

# TRANSGENDER SEASONAL STAFF



## HEALTH, WELFARE & DISABILITY SERVICE

### YOUR RIGHTS

NCS The Challenge **recognises the rights of transgender staff** and takes positive steps to ensure these are protected **during all stages of employment** with us, from recruitment and selection to working during seasonal delivery.

### TERMINOLOGY

'Transgender' is the **inclusive** term we use, but this includes anybody who has proposed to undergo, or has undergone gender reassignment. **This does not need to be a medical transition**; for most people it will be a social transition.

## OUR POLICY

- ✓ The option for seasonal staff to '**self-define**' on their application form
- ✓ Staff and managers trained in **transgender awareness** and **anti-discriminatory practices** in relation to transgender staff
- ✓ Extra measures to protect a **transgender staff member's privacy** and ensure their **confidentiality**, particularly with regard to their legal name and sex
- ✓ The **same rights and practices** for non-binary seasonal staff, as those protected under **The Equality Act for Gender Reassignment**

## SUPPORT

### INDIVIDUAL NEEDS

We will provide a nominated individual who is **trained and able to support** transgender seasonal staff on their employment journey. This individual has **specific advice about our processes** and ensures any staff member's needs and concerns are met.

### CONTACT

If you would like to know about our work on this, or you are transgender or non-binary and require support with your application or employment with us, you can contact [hwd@the-challenge.org](mailto:hwd@the-challenge.org) and ask for a **confidential call back**.

### STAFFING

**If you feel comfortable doing so**, you can also speak with your Staffing contact who will be able to arrange a call back for you from a nominated individual or the Health, Welfare & Disability service.