

## Gender Policy

### Introduction

Our charitable mission is *Inspiring everyone to be curious, knowledgeable, passionate and caring about our environment*. We want *to engage the widest range of learners* and *provide excellent courses, materials and opportunities for all people and abilities*.

*A caring attitude* is one of our four Values. From the way we treat our customers, our staff, the environments we work in and the feel of our locations, Field Studies Council demonstrates a personal approach with great care taken in everything we do.

The Field Studies Council is committed to ensuring all our guests, students, staff and volunteers feel safe and secure. The Equality Act 2010 sets out that we have a legal duty to ensure all guests, students, staff and volunteers do not experience poor treatment, bullying or discrimination and that they have equal opportunities to participate in services and stay at our Centres. Everyone will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. We will endeavour to meet needs where possible and resources permit.

We will take all reasonable steps to ensure the inclusion and fair treatment of all our guests, students, staff and volunteers by endeavouring to fully understand and cater for each individual's circumstance and needs whilst supporting and respecting all gender identities. We will take all reasonable steps to ensure that our customers and staff are protected from discrimination, harassment and victimisation.

Further information is available for Field Studies Council employees in the *Staff Handbook, Section 5. Equal Opportunities and Diversity Policy*.

### Definitions

Gender identity refers to one's internal knowledge of one's own gender (knowing you're a man, woman or neither). This is different from their assigned 'sex'. We're all assigned a sex at birth (male or female) based on the physical attributes we're born with. A person's gender identity is separate from their sexual orientation and can currently be defined as, but not exclusive to the following:

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- **Transgender or trans:** people whose gender identity is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This is used here to cover the wide range of ways in which individuals may choose to express or describe their gender identity.
- **Trans boy:** a person who was assigned female at birth, but whose gender identity is male
- **Trans girl:** a person who was assigned male at birth, but whose gender identity is female
- **Transitioning:** the steps a trans person may take to live in the gender identity with which they identify, such as changing name, pronoun, style of dress, informing friends and family
- **Non-binary:** people who feel their gender cannot be defined within the margins of gender binary, therefore they do not identify as male or female
- **Intersex:** a person who may, at birth, have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female
- **Questioning:** someone questioning their gender identity

## Buildings and Facilities

Due to the nature of our buildings around the country, our Day and Residential Centres have a varied provision of facilities. We provide shared single sex dormitories and bedrooms as well as single sex and unisex toilet and shower facilities. We respect the individual's choice to use single or unisex facilities and will work with group leaders and your organisation's gender or transgender policy. Consideration of the need for single sex and unisex facilities will be considered in future Centre development plans.

## Safeguarding

Gender identity does not in itself constitute a safeguarding risk. However, it becomes an issue if a person who does identify as a different gender is being abused, harassed or discriminated against. Safeguarding issues should be reported to staff who should follow procedures outlined in *Safeguarding OCoP W6*.

## Data and GDPR

We request data from group leaders on the sex of group attendees to enable us to allocate dormitories and bedrooms for groups visiting our Centres. Attendee details will only be used for the purpose of allocating rooms and only retained for the duration of an active booking.

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### **Responsibilities to implement this policy**

- **Group Leaders** should inform us in writing of the sexes of group attendees as well as additional needs for gender as early as possible for us to endeavour to meet your needs. Group Leaders are responsible for the implementation of their organisations gender or transgender policy; discussing and confirming the needs of individuals within your group; and allocating individual students to the bedrooms and dormitories provided.
- **Individual students** should discuss their individual needs with the group leader.
- **Field Studies Council Centre Administrators** will allocate bedrooms and dormitories for your group based on the data you provide and support the group leader and your organisational policies to discuss the most appropriate facilities available.

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