

TRANS

STUDENT

**OXFORD
SURVIVAL
GUIDE**

Oxford SU

LGBTQ+ Campaign



CONTENTS

INTRO **4**

What is this and who is it for? 4

ADMINISTRATIVE QUESTIONS **5**

How do I change my gender marker on my student record? 5

How do I change my name on my student record? 6

How do I change my title? 8

How do I change my name on my University Card(BodCard)? 8

Can I change the photo on my BodCard? 9

How do I change my name on my email? 10

How do I get my name changed on my pigeon hole ('pidge')? 11

What name will appear on my Degree Certificate? 11

How do I change my pronouns? 12

What records do college/the University keep of my name and gender marker? 12

What do I need to do to (re-)register to vote once I've changed my name? 13

HEALTH CARE QUESTIONS **14**

How/where can I access trans-friendly doctors and healthcare? 14

Am I allowed to take time off for transitional purposes? 15

WELFARE QUESTIONS **16**

How should I inform my academic tutors about my change of gender and/or name?	16
Which members of staff are a good point of contact?	17
Who can I talk to for welfare? Is there any student support in college?	19

FINANCE QUESTIONS **20**

Can I apply for a transition fund through college?	20
What should I do if I'm facing financial difficulties because of my gender identity?	21
What should I do if my course involves travel abroad?	22
How do I change my name and gender with Student Finance England?	22
Do I need to buy a new sub fusc?	23

SOCIAL / OTHER QUESTIONS **23**

Which hairdressers in Oxford are trans-friendly?	23
Where can I find gender-neutral toilets in town?	24
Are there any trans-inclusive sports groups?	25
Where can I find more support?	26

MY RIGHTS **28**

What are my rights?	28
How do I report harassment?	29
Where can I find more information?	30

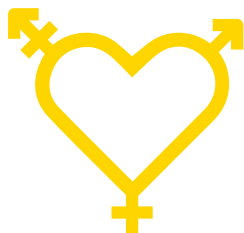
INTRO

What is this and who is it for?

This is a guide put together by the Oxford SU LGBTQ+ Campaign's Trans Rep of 2017/18 to provide practical information for trans students that should help them with various aspects of their transition in college and university. Here, the umbrella term 'trans' (short for 'transgender') is used to refer to anyone who identifies as a gender other than that which they were assigned at birth. This includes trans men, trans women, trans-masculine people, trans-feminine people, non-binary people, agender individuals, gender queer individuals, gender-fluid individuals, demigender people, and everyone else who considers themselves to be trans. Some of the information here might also be helpful for intersex people.

Much of the information here takes the form of 'how-to's', and this guide also includes recommendations from current and former trans students on trans-friendly places in Oxford. All the information has been gathered from University websites, policies, guidelines, and the experiences of students, and is accurate to the best of our knowledge.

Some details of various procedures will inevitably vary from college to college, but hopefully the information here should give you enough guidance to help make transitioning in Oxford as easy as possible.



ADMINISTRATIVE QUESTIONS

How do I change my gender marker on my student record?

To change your gender marker on college, department and university systems, you should contact your college's Academic Administrator, who will update your details on the University's central student record system ('SITS'). The University's central Academic Records Office will then instruct your college to update its databases. (NB: Your Academic Administrator may be called something different, such as an Academic Registrar, Student Records Officer, or Academic Records Manager — see the section on 'Which members of staff are a good point of contact?' to find out what this officer is called at your college. If in doubt, contact the Senior Tutor, who will be able to put you in contact with the relevant member of staff.)

You don't need to present any medical evidence or documentation, and you don't need a Gender Recognition Certificate (GRC), but you do need to present a written statement declaring your intention to permanently transition to a different gender. You can also present a birth certificate showing a different gender from that on the University's student record system. If you obtain a GRC, the University is required by law to change your gender to that on the GRC. University Offices should not request to see it, as it's illegal for them to do so, but they may ask for documentary evidence such as a birth certificate.

It is possible for international students to change their gender marker on student records, although additional care needs to be taken not to compromise their visa status. International students must have their name and gender details on their student record that matches their passport and visa. If you are an overseas student and encounter

difficulties amending your passport and visa details, you should discuss your circumstances with your college's Academic Administrator or the University's Academic Records Office. Trans foreign nationals whose national authorities do not recognise changes to name/ gender in their passports or national identity cards can obtain a biometric residence permit in their chosen name and self-identified gender (See www.gov.uk/government/uploads/system/uploads/attachment_data/file/404748/Align_Change_of_Name_Guidance_-_v1_0.pdf for more information). The University is required to keep records of the original gender of foreign nationals for immigration records, although this should be done confidentially and should be handled by as few members of staff as possible.

Unfortunately, because the UK doesn't yet legally recognise non-binary identities, you can only select 'male' or 'female' for your 'legal sex' on the student record. You can, however, set your 'preferred gender' to 'other'.

If you don't want to or are unable to change your gender on the student record, there is an option to select a 'preferred gender', which you can use if you're questioning, or you can use permanently. The options available on the student record are currently only 'male', 'female', and 'other'. Your preferred gender will appear on all student-accessed records, such as online student self-service; in all non-legal documents and communication; and in data returned to HESA, the Higher Education Statistics Agency. To change your 'preferred gender', email the Academic Records Office at aro@admin.ox.ac.uk.

The University states that it seeks to respect the gender in which people present, but external organisations may require details of legal sex, such as for taxes, national insurance, and visas.

If there are any issues, contact Caroline Moughten from the Equality and Diversity Unit.

How do I change my name on my student record?

To change your name on student records, if you're a British Citizen, you need to provide a piece of documentary evidence to support your request, which could be any of the following:

- Passport
- Deed Poll
- Statutory Declaration of Change of Name
- Marriage or civil partnership certificate and decree absolute/final order
- Public announcement: a copy of an advertisement in a local or national newspaper stating that you have stopped using your previous name and have assumed a new one
- Police report or solicitor's letter if you have adopted a pseudonym for personal reasons, including personal safety, while a student at Oxford

If you are not a British citizen, the University requires a copy of your passport as evidence of your name change. For students who require a visa to study in the UK, it is very important that the University's record of your name matches the name in your passport.

You should take an original copy of your document to your Senior Tutor, who will liaise with the college's Academic Administrator. (NB: Your Academic Administrator may be called something different, such as an Academic Registrar, Student Records Officer, or Academic Records Manager — see 'Which members of staff are a good point of contact?' for more information. Although the Academic Administrator will deal with changes your personal details on university and college records, the Senior Tutor is your central point of contact and can put you in touch with the members of staff most appropriate to each circumstance, whether

pertaining to administration, welfare, or academic affairs, so it's a good idea to contact them first.

When your name is updated on the student record, this will automatically update your personal details on all your online accounts such as WebLearn and your college intranet. It may take a few days or weeks for the changes to go through. If it hasn't changed after a couple of weeks, send an email to your Academic Administrator to check that no problems have come up.

If you are unable to or don't want to change your name on the student record, you can choose to enter your preferred first name on the Student Self Service, for which you don't need any documentation, and can do yourself. This can then be used in University email addresses, informal correspondence, and non-legal documentation. Formal documentation, including your Bod card, Degree Certificate and transcript will retain your official first name, unless you undertake to change this. More information about your student record can be found here:

www.ox.ac.uk/students/life/studentrecord?%2520=&wssl=1.

How do I change my title?

You should notify your college and department of your preferred title, which should be thereafter used in all circumstances. Again, you should do this through contacting your Academic Administrator. You do not need to provide any documentary evidence to support your request to change your title, as titles have no legal status. You can pick any title, regardless of your gender or legal sex. However, the student record does not currently permit 'Mx', although you can use this in informal circumstances. You can choose to have no title.

No title will appear on your Bod card, regardless of what you select on your student record.

How do I change my name on my University Card (Bod Card)?

You should contact your Academic Administrator or Senior Tutor and explain that you would like a new Bod card in your new name. They will contact the University Card Office, who will send your new card to your Academic Administrator. You do not have to pay to get a new Bod card if you are updating your personal details. International students should be able to change their name on their Bod card without any trouble. The process should be fairly quick and you should have your new Bod card within about a week. You will be required to hand in your old Bod card. Information relating to your previous name should be stored by your college confidentially and separately from your current record.

You should not need any supporting documentation on your intention to change your name legally, unlike with updating your name on student records. According to the University website, you are allowed to change your name on your Bod card to your preferred or acquired name if it is causing you 'significant emotional distress', or if you are unable to legally change your name, e.g. barriers to coming out such as negative familial reaction or international student status). If you are experiencing difficulties with changing your name through college, you should contact the Academic Records Office directly at aro@admin.ox.ac.uk.

Your card will show your first name, middle initial(s), and surname(s). No title will be displayed.

Can I change the photo on my Bod card?

Yes. You are be given the opportunity to update your photo on your Bod Card if you change your name, but need to mention this. You are allowed to change your photo multiple times if your current photo gives you dysphoria and/or if your physical appearance changes.

How do I change my name on my email?

Again, you should contact your Academic Administrator, who will correspond with the IT Services to set up a new email account for you. Alternatively, you can contact IT Services directly. This process should be fairly quick and you should have a new email account soon. However, it will take a month for your old account to be deleted, and until then, you will still receive emails to your former account alongside your new one, in the same inbox.

It is possible to use your preferred or acquired name on your email address without providing a reason for changing your name. You don't have to have updated your name on the student record to use another name on your email, although it should at least match your 'preferred name' on the system, otherwise your college might question your request to change your email address.

You may need to notify people of your new email address, although your Academic Administrator may offer to contact departments, tutors and college staff on your behalf. Make sure to establish with your Academic Administrator who will be contacting whom, to ensure that your new email address is added to any appropriate mailing lists. If your college has a JCR/MCR mailing list, or anything similar, you should contact your JCR/MCR Secretary have your details amended.

You will need to contact any societies to update your details on these mailing lists.

How do I get my name changed on my pigeon hole ('pidge')?

You need to ask your Senior Tutor to contact the porters to change the name on your pidge. It is also worth talking to the porters directly to ensure that they have updated your name and email address (if it has changed) on their own system.

What name will appear on my Degree Certificate?

The name on your Degree Certificate, Degree Confirmation letter, and Transcript will be your legal name at the time you complete your degree. This is because your Degree Certificate is a legal document, so the name on it needs to be your legal name.

You can change your name legally by obtaining a Deed Poll (which can be done for free) or a Statutory Declaration of Name Change. If you're an international student, the process will unfortunately be more complicated, as it also needs to match your passport and visa.

If you're having trouble meeting these requirements, you should talk to your college's Academic Administrator or the University's Academic Records Office.

To change your name on your Degree Certificate after completing your course of study, you need to submit supporting documentation of your name change. You should submit evidence of your new gender identity, e.g. passport or birth certificate, to the Degree Conferrals Office.

The University is required to reissue a degree certificate in your new name if you have obtained a Gender Recognition Certificate, although it is not legal for the University to request to see your GRC. For more information, see www.ox.ac.uk/students/graduation/certificates?wssl=1.

How do I change my pronouns?

The University doesn't keep any record of pronouns, and your pronouns will most likely be assumed based on your gender on the student record. In University correspondence, the pronouns that typically match your gender on the student record will be used (i.e. 'he' for 'male', 'she' for 'female', 'they' for 'other'). In legal documents, your pronouns will have to correspond to your legal sex, although it should be rare that there needs to be reference to your legal sex.

There's no way to officially change your pronouns in college or with the University — this essentially follows from changing your gender on the system. However, if you want to change your pronouns without changing your gender on the student record, or if you want to use pronouns that do not conventionally correspond to the gender used for you on the student record (e.g. they/them, it/its, ze/hir, ey/em, xe/xer), you'll have to explain this to your college contacts individually (e.g. tutors, fellow students, porters, scouts, etc).

If you want, you could ask your Senior Tutor, or another member of staff you're comfortable talking to, to contact your tutors and relevant members of staff for you, or you may prefer to tell people individually.

What records do college/the University keep of my name and gender marker?

Your college, and the University, is required to keep records of your gender history. However, these should be stored separately and confidentially, and should not appear on any documents except in rare circumstances where legal sex and name are required.

The Data Protection Act 1998 defines trans status and 'gender reassignment' as 'sensitive data', which should be treated in accordance with the University's Data Protection Policy. According to the University's 'Record amendments for gender change', changes to your personal details should be managed by only a small number of people, and any documentation, (hardcopy or digital), should be marked as 'strictly confidential'. Senders and recipients of these communications will be asked to destroy all correspondence as soon as the record has been updated — the Academic Records Office will send out reminders at the appropriate time. Recipients of this information are restricted to administrators in specific roles. One copy of the record change will be held for administrative purposes, and accessed by staff in the Academic Records Office only. Hardcopies will be sealed, and digital copies retained in password protected secure files.

See the Record amendments for gender change document for more information.

What do I need to do to (re-)register to vote once I've changed my name?

You should be able to register to vote in your local constituency under a new name if you have a UK Deed Poll. You shouldn't need any additional ID, although some constituencies may ask to see your passport. You can update your name through GOV.UK, which will guide you through what you need to do. Once you've updated your application, it will be sent to whichever constituency you're registered with, which will contact you to confirm your registration or ask for more information.

You can also email your local constituency office, who will tell you what else they may require you to do, elections@oxford.gov.uk for Oxford.

HEALTHCARE QUESTIONS



How/where can I access trans-friendly doctors and healthcare?

Your college nurse is a good point of contact for matters pertaining to general healthcare. Although their knowledge of trans issues will vary.

Many colleges have a visiting doctor or you will have registered with a GP, who are able to refer you to a Gender Identity Clinic (GIC), should you desire it. If your college doesn't have visiting GPs, you'll probably be registered with a surgery in Oxford. If you want to be referred to a GIC for hormone treatment, surgery, therapy, or any other medical care provided by specialists, your GP will need to send a letter of referral to the GIC of your choice. You do not need to see a psychiatrist or gender specialist to be referred; your GP is qualified to make the referral, even if they've never done it before.

Different GICs have different requirements — some only need a GP's letter, others want you to fill out several forms. Your GP probably won't know the specific requirements for all GICs and may need some guidance, so it's important that you look up exactly what you need to do before you have your appointment, and print out any forms you need to fill in.

Some surgeries have more experience than others in dealing with trans patients. If you find that your college GP, or the GPs at the surgery you're registered with, aren't informed about trans matters or accommodating towards your needs, you do have the option to change surgeries. You should be able to change surgeries at any point during your studies at Oxford — it is important that you are comfortable with the GP you are registered with. The only down-side to changing surgeries is that you will no longer be registered with the surgery that visits your college, which may limit the services available to you within college. It should not be an

issue to change GPs if you are already registered with a GIC; this does not break the 'shared care' agreement.

Some GPs who have been accommodating towards trans students are:

- Richard Baskerville, 27 Beaumont Street
- Sarah Ledingham, 27 Beaumont Street
- David McCartney, 27 Beaumont Street
- Jayne Haynes, 19 Beaumont Street
- Ben Riley, 19 Beaumont Street
- Lindsey Bennet, Summertown Health

The list is not exhaustive, but can help when you need support in finding a good GP.

Am I allowed to take time out for transitional purposes?

You should talk to your Senior Tutor if you think you will require extended time off from your studies, or if you need time off for medical appointments, especially those which may require travel. It is possible to make such arrangements, although this needs to be discussed and planned with your college, especially if you foresee taking extended time off, such as for surgeries, or frequent appointments such as consultations. It is also possible to make adjustments on a smaller scale, including extensions to essay deadlines, but this needs to be discussed in advance.

If you are considering Suspending for any reason, please see Oxford SU's 'Suspended Students' campaign handbook for more information.

WELFARE QUESTIONS

How should I inform my academic tutors about my change of gender and/or name?

The Senior Tutor should offer to inform your tutors for you via email, but you have the right to do so yourself, if you prefer. You can also ask another member of staff, such as the Nurse or your Personal Tutor, if you would be most comfortable with that.

If you decide to tell them yourself, how you inform your tutors is up to you. Sending an email can be nerve-wracking, but it can also be the best way to get information across clearly, minimising room for your tutors to make any awkward, ill-thought-out, or ill-informed responses. It is also in your control to find the exact wording to tell them in your own time, and to decide when to view their response.

You should not feel that you have to provide your tutors with more information than you are comfortable with — it is OK to simply tell them your new name and/or pronouns, and to ask them to use these thereafter. If you think that your tutors may need to be introduced to what it means to be trans and how best to support trans students, you shouldn't feel pressured to do all the explaining yourself, and you could ask a member of staff to go through the relevant information with them, or point them towards the Trans Guidance document. There are also members of the LGBT+ Advisory Group, including Dr Clara Barker (the Vice Chair), who are happy to offer training to staff at colleges on trans issues, if you feel that your tutors could benefit from this.

Which members of staff are a good point of contact?

The Senior Tutor should be your main point of contact, whether you're a current student, applicant, or alumnus, and you may wish to speak to your Senior Tutor regarding your transition before referring to the Academic Administrator for specific administrative changes such as personal details on your Bod Card and student records. The Senior Tutor should be able to point you towards individuals who can offer further assistance and support should you require it. They may ask you a few broad questions about your transition, including whether you have changed or intend to change your name, and whether you intend to seek medical support, in order to ensure that the college can provide what you need.

The Academic Administrator will deal with most of the administrative matters, and you can contact them directly about changing any of your personal details on the student record, although it's a good idea to make sure the Senior Tutor is also aware of these changes. The name of their position is different from college to college, and if you're not sure who has this position in your college, email the Senior Tutor to find out. Here is a list of variations of this name for most colleges:

Academic Administrator: Blackfriars, Brasenose, Harris Manchester, Kellogg,

Lincoln, Magdalen, Queen's, Regent's Park, St Cross, St John's, Trinity, Wadham*, Worcester, Wycliffe Hall.

Academic Registrar: Balliol, Christ Church, Corpus Christi, Exeter, Green Templeton*, Hertford*, Mansfield, Merton, New, Oriel, Pembroke, St Anne's, St Catherine's, St Edmund Hall*, St Hilda's, St Hugh's, Somerville, University, Wolfson.

Academic Records Manager: St Edmund Hall*, Wadham*.

Student Administrator: Green Templeton*, Hertford*.

Student Records Manager/Officer: Keble, Lady Margaret Hall.

Academic Director: Jesus.

College Registrar: Nuffield, St Antony's, St Peter's.

Academic Secretary: St Stephen's.

College Secretary: Linacre.

*If your college has an asterisk by it, that means there are two members of staff you might be able to contact, whose roles are similar but vary slightly. Your Senior Tutor should be able to advise you as to which is more appropriate for each circumstance.

Your Personal Tutor should be your main point of contact if your concerns are academic. If, for example, your transition or dysphoria is strongly affecting your academic performance, you may want to talk to them about this. Alternatively, you can talk to the Senior Tutor, who can pass on any relevant information to your Personal Tutor and other tutors.

The college Nurse is your first contact for any matters concerning healthcare, including general health and sexual health. However, if your concern is specific to your transition, you'll probably need to make an appointment with your GP.

A few colleges have members of staff who are trained to deal with issues trans students might face, and may have their own trans policies. For example, St Hilda's and Linacre have undertaken to ensure they have at least one member of staff trained to support trans students; Wadham has a Tutor for Equality and Diversity who is able to offer support for trans students; Kellogg has a Welfare and LGBTQ Fellow; and Oriel has an Equality, Diversity and Student Support Officer.

Who can I talk to for welfare? Is there any student support in college?

Most colleges have a number of students who are peer support trained, and most colleges should have at least one assigned Rainbow Peer, (an LGBTQ+-identifying person who has received extra peer support training). There should be information on your college's peer supporters in your JCR or MCR, but if there isn't, you can contact the Rainbow Peers through their Facebook Page: www.facebook.com/rainbowpeers/, or by email: rainbowpeers@admin.ox.ac.uk.

All colleges should have an LGBTQ+ Rep, who is usually happy to give advice or chat about LGBTQ+ issues. They are also in charge of organising social events for LGBTQ+ people in your college, and manage/have access to any college LGBTQ+ Facebook groups.

Few colleges have a Trans Rep, who deals specifically with gender-related issues. If your college does have a Trans Rep, you should be able to find out who they are on your JCR/MCR Facebook page, and your LGBTQ+ Rep will also be able to tell you. If your college doesn't have a Trans Rep, you could always suggest creating the position!

Your college will also have JCR/MCR Welfare Officers or a staff welfare lead, who you can talk to about anything that's bothering you, and who can point you to the appropriate people if you need further support. There's no guarantee that they'll be LGBTQ+ or have much or any knowledge about being trans, but they're generally very friendly people and are always up for a chat if you need it.



FINANCE QUESTIONS



Can I apply for a transition fund through college?

Only a few colleges have some kind of transition fund or bursary, and unfortunately, colleges are very unlikely to fund any hormone treatment or gender reassignment surgeries. You may be able to appeal for travel reimbursement for travel to appointments at GICs, although this will depend on your college. You may be able to apply for hardship funds through college. The University likewise does not have any dedicated funds for transitioning students, and is very unlikely to pay for medical treatments. If you have a pre- existent Disabled Student Allowance, such as for a mental health condition, you may be able to receive funding for regular mentoring. You should contact the Disability Advisory Service about this: www.ox.ac.uk/students/welfare/disability?wssl=1.

If your college isn't able to help you financially, there are some alternatives available which may make exploring your gender expression more affordable:

The MORF Binder Scheme sends out free second-hand binders, and only charges for postage and packaging (£3). You can also donate binders if you own any that you no longer want or use. More info is available here: <http://morfmanchester.blogspot.co.uk/p/binder-scheme.html>. email binders@morf.org.uk to receive a copy of the current binder catalogue and further information.

If you desperately need a binder (or the like) for a short period of time, such as for an exam, Viva, or formal event, but aren't able to access or afford one, there are usually people on the Oxford Trans Facebook group who are happy to lend you a binder for a day or two (email outrands01@gmail.com or outrands02@gmail.com to be added to the Facebook group).

Clothes swaps are regularly held in Oxford, and in most terms there is usually a trans clothes swap organised either by the trans reps of the LGBTQ+ Society or Campaign, or someone in the trans community. These are publicised on the Society mailing list and/or in the Oxford Trans Facebook group.

There are a number of Facebook groups for swapping and selling items locally, including clothing, some of which are women's-only. These include Oxford Women's Sale, and Students of Oxford Swap (Shop). There are also a lot of charity shops around, and some smaller shops in the Covered Market, where you might be able to find cheap clothing.

Finally, the LGBTQ+ Society's website has a page in the trans section on where you can purchase products to make you more comfortable with your gender expression.

What should I do if I'm facing financial difficulties because of my gender identity?

Your college may be able to offer you financial support or recommendations, and you should inform the Senior Tutor, who will put you in touch with the relevant members of staff, or you can contact the Bursary directly. Some colleges and the University have a students' hardship fund which you may be eligible for.

You can also refer to the Oxford SU for advice. The VP Welfare and Equal Opportunities will be able to give you some advice and support. Additionally, the Student Advisory Service can provide a lot of information that might be helpful, advice@oxfordsu.ox.ac.uk

A charity called Action For Trans Health runs a Solidarity Fund which raises money to be given away as small grants to trans people to help them get access to healthcare. To find out more and to apply for the fund, visit www.actionfortranshealth.org.uk.

What should I do if my course involves travel abroad?

You will probably need to carry out a risk assessment to determine whether you will be at risk in the country you're travelling to because of your trans status. It will also be necessary to check any regulations covering personal medication if you're receiving it, such as hormone treatment. If you need to take a supply of hormones abroad, you should bring a proof of prescription and/or a doctor's letter in case you're asked about it by security at the airport. If you intend to bring liquid hormones on your carry-on luggage, you'll need to put it in the tray along with other liquids. You shouldn't have to declare anything, as medication is exempt from liquid rules, but be prepared to answer questions in case you do get asked about it. See if you can purchase any implements you may need, such as needles, in the country you're travelling to. If you have to bring needles abroad, this will need to be mentioned in the letter, and you should state that it's for medical reasons and ask if it needs to be placed in the tray. Most airlines won't let you bring needles in your carry-on luggage unless you need to inject yourself during the flight, so you should ideally put them in your checked bags.

How do I change my name and gender with Student Finance England?

Students are responsible for contacting external organisations about changes to their gender identity and personal information — your college cannot do this for you, although you should make sure that your college's Student Finance Officer is informed that your name will be changed with Student Finance England. You need to phone Student Finance England, and the process should be pretty straightforward. They will ask you to mail them proof of your change of name, which would usually be a certified copy of your Deed Poll. You'll need to include a cover letter including your customer reference number and a brief explanation that you have changed your name and/or gender. They should return your Deed Poll to you.

Do I need to buy a new sub fusc?

No, you don't need to change your sub fusc unless you want to. Academic dress has been declared gender-neutral since 2012 and students have a right to wear whichever elements of sub fusc they like, regardless of gender.

SOCIAL / OTHER QUESTIONS



Which hairdressers in Oxford are trans-friendly?

Here are some recommendations based on trans students' experiences:

Dukes Barbers in the Covered Market is highly recommended by a lot of trans- masculine students — haircuts are cheap and a lot of trans and gender non- conforming people have never had any trouble there. It's a small, 3-seat barber shop which generally cuts shortish length hair. They offer student discount on Monday to Thursday, charging around £12-15. They get very busy around lunchtime and early afternoon, and on weekends.

Anne Veck Salon on St Clements has LGBTQ+ clients and a fairly positive reputation. It offers hairstyling, colouring and extensions, with a 20% student discount on Monday to Wednesday on some of their services. Prices are listed on their website.

Matthew Clulee on Ship Street and St Michaels are reportedly trans-friendly. They offer styling and colouring services from £30 and offer a £5 student discount on some services. They cut hair regardless of gender identity or expression.

Classique on Botley Road offers unisex hairdressing, although prices are gendered.

The Open Barbers, a London-based LGBTQ+ salon, typically visits once a year during Wadham's 'Queer Week' to do sliding scale haircuts from £10, although places are very limited and are taken up quickly. If you can afford to travel to London, their salon in Old Street is highly recommended by trans and queer students, and they are very accommodating and understanding. They offer haircuts for all gender identities and sexualities, all hairstyles, and all ethnicities, with a specialist for Black hairstyles, and a specialist for colouring services. They also do a few 'affordable appointments' every week for between £2-10 for those with financial difficulties. Because they are so popular, they book up very quickly, so you'll want to book an appointment about a month in advance.

A lot of students cut their own hair and are happy to cut each other's for free. Quite a few trans people own hair clippers if you want a buzzcut. Many are also happy to accompany each other to salons if you're nervous to go alone. If you want to cut your own hair, you can find some tips on the OU LGBTQ+ Society's website in the trans section, 'How Do I...?'

Where can I find gender-neutral toilets in town?

There is a useful app called 'Refuge Restrooms' which marks gender neutral toilets on a map for wherever you are, which you can download for free!

- Waterstones
- Plush nightclub
- Hero's sandwich bar
- G&D's on Little Clarendon Street
- G&D's on Cowley Road
- Combibos café

- Costa
- The Magic Café
- The Handlebar
- Several Faculty buildings, including Classics (St Giles, opposite St John's College), Music (St Aldate's, near Christ Church), and History of Art (St Ebbes Street, near Pembroke College)
- Examination Schools
- Elham's Lebanese Deli
- Most toilets in college staircases are not gendered, although you may need access from a porter or friend
- Some colleges have several gender-neutral toilets, including Wadham, St Catherine's, and LMH

Get in touch with the VP Welfare and Equal Opportunities for a lobbying pack, with more information.

Are there any trans-inclusive sports groups?

The Diversity in Sport Community (DiSC) has been set up by LGBTQ+ students for LGBTQ+ students who participate in sport and who want to participate in sport but are reluctant to do so for fear of discrimination because of their gender identity or sexuality. Currently, DiSC holds sporting events every week, with weekly tasters of different sports, in addition to formals and social events. You can join the Facebook group here: www.facebook.com/groups/1847794602146553/.

The Oxford trans community has also started doing sports events every fortnight or so (weather permitting) exclusively for trans and intersex students, typically organised by one of the LGBTQ+ Society's trans reps. These events are non-competitive, light-hearted exercise open to all trans people regardless of sporting background and ability.

The Iffley Road swimming pool and Hinksey outdoor pool have gender-neutral changing facilities. There has been some discussion of holding trans-only swimming sessions, although currently there is not enough interest to organise any events.

At an informal or college level, you should be able to participate in gendered sports in whichever gender you feel best matches your own identity. At a competitive level, unless it's pertaining to national sporting organisations, in which case the relevant organisation should be consulted, you should be permitted to compete in your affirmed gender identity. You can email the Sport Federation President at oufpresident@sport.ox.ac.uk for arrangements relating needs concerning competitive sports where teams and changing facilities are based on gender.

Where can I find more support?

OU LGBTQ+ Society's trans reps: outrans01@gmail.com and outrans02@gmail.com. These two reps run weekly welfare events, which are advertised on the Society's weekly emails, and in the secret trans Facebook group.

Oxford SU LGBTQ+ Campaign www.facebook.com/lgbtqoxford/?ref=br_rs also has a trans rep, who you can contact about anything relating to activism and trans politics, what you'd like to see changed, and anything in general about being trans in Oxford.

Rainbow Peers: www.facebook.com/rainbowpeers/, email rainbowpeers@admin.ox.ac.uk. Trained peer support students whose roles are to offer welfare to LGBTQ+ students, whether you're going through a tough time or just need someone to talk to.

The Oxford LGBTQ+ Society's Facebook page can be found here: www.facebook.com/OULGBTQ/. The Society organises a variety of social and welfare events that range from 'Tuesday Drinks', open to everybody, and identity-specific events, which usually occur every week or every two weeks.

The Counselling Service may offer 2-4 sessions for discussion of any issues in relation to being a trans member of the University, and has mixed reviews from students:

www.ox.ac.uk/students/welfare/counselling?wssl=1.

For financial support, see Oxford SU Student Advice Service, college/ University hardship funding, and the Disability Advisory Service

www.ox.ac.uk/students/welfare/disability?wssl=1.

Caroline Moughton, from the Equality and Diversity Unit, is in charge of promoting trans equality and updating the trans policy and guidance, as well as can offer help or make changes relating to administrative concerns:

[www.admin.ox.ac.uk/eop/
caroline.moughton@admin.ox.ac.uk](http://www.admin.ox.ac.uk/eop/caroline.moughton@admin.ox.ac.uk)

01865 (2)80687.

The Oxford Friend gives free and confidential information, support and counselling service: www.oxfordfriend.co.uk/.

Helpline Tel. 01865 726893 (open Tuesday, Wednesday and Friday 7-9pm).

Mindline Trans+: Mental health support for trans and non-binary people, run by trans volunteers, open 8pm-midnight on Mondays and Fridays. 0300 330 5468.

[www.mind.org.uk/about-us/our-policy-work/equality-human-rights/
mental-health-and-being-lgbt/](http://www.mind.org.uk/about-us/our-policy-work/equality-human-rights/mental-health-and-being-lgbt/)

Gendered Intelligence, a London-based organisation, offers a range of activities, support, and mentoring for trans students and those interested in exploring their gender identity: genderedintelligence.co.uk/.



MY RIGHTS

What are my rights?

Under the Equality Act of 2010, 'gender reassignment' is listed as one of the 'protected characteristics' against unlawful discrimination, harassment and victimisation. You do not have to be undergoing medical supervision or reassignment surgery to benefit from legal protection, which applies to all trans people. While there is a lack of clarity concerning the status of non-binary identities in current law, the University accords the same protection and rights to non-binary trans people as binary trans people.

In the Transgender Guidance document produced by the University's Equality and Diversity Unit, discrimination against someone who is perceived as transgender (whether or not they are trans) is unlawful, as is discrimination against anyone associated with — as a friend or a partner, for instance — a transperson.

The University has a duty to eliminate discrimination, harassment and victimisation under the Equality Act; to advance equal opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relationships between persons who share a relevant protected characteristic and persons who do not share it.

Where a trans person has been formally diagnosed as having 'gender dysphoria' or, in medical terms, 'gender identity disorder', they will also be protected under the disability discrimination provisions of the Act.

If you have a Gender Recognition Certificate, it is a criminal offence for information relating to your gender history to be obtained in any official capacity. It is illegal for University officers to ask to see a Gender Recognition Certificate. If an individual needs to prove their legal sex, university and college officers should request a birth certificate.

It is legal for the University to ask for a Statutory Declaration of Name Change, Deed Poll, or other official identification. In recognition of the costs of such identification documents, departments and colleges should be flexible where possible and clear about what information is required and what alternatives are available.

The Data Protection Act 1998 defines trans status and gender reassignment as 'sensitive data', which should be treated in accordance with the University's Data Protection Policy (<http://www.admin.ox.ac.uk/councilsec/compliance/dataprotection/>).

According to the Harassment Policy, 'outing' someone as trans without their permission is recognised by the University as a form of harassment and possibly a criminal offence. Transphobic harassment and bullying by individuals or groups may be regarded as grounds for disciplinary actions, which may include expulsion or dismissal (<http://www.admin.ox.ac.uk/eop/harassmentadvice/>). Anyone associated with someone who undergoes gender reassignment, such as a partner, or is perceived to be trans, is also protected against discrimination. Misuse of information about gender transition contravenes the University Policy on Data Protection and may be a criminal offence
www.admin.ox.ac.uk/councilsec/compliance/dataprotection/.

How do I report harassment?

There is a guide to reporting harassment against students and staff here: www.admin.ox.ac.uk/media/global/wwwadminoxacuk/localsites/equalityanddiversity/documents/harassment/Harrassment_flowchart_A4_STUDENTS_WEB.pdf

The University's Harassment Policy and Procedure can be found here: www.admin.ox.ac.uk/eop/harassmentadvice/policyandprocedure/.

To report transphobic hate crime, dial 101 for the police or report online at www.report-it.org.uk/home. In an emergency, dial 999. You can also report to Stop Hate UK, which runs a hate crime reporting service for

Oxfordshire: dial the 24-hour helpline at 0800 138 1625 (www.stophateuk.org/talk-to-us/). Report it to Tcrime, GIRES' service for reporting transphobic hate crime online: <http://tcrime.net/>.

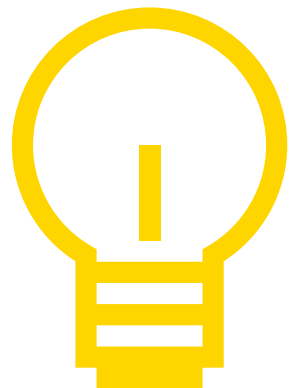
Where can I find more information?

LGBTQ+ Survival Guide (2016), made by the LGBTQ+ Campaign:
www.dropbox.com/s/q4ue83yb9bongfq/Survival%20Guide%20Final%20Copy.pdf?dl=0

Trans Guidance and Policy (to be updated in 2018):
www.admin.ox.ac.uk/eop/transgender/.

On name change (which does not account for some of the exceptions for trans students detailed in the Trans Guidance):
www.ox.ac.uk/students/life/it/studentrecord/name?wssl=1.

OU LGBTQ+ Society website: www.oulgbtq.org/.



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LGBTQ+ Campaign