

PERSONNEL COMMITTEE

HR TRANSGENDER EQUALITY POLICY

23rd July 2019

Report of the Head of Human Resources

PURPOSE OF REPORT

To enable the Committee to consider and approve a policy on transgender equality

This report is public.

RECOMMENDATIONS

(1) That subject to any further recommendation being brought to the Committee from the Joint Consultative Committee which meets on 23 July 2019 prior to this meeting, the Committee will approve:

1. Transgender Equality Policy

Introduction

- 1.1 From time to time the Council will review Human Resources policies and procedures.
- 1.2 Any new policies are presented to the Committee for their consideration.

2.0 Transgender Equality Policy

- 2.1 It was agreed during 2018 that a Trans Equality Policy be developed and implemented for the Council. This new policy reflects an approach of support to any transgender members of staff.
- 2.2 The Policy covers areas such as:
 - The Legal Framework surrounding supporting transgender employees
 - Compliance with the Gender Recognition Act 2004
 - Support during the transitioning process
 - Employee records
 - Time off for appointments relating to gender reassignment
 - Absence monitoring and recording
 - Employee reference requests
 - Promotion of transgender equality

Recommendation

The Committee is asked to consider the draft policy document and approve, subject to any additional consultation feedback from the Trade Unions.

RELATIONSHIP TO POLICY FRAMEWORK

The Council is committed to good standards of employment practice, and it is felt that the policy will augment our existing Human Resource Management arrangements.

CONCLUSION OF IMPACT ASSESSMENT

(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

The policy will apply to all employees.

FINANCIAL IMPLICATIONS

There are no direct implications as a result of this report.

SECTION 151 OFFICER'S COMMENTS

The s151 Officer has been consulted and has no further comments

LEGAL IMPLICATIONS

The policy is compliant with employment legislation and there are no further legal implications directly arising from this report.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments.

BACKGROUND PAPERS

Draft Transgender Equality Policy

Contact Officer: Jayne Cordley-Williams

Telephone: 01524 582179

E-mail: jcwilliams@lancaster.gov.uk