <https://students.brunel.ac.uk/documents/Policies/student-complaints-guidance-for-students1.pdf>.

Where a complaint has been raised under the Student Complaints Procedure, the relevant procedure used to investigate the complaint will depend on whether the reported party is a student or staff member and the context of the complaint. For example:

- Where concerns are raised by students about a colleague, the Student Complaints Officer will request advice from the University's Human Resources Department about how to handle the concern. This may result in the investigation under the Student Complaints Procedure being paused for a period of time and the matter being referred to Human Resources for consideration under the relevant Human Resources policies and procedures, such as the [Disciplinary Policy and Procedure](https://students.brunel.ac.uk/documents/Policies/disciplinary-procedure-for-consultants-and-job-shop-workers.pdf) and <https://students.brunel.ac.uk/documents/Policies/disciplinary-procedure-for-consultants-and-job-shop-workers.pdf>. Once action and/or consideration of the matter has concluded under those procedures, Human Resources will notify the Student Complaints Officer. The Student Complaints Officer will then provide the student with an outcome to the complaint. Due to confidentiality, however, it is possible that it may not be appropriate for the Student Complaints Officer to disclose specific details regarding consideration of the matter by Human Resources and/or full details of any action taken in respect of a member, or colleagues, particularly where disciplinary action is taken.
 - The Complaints Procedure cannot be used to appeal against a decision of a Board of Examiners they should instead refer to Senate Regulation 12 <https://www.brunel.ac.uk/about/documents/pdf/Senate-Regulation-12-2023-10-26.pdf>.
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- Investigations into allegations of poor conduct made by students will usually be handled under the Non-Academic Misconduct Procedure (October 2024) in accordance with <https://www.brunel.ac.uk/about/documents/pdf/Senate-Regulation-6-2024-20-01.pdf>. Where a student about whom allegations are made is on a Professional Programme at the university, action may also, or alternatively be taken under the <https://www.brunel.ac.uk/about/documents/pdf/Fitness-to-Practise-Procedure-October-2024.pdf> in accordance with <https://www.brunel.ac.uk/about/documents/pdf/Senate-Regulation-14-2024-10-01.pdf>.

Any incidents that are reported formally will be investigated within the time limits set out in the relevant procedure, with due consideration to the rights and privacy of the complainant student, the reported party and any other individuals involved. Students will be kept informed about timescales and the procedure being used to consider the complaint by the Office for Student Complaints, Conducts or Appeals (OSCCA).

The University does not have to follow third party outcomes in its own decision making under the <https://www.brunel.ac.uk/about/documents/pdf/Non-Academic-Misconduct-Procedure-October-2024.pdf> as it is an independent process. However, such outcomes may be taken into account if considered relevant. This means that the University may take action under its internal disciplinary procedures if the Police decide not to investigate, or the Crown Prosecution Service (CPS) decides not to prosecute a potential criminal offence, and where a student or staff member is convicted or acquitted in criminal proceedings. This is because under the university's internal disciplinary procedures, a student or colleague is not being charged with a criminal offence, the evidence that can be considered may be different, the standard of proof is different and the penalties available are different. Although the University is not bound by the outcome of any criminal prosecution, it may at its discretion, take any penalty imposed by a criminal court into consideration in determining any outcome under its internal disciplinary procedures.

The University may suspend an investigation into a complaint where, for example, the alleged conduct could also constitute a criminal offence and is being investigated by the Police and dealt with within the criminal process. This is because the University could prejudice the criminal process if it were to start investigating the alleged conduct by interviewing witnesses and drafting witness statements.

Confidentiality

Complaints will be handled with an appropriate level of confidentiality and according to data protection legislation, with information released only to those who need it for the purposes of investigating the concern or incident further. No third party will be told any more about the incident than is strictly necessary in order to obtain the information required from them to conduct a full and fair investigation. The person being investigated is normally asked to respond and full

details of the matter will normally be shared with them to ensure transparency and fairness.

Where you have objections to details of the concern raised, or any other personal details being shared with any particular colleague, or another student, or a third party, you should make this known to the person who is investigating the matter and they will discuss with you the extent to which they can consider the case fairly, transparently and effectively in these circumstances. Where it is necessary to interview witnesses, the importance of confidentiality will be emphasised. It will be explained to everyone involved in the process that any breach of confidentiality may lead to disciplinary action.

Anonymity

The University is not normally able to fully investigate incidents or concerns which are submitted anonymously, or where individuals are not willing for their details to be known by others, because this may impede the university's ability to investigate the matter effectively, transparently, openly, and fairly. Where someone has reported a concern anonymously, they are unlikely to receive an individual, specific outcome regarding the concerns raised, as a full and fair investigation will not have been possible.

However, if a concern or incident is reported anonymously, it may be possible to provide general feedback to relevant parties about the issues raised, without disclosing the identity of the person who reported it. This will, however, depend on the specific circumstances of the concern and may not be possible in all cases.

Recording and Monitoring Complaints

A record of formal complaints received from students will be held in accordance with our records retention policy and the means of resolution will be kept by the University and reported annually as part of the University's monitoring and quality assurance processes. No information that will identify any individual will be available within the report.

The Students Union at Brunel has an Advice and Representation Centre which can also provide ongoing advice and support - [About The Advice Service](#). There are also a range of external specialist organisations – see Appendix C for further details.

Trans and Nonbinary Inclusion Training

Training and professional development for fellow students and/or colleagues, academic and professional, is highly recommended and would be delivered by the Equity Lead (Students), the Staff Equity Team, the Equity Collective or on behalf of. This should be conducted in such a way as to include the student voice and to ensure participants are able to raise issues and concerns of their own; it is of paramount importance that they know what is expected of them.

The University will seek to co-create any training materials with students and colleagues from its trans and nonbinary communities in order to embed their first-hand experience and knowledge.

Appendices

There follows a suite of appendices with additional information, resources, a support plan and a flow chart.

Appendix A – General Information about Transgender and Nonbinary

Definitions

The terms ‘trans’ and ‘nonbinary’ are used as umbrella terms to describe the diversity of an individual whose gender is not the same as, or they do not feel sits comfortably with, their sex / gender assigned at birth. ‘Transgender’ and ‘non-binary’ used to describe the following groups:

- People covered by the Equality Act definition which means that “a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex.”
- People who do not wish to medically transition to traditionally align with their gender identity. but who may identify as binary transgender, nonbinary, genderqueer, gender variant or who choose to live permanently with a more fluid gender identity (this has been demonstrated by case law).

Legal framework

There are various key pieces of legislation that govern this area of equality and protect trans and nonbinary people against unlawful discrimination:

- Gender Reassignment Regulations 1999

This protects a transgender person who is intending to undergo, is undergoing or has undergone gender reassignment from the moment of decision to start the process. It is unlawful for a person to be treated less favourably, nor to be harassed because of gender reassignment. Furthermore, no person should be treated less favourably by reason of their absence from study or work while undergoing gender reassignment, in comparison to someone absent due to illness or for some other similar reason. The process of gender reassignment can involve several procedures, some of which are medical and others of which are changes in legal documentation, notifying others etc.

- Gender Recognition Act 2004

This allows a person who has completed transition, and who meets certain criteria to apply for a Gender Recognition Certificate. This certificate which allows for official change of identity on documents (*e.g.* birth certificate) and in processes (*e.g.* marriage) in the new gender. The Act makes it unlawful to pass information about a person’s transgender status to a third person without the consent of the trans person. It should be noted that this legislation has been under review for some time and hoped that there will be some changes.

- Equality Act 2010

This legislation provides protection for nine characteristics: age, disability, ‘gender reassignment’, marriage and civil partnership, race / ethnicity, pregnancy and maternity, sex, sexual orientation, religion and belief. Of particular relevance to this policy, was the introduction of the Gender Equality Duty, requiring institutions to have due regard to the need to eliminate unlawful discrimination and harassment, and to promote equality of opportunity for all gender.

Appendix B – Glossary of Gender Related Terms

It should be noted that language in this area is constantly changing and that it is vital to check with an individual student what terminology they feel comfortable with and what they choose to use.

AFAB	Acronyms meaning “assigned female at birth” (also designated female at birth or female assigned at birth). No one, whether cis or trans, has a choice in the assignment of sex / gender. This term is preferred to “biological female”, “female bodied”, “natal female”, and “born female”.
Agender	Pronounced <i>āgender</i> - An umbrella term encompassing many different genders of people who commonly do not have a gender and/or have a gender that they describe as neutral. Many agender people are trans. Because this is a new and quickly-evolving term, it should be used with caution — check a user’s definition of the term before responding or using it.
Ally	A (typically) straight and/or cis person who supports members of the LGBTQ+ community.
AMAB	Acronym meaning “assigned male at birth” (also designated male at birth or male assigned at birth). No one, whether cis or trans, has a choice in the assignment of sex / gender. This term is preferred to “biological male”, “male bodied”, “natal male”, and “born male”.

Cisgender/cis	Someone whose gender identity is the same as their sex at birth.
Deadnaming	Using someone's birth name rather than a changed preferred name; often referring to misaddressing a trans or nonbinary person after a name-change as part of transition. For several transgender people, deadnaming is a very unpleasant occasion, and it should be avoided.
Genderqueer	An identity commonly used by people who do not self identify or express gender within the gender binary. A person who identifies as genderqueer may identify as neither a man nor a woman, may see themselves outside of, or in between the binary gender boxes, or may simply feel restricted by gender labels. Many genderqueer people are cisgender and identify with it as an aesthetic. Not everyone who identifies as genderqueer identifies as <i>trans</i> * or nonbinary.
Genderfluid	A changing or "fluid" gender identity.
Gender binary	A system of viewing man and woman as two opposite categories, in which no other possibilities are believed to exist. This system is oppressive to anyone who defies the sex assigned at birth, but particularly those who are gender-variant, or are intersex.
Gender dysphoria	Dysphoria can be used to describe when a person experiences discomfort or distress because there is a mismatch between their sex and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex / gender they were assigned at birth although this is no longer required by the WHO.
Gender euphoria	This is the feeling of happiness / alignment that a person feels when their gender expression aligns with their gender identity.
Gender expression	A person's outward expression of gender identity, within the context of societal expectations of gender. A person who does not confirm to societal expectations of gender may not, however, identify as trans, gender reassignment, nonbinary - another way of describing a person's transition. To undergo gender reassignment often implies some medical intervention, but may also include living in a self-identified gender with changes in name, pronouns, dress, etc.
Gender identity	A person's innate sense of gender self-knowledge, whether man or woman, or something else (see nonbinary below), which may or may not correspond to their sex.

Gender Recognition Certificate	This enables trans people to be recognised legally in the affirmed gender, and to be issued with a revised birth certificate in the new gender. The certificate is not needed to change gender markers in work or study environments, nor to change gender on other legal documents, such as a passport. The certificate is only available to those over 18 years old.
Gender variant	An individual's behaviour or gender expression by an individual that does not match masculine and feminine gender norms.
Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or nonbinary.
Medical transition	May include hormone replacement therapy (HRT) and/or gender reassignment surgeries. For a trans man, this may include bilateral mastectomy (top surgery), bottom surgery which can include various procedures such as phalloplasty and metoidioplasty and hysterectomy (removal of uterus). For a trans woman, this may include breast augmentation, orchiectomy (removal of testes), tracheal shaving (removal of Adam's apple), facial feminisation surgery and penile inversion vaginoplasty (creation of a vagina by inverting penile skin) and laser hair removal.
Nonbinary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Nonbinary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
Out	To 'out' is used as a verb to disclose gender identity or sexual orientation without the subject's consent: this negative action often causes distress and may be considered abusive. The word can also be used as an adjective such as 'he's out to his family'.
Passing	If someone is regarded, at a glance, to be a cisgender man or cisgender woman.
Pronoun	'He' or 'she' pronouns in the English lexicon are gendered - some people may prefer to use alternatives in a gender neutral language and / or use pronouns such as they/their and ze/zir.

Queer	In current usage, the term is used to refer to LGBTQ+ people / identities and often incorporates a wide variety of gender and sexual identities that are not adequately or fully expressed by existing labels. There is an academic field of study and political identity that critiques the more traditional models of gender and sexuality focussing on societal norms and structures and oppression.
Questioning	The process of exploring one's own sexual orientation and/or gender identity.
Social transition	May include coming out to friends and family as transgender; asking people to use pronouns (he/him, she/her, they/them) that match gender identity; going by a different name; dressing/grooming in ways that match gender identity.
Stealth	Desisting from being openly transgender in all, or almost all, social situations. Some transgender persons who can consistently 'pass' in society, either with their preferred gender or with their sex / gender assigned at birth choose stealth. However, it should be noted that this language is increasingly problematic as it often relies on gender stereotypes of presentation or even deception which is not very reflective or representative
Trans	An abbreviation for transgender
Transfeminine	A term to describe someone who has a feminine gender identity and/or expression and was assigned male at birth, including trans women and some nonbinary and gender nonconforming people.
Transgender	A person whose gender differs from their sex / gender assigned at birth — that was originally recorded on their birth certificate. Gender can refer to one's own, internal sense of being a man or woman, or another type that doesn't fit either category.
Transmasculine	A term to describe someone who has a masculine gender identity and/or expression and was assigned female at birth, including trans men and some nonbinary and gender non-conforming people.
Transphobia	Fear, disgust, violence or discomfort of someone on the grounds of trans status, including denial or refusal to accept professed gender identity.

Transsexual	This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex / gender assigned at birth. Many people now prefer the term ‘trans’ or ‘transgender’ and whilst still used by some, it would be prudent not to use it without consent outside of specific medical or historical contexts.
Trans man	A term used to describe someone who has a male gender identity and whose sex / gender was assigned female at birth but identifies and lives as a man. The same meaning as FTM, an abbreviation for female-to-male although this term is less commonly used now.
Trans woman	A term used to describe someone who has a female gender identity and who sex / gender was assigned male at birth. The same meaning as MTF, an abbreviation for male-to-female although this term is less commonly used now.
Trigender	A gender identity which can be literally translated as ‘three genders’ or ‘triple gender’. Trigender people experience exactly three gender identities, either simultaneously or varying between them. These three gender identities can be a man or a woman and/or any non-binary identities.

Appendix C – Further Information Advice and Support

The lists of useful contacts given below is correct at the time of writing (September 2025). Please check individual websites for up-to-date contact information.

Please note that Brunel University London does not endorse or take responsibility for the information provided by external organisations.

External Services

Equality and Human Rights Commission is the statutory body responsible for protecting, enforcing and promoting equality across nine protected characteristics — age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation - www.equalityhumanrights.com.

Advance HE provides advice and support for students and staff on equality and diversity in higher education - <https://www.advance-he.ac.uk/>.

Specialist transgender and non-binary services

Gendered Intelligence provides support, training and resources for all those who work with and support trans people as students, pupils, employees, colleagues, or clients; and works extensively in schools, colleges and universities with students and staff offering mentoring, workshops and training — www.genderedintelligence.co.uk.

Stonewall helps organisations including HEIs and colleges to recognise the benefits of the perspectives of lesbian, gay, bi and *trans** people for all employees, service users and members of the community. It is also a campaigning organisation — www.stonewall.org.uk.

Spectra provides peer-lead trans support to all trans and gender diverse people including counselling, peer mentoring, social group and health advocacy - <https://spectra-london.org.uk/trans-services/>.

TransActual works to address and highlight issues affecting trans people, share information about their lives and provide information about trans rights, healthcare and UK law - <https://transactual.org.uk/>.

LGBT+ Switchboard provides a one-stop listening service for LGBT+ people on the phone, by email and through Instant Messaging – Tel: 0300 330 0630.

Depend offers advice, information and support to all family members, partners, spouses and friends of *trans** people — www.depend.org.uk

Mermaids supports trans, non-binary and gender diverse children and young people, and their families - <https://mermaidsuk.org.uk/>.

Transgender Zone is an online resource covering all aspects of transgender issues — www.transgenderzone.com.

Nonbinary inclusion project fights for the inclusion and recognition of non-binary people in law, media and everyday life within the UK — <http://nonbinary.co.uk>.

Press for Change campaigns to achieve equal civil rights and liberties for all transgender people in the UK through legislation and social change — www.pfc.org.uk.

National LGBT Hate Crime Partnership brings together 35 LGBT organisations from across England, Wales and Scotland and is led by the LGBT consortium on behalf of the EHRC. It aims to increase the reporting of homophobic, biphobic and transphobic hate crimes and incidents and improve the support available to those targeted — www.lgbthatecrime.org.uk.

TranzWiki is a directory of the groups campaigning for, supporting or assisting trans* and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families across the UK — www.tranzwiki.net.

Galop works with and for LGBT+ people facing abuse and violence - <https://www.galop.org.uk/>.

The Beaumont Society promotes better understanding of the conditions of transgender, transvestism and gender dysphoria — www.beaumontsociety.org.uk.

Appendix D Student Support Plan

The pro forma overleaf aims to guide discussions with a student who is altering their gender identity or gender expression who needs any support from the university. It should be completed and agreed with a tutor or member of staff from the Student Welfare Team. It is recommended that staff seek advice on how to conduct these conversations sensitively and respectfully, how to use the information and to store it securely. For further information, please contact the Equity Lead (Students).

If the student needs additional support, they are encouraged to arrange a follow up meeting to update any arrangements needed.

Contact Details	
E1	Student's details
	Name
	Student ID
	Email
	Year of study
	Are you studying on a Tier 4 visa?
2	Programme details
	Programme title
	Department
	Departmental contact
3	Communication

	Would you like to share your news with fellow students / academic staff / tutor?	Yes / No
	Name and title	Date
	How? – personally, tutor, other	Verbally / email / other
4	Timescales	
	Are there any timings / appointments that you would like to make the University aware of?	
	Do you want to take a leave of absence? (the member of staff may need to explain what options the student has).	
	When?	
	How long for?	
	Do you anticipate needing to take other time off?	
	At what stage?	

	How long for?	
	Will any absence impact your ability to complete any module requirements / assessments?	
	If so, please provide details	
	Will alternative arrangements be required for outstanding or incomplete assessments?	
5	Changes to records / identity cards	
	Do you want to make any changes to your formal records, id cards, email account such as name and/or gender?	
	What amendments would you like?	
	When	
	Which documents	
6	Support needs	

	<p>Do you need any support to be put in place?</p> <p>This could include coursework extension, change of accommodation, support managing transition at work placement etc</p>	
	What and when?	
	<p>Will you need any reasonable adjustments?</p> <p>This might be because of medical treatment and /or side effects of drug therapy and could include regular rest breaks, extra time etc</p>	
	What and when?	
7	Accommodation and/or other facilities	
	Will you want any changes in your accommodation and/or access to other facilities?	
8	Dress code	
	Will you need any changes in the dress code to be made?	

8	Other information or comments	
9	Signatures	
	Plan to be reviewed on	
	Agreed by staff member	
	Name	
	Title	
	Signature	
	Date	
	Agreed by student	
	Name	
	Signature	

	Date	
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Appendix E Flowchart for a student who is altering their gender identity or gender expression and needs any support from the University

This aims to guide discussions between student and the University:

