

Bolsover District Council

Meeting of the Union Employee Consultation Committee
on 12th March 2025

Gender Identity Policy

Report of the Portfolio Holder for Resources

Classification	This report is Public
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PURPOSE/SUMMARY OF REPORT

The purpose of this report is to propose the adoption of a Gender Identity Policy for the Council. This policy aims to foster an inclusive and supportive work environment for all employees, ensuring equal opportunities, protection against discrimination and the promotion of diversity and respect.

REPORT DETAILS

1. Background

1.1 In recent years, there has been a growing recognition of the rights and dignity of transgender people in society. However, despite advancements in awareness and legal protections, transgender people still face significant challenges, including discrimination, harassment, and barriers to employment. Research indicates that transgender people are disproportionately affected by unemployment, underemployment and workplace discrimination, leading to adverse effects on their well-being and economic security.

2. Details of Proposal or Information

2.1 The proposed Gender identity Policy seeks to address these challenges by:

1. Establishing clear guidelines and procedures for supporting transgender employees throughout all stages of employment, including recruitment, hiring, training, promotion, and termination.

2. Prohibiting discrimination and harassment based on gender identity or expression and providing mechanisms for reporting and addressing any incidents of such behaviour.
3. Ensuring equitable access to workplace facilities, including restrooms and locker rooms, in accordance with individuals' gender identity.
4. Providing resources and awareness training to managers and staff members to increase awareness and understanding of gender identity issues and create a more inclusive workplace culture.
5. Offering support and accommodations, where necessary, to gender identity employees to ensure their safety, well-being, and full participation in the workplace.

Benefits of the Policy:

The adoption of a Gender identity Policy will yield numerous benefits for the Council, including:

1. Enhanced recruitment and retention of diverse talent, leading to a more innovative and productive workforce.
2. Improved employee morale and satisfaction, to ensure all employees feel valued, respected, and supported in the workplace.
3. Compliance with legal requirements and best practices related to diversity and inclusion, reducing the risk of litigation and reputational harm.
4. Alignment with our organisational values of fairness, equality and respect for all individuals, regardless of gender identity or expression.

Conclusion:

In conclusion, the adoption of a Gender identity Policy represents a significant step forward in promoting diversity, equity, and inclusion within the Council. We urge all stakeholders to support this important initiative and work together to ensure its successful implementation.

3. Reasons for Recommendation

- 3.1 Based on the compelling rationale and potential benefits outlined above, it is recommended that the approval and implementation of the proposed Gender identity Policy.

4 Alternative Options and Reasons for Rejection

- 4.1 The Council relies on existing policies to manage equality and diversity.

RECOMMENDATION(S)

1. That the Gender Identity policy is approved and implemented.

Approved by Councillor Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk: Yes No

Details:

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details:

On behalf of the Solicitor to the Council

Environment:

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details:

Staffing: Yes No

Details:

On behalf of the Head of Paid Service

DECISION INFORMATION

<p>Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p>Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p>Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i></p>	No

District Wards Significantly Affected	(please state which wards or state All if all wards are affected) N/A
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input checked="" type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.

DOCUMENT INFORMATION	
Appendix No	Title
1	Gender Identity Policy

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i>