

Create an inclusive workplace. Reaffirm your commitment to inclusion and make sure everyone in your workplace understands that dignity and respect are non-negotiable. Ensure that non-binary and transgender employees feel supported at and free to bring their full self to work.

Encourage open and respectful dialogue. Create safe spaces for discussion but make it clear that harmful or discriminatory behaviour won't be tolerated. Employers need to be alert to prejudice and hatred extending to the workplace.

Review your policies. Transgender people are protected by law not only through the protected characteristic of gender reassignment, but also from direct and indirect discrimination, and harassment. Ensure your policies are up to date, clearly worded, and align with current legal guidance.

Treating employees less favourably because of their gender identity can be unlawful. The Equality Act 2010 protects people from discrimination, harassment and victimisation if they have the protected characteristic of gender reassignment. An individual is not required to be under medical supervision to be protected.

Equip managers and colleagues. Provide them with training and support to handle sensitive conversations appropriately to foster an inclusive culture. Visible and proactive commitment from the board and senior managers helps create an inclusive workplace for all employees regardless of their gender identity.

Support networks. Encourage the formation of support networks or employee resource groups for transgender and non-binary employees. These groups can offer peer support and a sense of community. Check in with them. Listen. Let them know they are seen, valued, and supported.

Marking events such as International Transgender Day of Remembrance, Trans Day of Visibility, International Non-Binary Peoples Day, International Pronouns Day and LGBT+ History Month, to raise awareness of gender identity and build a workplace culture of understanding and respect.

Modelling behaviours that demonstrate an authentic commitment to transgender equality, for example stating preferred personal pronouns, taking prompt and consistent action to address harassment and bullying, and using gender neutral language in public settings.

If you're unsure about how to implement any of these strategies or need HR advice and support reach out to natalie@hr2goconsultancy.co.uk 07779 508972 01279 771098