

Kingston University

Gender Identity & Expression Policy

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Approved by: Senior Leadership Team

Introduction

1. Kingston University celebrates and values its diverse community and is committed to building an inclusive and accessible working and learning environment that is free from discrimination, harassment, bullying or victimisation.
2. The university is committed to delivering its legal duties under the Equality Act 2010 regarding the Protected Characteristics of *age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex and sexual orientation*.
3. The University recognises the diversity of gender identities within its community and supports the right of individuals to define and express their own gender identity, which may or may not be the same as their sex, as well as the rights of individuals who do not self-identify on the basis of gender.
4. This policy sets out how the University will provide an inclusive and supportive environment for students and staff who may wish to take, are taking, or have taken steps, to identify as a gender different to their sex.
5. The University recognises its responsibility under the Public Sector Equality Duty to foster good relations between persons who share a relevant protected characteristic, and persons who do not share it, particularly, in the context of this policy, with respect to the protected characteristics of *gender reassignment, religion and/or belief, and sex*.

Terminology

6. This policy uses the terms trans+, non-binary, gender non-conforming and gender critical to reflect a broad range of gender identities and beliefs. It recognises that people whose gender identity is different to their sex may choose to identify in different ways (including, but not limited to, transgender, genderqueer, gender non-conforming, gender-fluid, non-binary, agender, trans man, trans woman). It also recognises that there are those who reject the concept of identity on the basis of gender (gender critical).
7. Although they are often used interchangeably, the terms *sex* and *gender* have distinct definitions. In its most recent guidance on the collection and monitoring of data, Advance HE¹, describes gender identity as *a social construction related to behaviours and attributes...self-determined based on a person's internal perception, identification and experience*. While the protected characteristic of sex is defined in binary terms as *a man or a woman, where 'man' means a male of any age and 'woman' means a female of any age*.

¹ AdvanceHE, April 2022: [Guidance on the collection of diversity monitoring data | Advance HE \(advance-he.ac.uk\)](https://www.advance-he.ac.uk/guidance-on-the-collection-of-diversity-monitoring-data)

8. This policy recognises that sex and gender are evolving topics, and that definitions, terminology and thinking will continue to change and develop.

Policy Statement and Commitments

9. The University is committed to ensuring an inclusive environment for trans+, non-binary and gender non-conforming students and staff. We want everyone working and studying at Kingston University to have a positive experience where they are accepted as their authentic selves and treated with respect. Information about how to seek support and/or report any form of harassment or discrimination, or failure to adhere to the commitments in this policy, can be found here: [Preventing and addressing bullying and harassment - Equality, diversity and inclusion - Kingston University London](#)
10. Kingston University will provide a supportive environment for students and staff who wish their trans status to be known and respects the right of individuals to choose whether they wish to be open about their gender identity, trans status, or trans history. The University recognises the rights of all staff and students to freely express their gender identity in ways personal to them, for example in their choice of dress and the use of 'known as' names and pronouns.
11. Kingston University is committed to providing appropriate lavatory facilities for all staff, students, and visitors. This includes the provision of both single-sex and accessible gender inclusive toilets and changing facilities on all campuses. Most students in halls of residence will be allocated rooms in gender inclusive accommodation, although single-sex options are also available.
12. Kingston University recognises and respects that a person's name is integral to their self-identity. Students and staff can request to change their legal name and sex on records where appropriate evidence is provided, such as a passport, marriage certificate, deed poll (change of name deed) or other appropriate identification documents. Individuals can also update their 'known as' name at any time without the need to provide evidence. The 'known as' name is displayed on most University systems and the staff/student ID card. It should be noted that not all systems will be updated or use 'known as' names. Changes to official names for students that are effective post the final Programme Assessment Board will not normally be accepted. However, under exceptional circumstances, such as gender re-assignment or witness protection, the name change may be permitted subject to agreement by the Academic Registrar.
13. Trans+, non-binary and/or gender non-conforming students and staff will have access to sporting opportunities and facilities at the University. The University and Union of Kingston Students work closely with sporting National Governing Bodies, including British Universities Colleges Sport (BUCS) to offer opportunities for staff and students to participate in recreational, competitive, or high-performance sport.

14. Kingston University's Inclusive Curriculum Framework seeks to ensure that all students see their backgrounds, experiences and identities reflected positively within the curriculum. Curricula will strive to include positive representations of all gender identities and beliefs and offer opportunities for discussion and challenge. Within online reading lists academics can add notes and guidance regarding potentially challenging material.
15. Kingston will continually work to ensure that its physical and digital environments, in terms of pictures, images, publicity materials and literature, reflects the diversity of its student and staff communities.
16. This policy will be reviewed annually.