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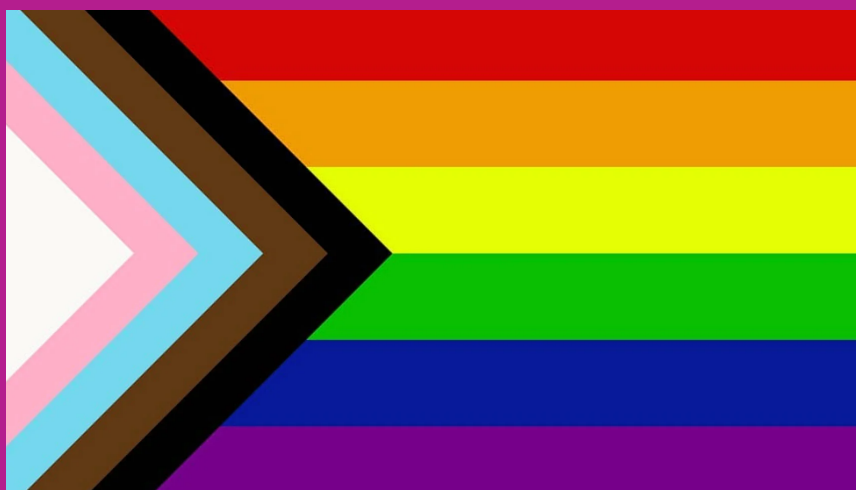
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Guidance for Supporting Trans Students and Staff



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Introduction

Glasgow Clyde College respects the individual identities of our whole college community.

We always strive to represent our college values of being Principled and People centred by creating an inclusive and diverse environment in which everyone feels safe and supported to be themselves and to realise their full potential.

This guidance has been prepared in collaboration with staff and students across the college community and the other Glasgow colleges to ensure a shared approach to supporting trans individuals across the Glasgow Region.

Why do we need this guidance?

This guidance was created for the whole college community, to ensure that everyone is treated with dignity and respect and is able to bring their whole self to the College without fear of being subjected to bullying, harassment, or discrimination of any kind.

It has been designed as a digital resource available to everyone. It includes working hyperlinks for ease of access to external websites and specialist organisations. It is fully inclusive of and extends its protection over, all non-binary and gender-fluid identities as per the [Equality Act 2010](#).



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Helpful Definitions

LGBTQ+': an umbrella term encompassing a range of sexual and gender identities. In terms of sexual orientation, this includes but is not limited to lesbian, gay, bisexual, pansexual, asexual and aromantic association.

In terms of gender identity, this includes but is not limited to transgender, non-binary, genderfluid and other gender non-conforming identities. This guidance also covers those who identify as intersex and/or who have intersex conditions.

This guidance recognises the reclamation of the word queer and acknowledges people who are questioning their sexual orientation and/or gender identity and/or expression. This guidance recognises that there are other identities and sexual orientations that are not represented in the LGBTQ and use the + to encompass them.

Sexual orientation: sexual orientation refers to a person's sexual and/or romantic orientation/attraction towards persons of the same sex or gender, persons of the opposite sex or gender or persons of either sex or gender. This also encompasses asexuality, defined as a lack of sexual orientation to others.

Gender/gender identity/gender reassignment:

Gender: often expressed in terms of masculinity and femininity, gender is a social construct, culturally determined and is often assumed from the sex assigned at birth. Gender is not and should not be assumed to be binary.

Gender Identity: a person's innate sense of their own gender, whether male, female or something else, which may or may not correspond to the sex assigned at birth.

Gender Non-Conforming – A person who doesn't adhere to society's norms, such as not conforming to the gender expression, presentation, behaviours, roles, or expectations that society sees as the norm for their gender.

Gender Reassignment: another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of gender affirming medical intervention, but can also mean changing names, pronouns, dressing differently and living in their self-identified gender. 'Gender reassignment' is a characteristic that is protected by the Equality Act 2010.

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 non-binary.



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Sex: assigned to a person based on primary biological attributes (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female', despite having different meanings.

Trans: an umbrella term to describe people whose gender is different from, or does not sit comfortably with, the sex they were assigned at birth. This can include, but is not limited to transgender, transsexual, non-binary, gender non-conforming, genderqueer and gender fluid people.

(Links to comprehensive lists of appropriate language and definitions can be found under 'Resources' later in this document).



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Staff Support

The College understands that the process of transitioning is challenging, trans identities are diverse and that support must be flexible and tailored to the individual.

When a staff has made the decision and indicates that they are/will be transitioning, they are encouraged to discuss this with their line manager in the first instance, if they feel comfortable to do so. The next step is to meet with their HR Adviser to discuss all necessary support. (See the support template, appendix A)

The College will ensure that any such disclosure is respectfully and sensitively dealt with and that confidentiality is maintained at all times.

The staff member should be referred to by their new known as name and pronoun. If there is uncertainty regarding the correct pronoun to use, the person should be asked in advance how they would prefer to be addressed. Thoughtful planning and management of the transition process should help to avoid uncertainty and embarrassment in this regard.

The EDI Lead can offer support during any part of the process.

The Human Resources staff will identify which records, forms of identification and contact details will need changed, to comply with employment regulations. This may include email, pension records, staff ID badge and [Disclosure Scotland](#) checks (see Appendix B). All changes to details will be dealt with in a sensitive and confidential manner and in line with all relevant General Data Protection Regulations (GDPR) and the Data Protection Act 2018.

Applying and Commencing Employment

Anyone transitioning-during the recruitment process, or requesting a change of personal details upon accepting an offer of employment from the college, will be supported and sensitively dealt with while complying with pre-employment checks.

External appointments

Staff will be given reasonable time off to attend relevant gender reassignment appointments and this should be facilitated where possible. This information is strictly confidential and record keeping will be considered and private. For further information, please speak with your manager or HR adviser.



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Travel

Where travel is required as part of a role, appropriate risk assessments relating to placements, trips and study abroad will be undertaken. When staff members are travelling in the UK/abroad consideration should be given towards appropriate facilities. Additionally, suitability of the destination will be considered due to differing legislation and social norms to the UK.

Uniforms and Use of Facilities

Where a role requires a uniform or PPE, staff members will be supplied with an order form which they fill and submit themselves. This will allow staff to order a uniform with which they are comfortable, and reflects their gender identity.

Regarding the use of facilities, it is important to note that trans people should be able to use the facilities with which they are most comfortable (regardless of whether these are perceived to be associated with their gender identity or not) and must not be restricted in doing so. The Colleges' accessible toilet facilities across campuses are inclusive and gender-neutral.

Additionally, even though the College only has male and female changing rooms, these have individual private cubicles, as well as an open space, allowing staff members to use the facilities they find appropriate.

Online and Hybrid Working

A flexible approach to the use of cameras must be taken, allowing staff the choice whether to have their cameras on or off during video calls.

Good practice includes offering the opportunity to add pronouns to or modify one's name during online meetings via different platforms. This may or may not be a suitable solution for trans/ non-binary/ gender-fluid people, depending on their personal circumstances. Please be considerate of others at all times.

[Transgender Workplace Support Project \(lgbthealth.org.uk\)](https://lgbthealth.org.uk)

Additional College Support

The College has an [employee assistance programme](#) (MCL Medics) or call them on MCL Medics is 0808 196 1441. Email hr@glasgowclyde.ac.uk for further details

Staff can access mental health support and counselling through **Time to Talk** Helpline on **0141 272 3786**

1pm-3pm Monday-Friday

Both services are LGBTQ+ inclusive.



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Guidance for Trans Staff Seeking Support

A current member of staff has made the decision and indicates that they are/will be transitioning

Colleges have a duty to ensure that any such disclosure is respectfully dealt with and confidentiality is maintained.



In the first instance, the member of staff should speak to their line manager about their transition

Their manager can offer support and guidance on next steps



They can request a meeting with a member of the HR team

HR can advise on process and agree next steps



The HR staff will identify which records and form of identification would need to be changed, including staff ID badges and staff records



The College understands that the process of transitioning can be difficult. As such, we are committed to support reasonable requests for steps to be taken which will make the process easier (e.g. time off associated with any relevant appointments) will be considered.



Further discussions may be had about who needs to be informed and how this should be done



Additional Support

The College has an employee assistance programme (MCL Medics). The college also offers mental health support and counselling to staff and students through our Time to Talk helpline. Both services are LGBT+ inclusive.



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Applying and Commencing Employment

Should an individual's name on their job application not match their name when commencing their employment, they should inform HR as soon as possible so that changes can be made to their record



Requesting References

When requesting a reference for a new employee, the employee is responsible for communicating how they wish for us to do so. The HR team is happy to request references using just the employee's National Insurance number and surname (where applicable).

College Contacts

Caroline Hutchison	Equality & Diversity Lead	chutchison@glasgowclyde.ac.uk	0141 272 3639
MCL Medics	Employee Assistance Programme	www.mcl-medics.com/glasgow-clyde-college	0808 196 1765
Time to Talk	Mental Health Support Helpline	1pm-3pm Monday- Friday	0141 272 3786
HR Department		HR@glasgowclyde.ac.uk	0141 272 3112



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Student Support

The College understands that the process of transitioning is challenging, trans identities are diverse and that support must be flexible and tailored to the individual.

The student should be referred to by their new known as name and pronoun. If there is uncertainty regarding the correct pronoun to use, the person should be asked in advance how they would prefer to be addressed. Thoughtful planning and management of the transition process should help to avoid uncertainty and embarrassment in this regard.

The EDI Lead can offer support during any part of the process.

Disclosure to Staff

Once a student has disclosed they are/will be transitioning to a member of staff or the Student Association (GCCSA), they will be referred to the Student Information and Welfare Officer in the Student Information & Welfare department who will be a single point of contact providing specific practical advice and guidance (see Appendix C).

This member of staff will agree a plan of support including appropriate timescales, such as:

- How information relating to the student's transition will be managed and by whom;
- The date from which the student would like to start being officially associated with their authentic gender / non-binary identity;
- The process for changes to records and other documentation.

Changing Records

The student will agree the date from which changes are made to all their student records. Any essential records that would disclose their trans status, e.g. birth certificate, application/ enrolment forms, will be kept safe and confidential. The student's records should not disclose the fact that they have transitioned.

Telling Other People

In order for all necessary support to be put in place, a small number of other staff may need to be informed. The Student Information & Welfare Officer will sensitively contact any other staff on the



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student's behalf to shield them from repeating their details numerous times. Contact with other essential staff will be considerate and kept to a minimum.

All information will only be communicated to others on a strictly need-to-know basis and it is essential that the student gives their written consent before their transition or the fact that they are trans is disclosed to any other staff member. (See Appendix D).

Attendance and Financial Support

Reasonable time off for gender reassignment reasons will be considered as a mitigating circumstance in relation to attendance and a student should not receive deductions from Bursary etc.

Trips and Travel

Where travel or trips are required as part of a course, an appropriate Risk Assessments relating to placements, trips and study abroad will be undertaken. When students are travelling in the UK/abroad consideration will be given to appropriate facilities. Additionally, the destination will be considered due to differing legislation and social norms to the UK.

Uniforms and Use of Facilities

If a course requires a uniform or PPE, students will be supplied with an order form which they fill and submit themselves. This will allow the student to order a uniform with which they are comfortable, and reflects their gender identity.

Regarding the use of facilities, it is important to note that trans people should be able to use the facilities with which they are most comfortable (regardless of whether these are perceived to be associated with their gender identity or not) and must not be restricted in doing so. The Colleges' accessible toilet facilities across campuses are inclusive and gender-neutral.

Additionally, even though the College only has male and female changing rooms, these have individual private cubicles, as well as an open space, allowing students to use the facilities they find appropriate.



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Online Learning

If learning and teaching in the college is being delivered online, a flexible approach to the use of cameras must be taken, allowing students the choice whether to have their cameras on or off during video calls.

Good practice includes offering the opportunity to add pronouns to or modify one's name during online meetings via different platforms. This may or may not be a suitable solution for trans/ non-binary/ gender-fluid students, depending on their personal circumstances. Please be considerate of others at all times.

See the separate specific information provided alongside this guidance from TransEdu-
[Supporting students to learn online \(trans.ac.uk\)](https://trans.ac.uk)

Student Life

All students will be able to take part in any and all aspects of college life, including but not limited to - access to the GCCSA and their events/elections/relevant training, access to clothing, sports activities and facilities, college events or hair and beauty treatments.

Additional College Support

The college offers a [counselling service](#) to all students, which includes a counselling specialist in LGBTQ+ matters.

Glasgow Clyde students can access support through our

Time to Talk Helpline 0141 272 3786

1pm – 3pm, Monday to Friday

Counsellors staff the helpline and all you need to do is provide your 8 digit Student Reference.

Both services are LGBTQ+ inclusive.



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Guidance for Trans Students Seeking Support

A student has made the decision and indicates that they are/will be transitioning

Colleges have a duty to ensure that any such disclosure is respectfully dealt with and confidentiality is maintained.



The student will be referred to a Student Information and Welfare Officer who will provide practical advice and guidance



The Officer will confirm that the College will support them and agree an action plan including appropriate timescales. The action plan will include:

How information relating to the student's transition will be managed and by whom

The date from which the student would like to start being officially associated with their authentic gender / non-binary identity

The process for changes to records and other documentation



Changing Records

The student will agree the date from which changes are made to all their student records. Any essential records that would disclose their trans status, e.g. birth certificate, application/ enrolment forms, will be kept safe and confidential. The student's records should not disclose the fact that they have transitioned.



Informing Others

Contact with other essential staff will be considerate and kept to a minimum and on a strictly need-to-know basis. The Student Information & Welfare Officer will sensitively contact any other staff on the student's behalf to shield them from repeating their details numerous times. It is essential that the student gives their written consent before any changes or relevant information is disclosed to other staff.



Additional Support

The College provides mental health support and counselling to all students. The services are LGBTQ+ inclusive.



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Points of contact

Caroline Hutchison	Equality & Diversity Lead	chutchison@glasgowclyde.ac.uk	0141 272 3639
GCCSA	Student Association	GCCSA@glasgowclyde.ac.uk	0141 272 3355
Time to Talk	Mental health Support Helpline	1pm-3pm Monday - Friday	0141 272 3786
College Counselling Service	In person counselling appointments	Student Counselling Service (glasgowclyde.ac.uk)	



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Discrimination and Harassment

The College operates a zero tolerance policy on all bullying, harassment and discrimination, including ones on the grounds of sexual orientation or gender identity/expression and/or trans identity. Homophobia, biphobia and transphobia may look like but are not limited to use of derogatory language, jokes or banter, insults or threats, social exclusion, rumours or gossip, asking intrusive questions, unnecessary and degrading references to one's sexual orientation or gender identity.

Language and Pronouns

Everyone's gender identity and expression must be respected and its validity must not be questioned. Therefore, make sure to address a trans person using their preferred name and pronouns.

It is important that we use the right [pronouns](#) when supporting trans people. Labelling someone with the wrong pronoun is inappropriate and can cause distress. Our most used pronouns (he/she) specifically refer to a person's gender but for queer, gender non-conforming, non-binary, and transgender people, these pronouns may not fit, can create discomfort, and can cause stress and anxiety. If unsure, never assume and just ask the person how they would like to be addressed.

It is inappropriate to ask a trans person questions around their body/ transition/ experiences of surgery, etc.

The use of derogatory language both from/to students and staffs is discrimination and harassment, breaches relevant legislation and will not be tolerated.

Further information on what is acceptable LGBTQ+ - related language can be found under 'Resources' section of this document.



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Complaints

Should anyone wish to initiate a formal complaint due to transphobic harassment or bullying, they should do so in accordance with the relevant [college complaints procedure](#).

However, this may be able to be dealt with informally via a line manager or lecturer, the Equality & Diversity Lead or the Student Association in the first instance.

Report + Support

The College also has a report and support tool where students and staff can report any form of discrimination and harassment and get the support they may need.

Students and staff can report an incident(s) experienced or witnessed in relation to bullying, discrimination, harassment; racism; hate crime; and gender-based violence.

For trans people we appreciate that this is not always easy to do and if they wish they can report an incident anonymously [here](#). If the report is anonymous, this means we cannot support the student directly but the support articles and links to external help information on the Report and Support website may be helpful.

If you need immediate support or feel in crisis, we have listed several support and emergency services contact details on the Support pages that you may find helpful.

In addition to internal actions, abusing someone because of their gender identity is a hate crime, and may be subject to a police investigation.

[Reporting hate crime - Police Scotland](#)



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Gender Based Violence (GBV) Support

We understand that Gender-Based Violence (GBV) can affect anyone, irrespective of their gender or sexual orientation. However, studies indicate that individuals who are lesbian, gay, bisexual, non-binary, or transgender (LGBTQ+) may encounter higher incidences of GBV.

GBV takes forms, including domestic abuse, sexual violence, stalking, harassment, and forced marriage. LGBTQ+ individuals often face additional challenges in seeking support or participating in legal processes due to factors such as prejudice, stereotyping, and fears about the public disclosure of their sexual orientation or gender identity.

Research reveals that one in four transgender individuals in relationships have faced domestic abuse from their partners. Examples include situations where a partner or ex-partner deliberately uses the incorrect name or pronouns for a trans person or prevents a non-binary individual from accessing hormone prescriptions.

Additionally, LGBTQ+ victim/survivors may face unique barriers related to their sexual orientation or gender identity. These barriers include fears of negative reactions when seeking support, concerns about being outed to family, colleagues, or the community, and the potential negative consequences of such revelations.

Our College [GBV support](#) recognise these factors and we will provide tailored support to any individual through services such as our Safeguarding service, Learning Inclusion Team, Mental Health Support and this Guidance.

[Galop - the LGBT+ anti-abuse charity](#)

[Domestic abuse / Gender based violence - LGBT Youth Scotland](#)

[Information for LGBTQ+ survivors | Scottish Women's Rights Centre](#)
(scottishwomensrightscentre.org.uk)



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Responsibility

All staff and students are responsible for adhering to the Equality Act 2010 and upholding the Colleges' values and behaviours.

The Equality & Diversity Lead is responsible for reviewing and updating of this guidance.

Linked Policies and Procedures

Links to College policies/procedures here including Equality & Respect, Student Code of Conduct, Counselling and GBV Policy-

[Quality - Glasgow Clyde College Policies - All Documents \(sharepoint.com\)](#)

[Guide to Counselling and Wellbeing for Students.doc \(sharepoint.com\)](#)



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Resources

Relevant Legislation:

[Equality Act 2010 | EHRC \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/equality-act/2010)

[Commission in Scotland | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/commission-in-scotland/equality-and-human-rights-commission)

[Gender recognition - LGBTQI+ - gov.scot \(www.gov.scot\)](https://www.gov.scot/topics/gender-recognition)

[Guide to the UK General Data Protection Regulation \(UK GDPR\) | ICO](https://ico.org.uk/for-organisations/guide-to-the-uk-general-data-protection-regulation-uk-gdpr/)

[Data protection: The Data Protection Act - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guides/data-protection-the-data-protection-act)

Human Rights Act (1998) - [The Human Rights Act | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/the-human-rights-act)

Appropriate LGBTQ+ - related Language and Glossary of Terms:

GLAAD Glossary of Terms – Lesbian/ Gay/ Bisexual/ Queer. - [GLAAD Media Reference Guide - LGBTQ Terms](https://www.glaad.org/media-reference-guide-lgbtq-terms)

GLAAD Glossary of Terms – Transgender. - [GLAAD Media Reference Guide - Transgender Terms](https://www.glaad.org/media-reference-guide-transgender-terms)

LGBTYouth Scotland A-Z of Terms - [LGBT A to Z - LGBT Youth Scotland](https://lgbtyouthscotland.org.uk/lgbt-a-to-z)

Scottish Trans list of Terms - [Trans terms - Scottish Trans Alliance](https://www.scottishtransalliance.org.uk/trans-terms)

External Support and Additional Information:

[British Asian LGBTI \(consortium.lgbt/\)](https://consortium.lgbt/)- online forum aims to help unite British Asian community, specialising in intersectionality of race and sexuality issues

[Galop - the LGBTQ+ anti-abuse charity](https://www.galop.org.uk/)- experience in supporting LGBTQ+ people who are victims of domestic abuse, sexual violence, hate crime, so-called conversion therapies, honour-based abuse, forced marriage, and other forms of abuse.



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[Gendered Intelligence](#) - A Community Interest Company whose object is to deliver arts programmers and creative workshops to trans youth from across the UK in order to increase the quality of young trans peoples life experiences.

[GIRES](#) - A UK wide organisation whose purpose is to improve the lives of trans and gender non-conforming people of all ages, including those who are non-binary and non-gender.

[Information for LGBTQ+ survivors | Scottish Women's Rights Centre](#)

[\(scottishwomensrightscentre.org.uk\)](http://scottishwomensrightscentre.org.uk) - collaborative project providing free legal information, advice, representation and advocacy support to self-identifying women in Scotland affected by violence and abuse

[LGBT Health & Wellbeing](#) - Established in 2003, LGBT Health and Wellbeing works to improve the health, wellbeing and equality of lesbian, gay, bisexual, and trans (LGBT) people in Scotland.

[LGBT UNITY Glasgow \(consortium.lgbt\)](http://consortium.lgbt) - a space where LGBTQ+ asylum seekers and refugees fighting for their papers, and other people supporting them come together for support.

[LGBT Youth](#) - Scotland's national charity for LGBTI young people, working with 13–25 year olds across the country

[Mermaids UK](#) - The organisation works to raise awareness about gender nonconformity in children and young people amongst professionals and the public.

[Samaritans](#) - Confidential support.

[Scottish Trans Alliance](#) - The Scottish Trans Alliance project (Scottish Trans for short) assist trans people, service providers, employers and equality organisations to engage together to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

[Stonewall Scotland](#) - Key LGBTQ+ charity organisation.

[TransEdu](#) - A central resource for information on supporting trans applicants, students and staff in Higher and Further Education.



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Appendices

Appendix A: HR Checklist

HR Checklist to inform individualised support

This checklist* will enable an HR staff to support trans staff members. This could mean someone who has already transitioned, is currently transitioning, is planning to transition or someone who simply identifies as trans/ non-binary/ gender-fluid.

The individual will be at the centre of all conversations and all decisions made will be communicated with them clearly and in advance of being actioned. All discussions will remain confidential unless the employee wishes for information to be shared with selected parties (such as their line manager).

**The checklist is for guidance purposes. HR will approach each case individually and all appropriate support will be put in place for every person.*



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ACTION	INITIAL / DATE
Confirm the employee's new name, title and pronouns.	
Confirm when the employee would like to use their new name, title and pronouns. Is phasing required?	
Ask the employee to complete a 'Change of Name' form (below) to give written consent to change any relevant records. It is important, if the employee wishes, to remove all traces of the person's pre-transition name as to not 'out' them.	
Advise employee that they will need to update HMRC, pension provider and union of their preferred name, title and pronouns.	
Confirm if the employee wishes to present as their identified gender. If they do, when do they plan on doing this? Is phasing required?	
Confirm if the employee wears a uniform or uses PPE as part of their role and if there need to be any changes to this uniform.	
Update staff ID card with preferred name, title and pronouns as well as a new photo as required.	
Identify if time off is required for any medical treatment and advise re informing line manager.	
Are there any changes to the employee's role, temporary or permanent, which need considered?	
Advise employee of support available within the College, eg. Employee Assistance Programme (MCL Medics) and establish any support mechanisms outside college e.g. family, friends, and signpost to external support.	
Identify any other support the College can offer the employee.	



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Appendix B: Change of Name



Change of Name

Employee Number

Department/Faculty

Previous name

New name

Effective date

Please sign below to consent to your records being updated.

Signature

Date

HR use



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Appendix C: Student Checklist



Checklist for Student Information and Welfare <i>(Discuss each point with student then date and sign each box)</i>		Staff Initials/ Date
Meet with student and explain/discuss the following: <ul style="list-style-type: none"> • Their rights and choices • Support available from the college and signpost to further external help • Agree on the level of support required from the College 		
Contact details	<ul style="list-style-type: none"> • Ensure student contact details are correct on system and update as appropriate. 	
	<ul style="list-style-type: none"> • Provide student with your contact details. 	
College support	<ul style="list-style-type: none"> • Provide student with all college support including specialist counselling support and GCCSA contacts 	
External support	<ul style="list-style-type: none"> • Establish support mechanisms outside college e.g. family, friends, and external support. 	
	<ul style="list-style-type: none"> • Provide student with contacts for external networks, if appropriate. 	
Attendance and funding	<ul style="list-style-type: none"> • Provide information on attendance and funding. • Will be given authorised absences for appointments relating to their transition e.g. medical appointments/ counselling. 	
Essential info to be confirmed	<ul style="list-style-type: none"> • Date from which student presents/will present as reassigned gender/new gender identity. 	
	<ul style="list-style-type: none"> • Date when all relevant student records will be updated. Remember, this will also update SQA records. 	
	<ul style="list-style-type: none"> • Student data updated on all college systems where appropriate, including Student Funding if FE student 	
	<ul style="list-style-type: none"> • HE Student-have they informed SAAS? If not, agree plan with student to update their information. 	
Consent to inform key staff	<ul style="list-style-type: none"> • Where appropriate it may be necessary to inform relevant staff of transition, but only after securing student consent. 	



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Consent to inform other students	<ul style="list-style-type: none">• The student may wish their friends or class to be informed. Establish if this is necessary and how to support the student through any communication of their new preferred identity.	
Review appointments	<ul style="list-style-type: none">• Agree dates for any future support appointments with the student, if required.	
Student Signature		



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