



Equality Analysis

You Said, We Did: Trans and Non-Binary Policy Update – Equality Impact Analysis Feedback

As previously communicated, the University has now updated its [Trans and Non-Binary Policy](#) to reflect the legal requirements. Thank you to everyone who took the time to share feedback during the Equality Impact Analysis (EIA) consultation about the potential impacts of implementing the updated policy.

The feedback we received was thoughtful, detailed, and personal. It has helped us better understand the emotional and practical implications of the updates to the policy and has informed several actions we've already taken, and will continue to take, to support our community.

The 'You Said, We Did' document outlines what staff and students told us and what we've done in response.

Thank you again to everyone who shared their views on this topic. We want to reaffirm that everyone in our university community deserves to feel respected, supported and safe, especially when perspectives differ. We are committed to fostering an environment where all individuals are treated with dignity and compassion.

We will continue to engage with staff networks, trade unions, student societies and other groups to ensure that the University is a respectful and inclusive place for everyone.

Note: Any linked document marked with an asterisk (*) can only be accessed through UWE Bristol internal systems.

Support and wellbeing

Discrimination of any kind is not tolerated at UWE Bristol. If you have any concerns, please use our established reporting channels: [Report and Support](#) (for students and staff) or the [People Services Advice Hub](#) (for staff). These services are designed to handle concerns confidentially and respectfully.

If you need support, please access our [wellbeing support services*](#), including [Report and Support for staff*](#), [MYNDUP](#), [Employee Assistance Programme*](#), and [Dignity and Respect Advocates*](#).

You Said	We Did
How are students protected from discrimination while on placement?	We provide pre-placement guidance and checklists for students, outlining expectations, rights, and reporting routes. We also have Support During Your Placement resources. If you experience inappropriate or unacceptable behaviour you are encouraged to use Report + Support ; a confidential reporting tool.
How will the University prevent harassment and ensure safety for LGBTQIA+ staff and students using facilities?	We've communicated clearly to both students and staff that no one is permitted to monitor or police the use of facilities. Discrimination in any form is not tolerated. We've outlined our community's expectations, grounded in dignity, compassion, and respect, and we ask everyone to actively uphold these values to ensure a safe and inclusive environment for all.

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	<p>You can use Report + Support if you experience or witness inappropriate behaviour. confidential reporting mechanism (also allows for anonymous reporting) for students and staff if they do experience or witness inappropriate behaviour.</p> <p>Additional resources include:</p> <ul style="list-style-type: none"> • Dignity and Respect * • Harassment and misconduct - Stay safe on and off campus • Hate incident reporting
<p>Are students able to use their chosen names?</p>	<p>Yes, students can continue to update their preferred name across university systems directly or with support from Information Points or Student Support Advisers.</p>
<p>Can the University publish the Equality and Human Rights Commission correspondence?</p>	<p>The Equality and Human Rights Commission letter was shared with trade unions and staff networks before consultation began, ensuring awareness among key stakeholders.</p>

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	We have now published the correspondence EHRC Letter.pdf alongside this completed Equality Impact Analysis.
Are there plans for more gender-neutral facilities at Glenside?	Refurbishment plans include improvements to H Block at Glenside.
How will accessible toilets be reassigned? Reassigning accessible toilets as gender-neutral reduces access for disabled people and risks outing trans individuals.	Only one accessible toilet has been temporarily reassigned within Northavon House as part of an interim arrangement. Colleagues within Northavon have been notified about this change. Longer-term provision is planned to ensure there are sufficient gender-neutral and accessible toilets within this building.
Can we have some interim gender-neutral toilet solutions in Northavon House before the planned refurbishment?	First-floor toilets in Northavon House have now been converted to gender-neutral, and staff were informed on 23 September 2025 to ensure awareness of the provision available.
Are there gender-neutral toilets at Arnolfini? And is there a welfare map?	A welfare map is not required due to the building size, but facilities at Arnolfini, Spike Island and Watershed are included on the Bower Ashston/City Campus map, and clearer signage will be provided on-site. Gender-neutral toilets are available in Arnolfini on floors 0 and 2 and in the café.

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<p>How were the policy changes shared and communicated, and could they have been shared earlier?</p>	<p>Meetings were held with the Vice-Chancellor and interested staff groups in July before any policy changes were made. Communications were shaped collaboratively with trade unions, staff networks, and the Students' Union.</p> <p>We will continue to engage openly and actively listen to affected communities to ensure that future changes are inclusive, transparent, and aligned with our shared values of dignity, respect, and equity.</p>
<p>Why was the new trans policy rolled out so abruptly?</p>	<p>These changes were required by law, so the university needed to implement them promptly to remain compliant. The Equality Act task and finish group have been working on the policy changes for over six months before publishing and we wanted to ensure that students and staff had up to date and correct policy information for the new academic year.</p>
<p>Has the university engaged trans and non-binary students with the policy changes?</p>	<p>Where there are legislative changes that impact the operations of the university it is the responsibility for university management to consider what action is needed and implement as appropriate. The University wouldn't under these circumstances. Therefore, there was no option for consultation on the changes to the policy. During the Equality Impact Analysis process, we engaged staff and student groups to understand the impacts of these changes. We also offered wellbeing sessions, workshops, and held student drop-ins to ensure voices were heard. Support was signposted throughout, and our aim was to listen and respond to concerns about how these changes might affect individuals.</p>

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<p>How can the university ensure that inclusivity is considered when planning field trips for LGBTQIA+ students?</p>	<p>To keep everyone safe and supported, the university asks that all field trips have completed a risk assessment. This includes considering any potential risks and planning reasonable adjustments for people with protected characteristics. If students would like help discussing their adjustments, Student Support Advisers are available to provide guidance and support.</p> <p>We want to reaffirm that everyone in our university community deserves to feel respected, supported, and safe including during field trips.</p> <p>Single-sex accommodation is sometimes asked about, but field trips are not a blanket requirement. These will be addressed on a case-by-case basis through the risk assessment process.</p>
<p>How will the University uphold academic freedom when teaching and researching topics related to sex and gender, and mitigate against the impact the Supreme Court ruling may have had on academic culture?</p>	<p>UWE Bristol guarantees academic freedom within the law, affirming staff can teach and research gender-diverse topics without jeopardy to their roles as detailed in the Freedom of Speech Policy*.</p> <p>The University will support all staff and students in free and open debate as essential for tackling prejudice and complies with OfS Guidance on Freedom of Speech to secure freedom of speech.</p> <p>We have completed an Equality Impact Analysis to understand the impacts of the supreme court ruling and identify appropriate mitigations and we will continue to monitor the situation.</p>

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<p>Beyond training, how will the University provide the emotional and practical support to enable staff to navigate potential hostility in teaching environments, whilst safeguarding LGBTQIA+ staff and students?</p>	<p>The University recognises the emotional labour involved for both staff and students in an increasingly polarised society, and the potential for hostility, particularly in academic spaces. The University's Inclusive Curriculum and Practice Toolkit * includes a section about managing inclusive learning environments which signposts to external resources, including those which have suggestions for making learning more inclusive in terms of gender and sexual identities. The University aims to enhance and expand our own toolkit to strengthen support for staff wellbeing and inclusive practice around gender identities and would welcome input from colleagues to help shape this guidance.</p> <p>Incidents of harassment (including sexual harassment), bullying and victimisation, by any person whether an employee, a student or an external third party, is addressed under the University's Dignity and Respect Policy*.</p>
<p>How will UWE Bristol enforce single-sex spaces?</p>	<p>We have communicated clearly to both students and staff that no one is permitted to monitor or police the use of facilities. The expectation of the university is that everyone understands the law and their responsibility to act within its remit, making informed decisions based on that understanding. If you have any concerns, there are several channels available for support*. We recommend using the Report and Support tool, although other support options are also available.</p> <p>The university will investigate all matters raised through the appropriate channels.</p>

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<p>What counts as discrimination or a hate incident when someone raises concerns about facilities?</p>	<p>For a clear definition of what counts as discrimination or a hate incident when someone raises concerns about facilities Equality Act 2010 and Home Office guidance:</p> <p>Discrimination: Under the Equality Act 2010, <i>direct discrimination</i> means treating someone less favourably because of a protected characteristic (such as age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity). See Section 13: Equality Act 2010 – Section 13</p> <p>Hate Incident: Defined by the Home Office as: <i>“Any non-crime incident perceived by the victim or any other person to be motivated (wholly or partly) by hostility or prejudice towards persons with a particular characteristic.”</i> Characteristics include race, religion, sexual orientation, disability, or transgender identity. See full guidance: Home Office Code of Practice on Non-Crime Hate Incidents</p> <p>The university will take appropriate legal advice for any cases brought to our attention.</p>
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