



Support for trans and non-binary students

The University of Brighton is committed to ensuring an equal and inclusive environment for students from all backgrounds and identities.

This leaflet outlines the support available to trans and non-binary students at the University of Brighton and in the local community.

The term 'trans' is used here as an inclusive umbrella term for people whose gender identity and/or gender expression differs from the sex (male or female) they were assigned at birth. The term may include, but is not limited to, trans men and women, non-binary people and dual role people.

1. What kind of support is available?

We recognise the unique issues faced by trans and non-binary students, both in a university environment and in the wider community, therefore we are committed to providing support from someone who understands your needs.

We have a Named Contact for trans and non-binary students - Marianne Lemond, Student Experience and Equalities Manager based in Student Services. Marianne can advise you and help co-ordinate support in a range of areas including:

- The process for changing your name, gender, and/or title on the student record, your name and photograph on your UniCard, and your initial(s) in your university email address
- Support in communicating with your tutors or other key staff about your name and pronoun (if this would be helpful)
- Time off for medical treatment
- Use of toilet and changing room facilities
- Support for placements

Marianne can be contacted at M.G.Lemond@brighton.ac.uk or 01273 642160.

2. Key areas trans and non-binary students may wish to consider

Changing your name, gender and/or title on your student record, and name and photography on your UniCard

Trans and non-binary students are entitled to change their name, gender and/or title on their student record, and their name and photograph on their UniCard. They can also get a new university email address with their initial(s) updated. For further information, you can either visit your local **Student Centre**, contact Student Services at studentservices@brighton.ac.uk or contact the Named Contact for trans and non-binary students at M.G.Lemond@brighton.ac.uk

You do **not** need to have changed your name etc. on your personal documentation (e.g. passport, driving licence or deed poll) in order to get your Official Name changed on your student record and UniCard, and you do **not** need to present any personal documentation to the university for these to be updated. However, you **will** need

to have changed your name on your personal documentation if, upon graduation, you wish for your degree certificate to be issued in this name. Personal documentation will need to be presented to the Ceremonies Team prior to graduation. For further information about this, speak to your Student Centre or the Named Contact for trans and non-binary students.

Once your student record is updated, you will automatically be eligible for a new, updated Unicard. You will **not** be charged for this new Unicard. If you wish to update your photograph on your UniCard, you can have a new photograph taken at the Student Centre (or Hastings Campus Office if you're based at Hastings) and this will automatically be uploaded to your new UniCard.

Please note that if you are an international student, we recommend that you seek advice from the University's International Students Welfare Advisors in the first instance as any record change needs to be in line with the regulations of the UK Visas and Immigration department. The International Students Welfare Advisors can be contacted at studentadvice@brighton.ac.uk or +44 (0)1273 642888.

In addition, we recommend to **all** students wishing to change the name under which they are registered at the university that they notify the student loans company, any sponsor, and their bank to ensure payments are not delayed. You should also notify your local Council for Council tax purposes.

Support in communicating with key staff about your name and pronoun

The Named Contact for trans and non-binary students, can liaise (on your behalf) with your tutors or other key staff to ensure that anything you want them know about your gender identity, is shared in a sensitive and confidential way. For example, how you want to be addressed (e.g. name and pronoun). This can prevent unnecessary questions, and ensure that staff respond appropriately to any concerns you may have regarding your gender identity or expression. This is totally optional, and some people prefer to manage this process without any formal input from staff.

Toilet and changing room facilities

Trans and non-binary people have the right to use single-sex toilets and changing rooms appropriate to their self-identified gender. If you face any negative comments from other users, please report this to the nearest **Student Centre**, your **School Student Support and Guidance Tutor (SSGT)**, or the Named Contact for trans and non-binary students.

Some trans and non-binary (and cisgender) students prefer to use gender-neutral toilets. Gender-neutral toilets are available in most University buildings. They are all single toilet cubicles or accessible cubicles (for disabled people). The gender-neutral toilets can be identified by signage showing a symbol of a toilet and the line 'For everyone.'

As directional signage is yet to be updated, students wishing to use gender-neutral toilets should look for signs directing to accessible toilets as the majority of accessible toilets at the University have been converted into gender-neutral facilities. A list of the locations of all the gender-neutral toilets can also be found at <https://staff.brighton.ac.uk/efm/Pages/Our%20Services/Gender-neutral-toilets.aspx>

Time off for medical treatment

Time off for medical and surgical procedures related to gender reassignment will not be differentiated from any other medically-related absence any student might have to take, for example through illness or injury.

If you require time off for medical and surgical procedures, contact either your **School Student Support and Guidance Tutor (SSGT)** or the Named Contact for trans and non-binary students for further guidance.

The Disability and Dyslexia Team work with students who have disabilities in order to make recommendations to academic schools about any reasonable adjustments that may be required to ensure that their learning is accessible. The Disability and Dyslexia Team may be able to provide Learning Support Plans for trans and non-binary students who are experiencing mental health issues or who require temporary adjustments to teaching, learning and assessment following surgery or other medical treatment. For further information, contact disability@brighton.ac.uk

Bullying, harassment and discrimination against trans people

Any unlawful discriminatory behaviour, including transphobic bullying or harassment by individuals or groups, will be regarded extremely seriously and could be considered as grounds for disciplinary action, which may include expulsion or dismissal. Such behaviour will be dealt with under the **University's Harassment and Bullying Policy**.

If you have experienced bullying or harassment because of your gender identity, or perceived gender identity, you should refer to the University's **Student Bullying and Harassment Procedure**. This outlines the procedure for reporting bullying and harassment and sources of support at the university.

3. Support at the university

- The University's **Counselling Service** is free to all Brighton students and provides a safe, confidential environment for students to discuss any concerns they may have, including concerns relating to gender identity and transphobia. Further information about counselling can be found at <https://www.brighton.ac.uk/current-students/my-student-life/health-and-wellbeing/need-to-speak-to-someone/index.aspx>
- **The Disability and Dyslexia Team** work with students who have disabilities in order to make recommendations to academic schools about any reasonable adjustments that may be required to ensure that their learning is accessible. The Disability and Dyslexia Team may be able to provide support to trans and non-binary students who are experiencing mental health issues or who require temporary adjustments to teaching, learning and assessment following surgery or other medical treatment.

Further information about the support the Disability and Dyslexia Team provides can be found at <https://www.brighton.ac.uk/current-students/my-studies/declaring-a-disability-or-learning-difficulty/index.aspx>

- **The Student Advice Service** provides information, advice and support to students on a wide range of welfare issues, but chiefly student finance - eligibility and entitlement. They administer the University's various hardship funds.

The Student Advice Service also offer advice and support for students wishing to take a break from their studies, change course, transfer institutions or leave university, and they encourage any student wishing to make a change to contact them as there may be funding or visa implications to consider.

Further information about the financial advice the Student Advice Service provides can be found: <https://www.brighton.ac.uk/current-students/my-finances/index.aspx>

- The university provides a **bursary for students who are estranged from their families**. To be eligible for the bursary, you must be under the age of 25, permanently out of contact with your parent(s)/carer(s), normally resident in England, and have been assessed as eligible to receive full funding from Student Finance England. Further information can be found at <https://www.brighton.ac.uk/studying-here/fees-and-finance/undergraduate/ukey-students/bursaries/estranged-students-bursary.aspx>

- **The LGBT Uni-Amex mentoring programme** is a joint professional-to-student mentoring programme delivered by the University of Brighton Careers Service and the Pride Network at American Express®.

It aims to pair current University of Brighton and Sussex students who identify, or have identified, as Lesbian, Gay, Bisexual or Trans (LGBT) and who wish to gain employability skills and confidence, with professionals and managers from the LGBT Pride Network in American Express who wish to share their experience.

Further information about the mentoring programme can be found at

<https://about.brighton.ac.uk/careers/develop-your-skills/lgbt-uni-amex-mentoring-scheme/>

- The University has two **Medical Centres** – one in Eastbourne and one in Moulsecomb – where students can register with a GP. The University also has a student nurse – they are based at the Eastbourne site but can provide guidance to students on any site (including via telephone). Further information can be found at <https://www.brighton.ac.uk/current-students/my-student-life/health-and-wellbeing/health-services/index.aspx>
- The Students' Union has an **LGBTQ+ Student Society**. The society is for students who identify within the LGBTQ+ spectrum – Lesbian, Gay, Bisexual, Trans, Queer + (plus) and for all sexualities and gender identities that fall under the plus. The society puts on a range of social and peer support activities on all five campuses, throughout the year. Further information can be found at <https://www.brightonsu.com/organisation/societies/lgbtsociety/> The society can also be contacted at brightonlgbtq@gmail.com
- The Students' Union also has two elected volunteer **LGBTQ+ Student Officers**. Their role is to represent LGBTQ+ students at the university and help to make the Students' Union and university better for all LGBTQ+ students. Further information about the current LGBTQ+ Student Officers can be found at <https://www.brightonsu.com/changethings/volunteerofficers/>
- The **Contraception and Sexual Health (CaSH) Action Team** is a sexual health promotion service for all students at the University of Brighton which is funded by East Sussex County Council for our work in Eastbourne and Hastings. The service is based at the Students' Union and is delivered by a team of fully trained student volunteers and student staff. Further information can be found at https://www.brightonsu.com/goodadvice/cash/cash_action_team/

4. Specialist support in the local community

- **Allsorts Youth Project** is a project based in Brighton and Hove to support and empower young people under 26 who are lesbian, gay, bisexual, trans* or unsure (LGBTU) of their sexual orientation and/or gender identity. Services include Transformers, a fortnightly drop-in for trans* young people aged 16-25, a weekly drop-in for LGBTU young people aged 16-25, and one-to-one support and advocacy. <http://www.allsortsyouth.org.uk/>

- The **Clare Project** is a self-supporting group based in Brighton and Hove open to anyone wanting to explore issues about gender dysphoria or gender identity. <http://www.clareproject.org.uk/>
- **Navigate** is a group based in Brighton for trans men, Genderqueer people and those questioning their gender identity. <https://ftmbrighton.wordpress.com/>
- **MindOut** is a mental health service run by and for lesbians, gay men, bisexual and transgender people. Based in Brighton and Hove, they provide local services as well as a number of national initiatives. <http://www.mindout.org.uk/>
- **Brighton and Hove LGBT Switchboard** provides a range of support services including a helpline, counselling and the LGBT Health and Inclusion Project. <http://switchboard.org.uk/>
- **Hastings and Rother Rainbow Alliance** is an organisation that is working to support the Lesbian, Gay, Bisexual and Trans (LGBT) community in Hastings and Rother. <http://www.hrra.org.uk/>
- **Survivors Network and LGBT Switchboard** run a dedicated helpline that offers support to trans people including those who are non-binary or questioning, who have experienced sexual violence at any point in their lifetime. <https://www.switchboard.org.uk/projects/trans-survivors-switchboard/>
- **Trans Can Sport** is a project in Brighton & Hove created to help get trans people into exercise and healthy living. They facilitate exercise sessions by collaborating with local fitness professionals and organisations. All of their sessions are free or low cost at point of access. <https://transcansport.wordpress.com>
- **Trans Swimming Brighton** is for anyone whose gender expression has been keeping them from swimming. Every Wednesday at 8.30pm-9.20pm at St Luke's Swimming Pool, Brighton. <https://www.facebook.com/transswimmingbrighton/>
- **Clinic T** is a sexual health service in Brighton and Hove for anyone who identifies as trans, non-binary or gender variant (partners are welcome too). The clinic runs every month and upcoming dates are posted on their website. <http://brightonsexualhealth.com/service/clinic-t/>

5. National support services

- **Gendered Intelligence** is an organisation which provides support, training and resources for all those who work with and support trans people; youth groups, activities and support for young trans people up to the age of 25; and works extensively in schools, colleges and universities with both staff and students offering mentoring, workshops and training. www.genderedintelligence.co.uk
- **Gender Identity Research and Education Society** initiates, promotes and supports research, particularly to address the needs of people who have a strong and ongoing desire to live and be accepted in the gender in which they identify, although different from that assigned at birth. www.gires.org.uk
- **Action for Trans* Health** seeks to improve trans* people's access to healthcare. <https://actionfortranshealth.org.uk>