



WESTMINSTER  
SOCIAL POLICY  
FORUM

# Next steps for transgender equality - inclusion, rights and services 4<sup>th</sup> June 2018

## **CONDITIONS FOR USE OF TRANSCRIPTS:**

This document is intended to provide a timely reference for interested parties who are unable to attend the event to which it refers. Some portions are based on transcripts of proceedings and others consist of text submitted by speakers or authors and are clearly marked as such. As such, apart from where it is indicated that the text was supplied by the speaker, it has not been possible for the transcript to be checked by speakers and so this portion of the document does not represent a formal record of proceedings. Despite best endeavours by Westminster Forum Projects and its suppliers to ensure accuracy, text based on transcription may contain errors which could alter the intended meaning of any portion of the reported content. Anyone who intends to publicly use or refer to any text based on the transcript should make clear that speakers have not had the opportunity for any corrections or check first with the speaker in question. If in doubt please contact the forum first.

# Contents

<b><u>About this Publication</u></b>	<b>3</b>
<b><u>Agenda</u></b>	<b>4</b>
<b><u>Session Chair's opening remarks</u></b>	
<b>Baroness Barker</b> , Liberal Democrat Lords LGBT Spokesperson ( <i>transcript</i> )	<b>6</b>
<b><u>Transgender equality in the current landscape</u></b>	
<b>Ollie Entwistle</b> , Head of LGBT Policy, Government Equalities Office ( <i>transcript</i> )	<b>7</b>
Questions and comments from the floor ( <i>transcript</i> )	<b>11</b>
<b><u>Case study: supporting transition in the workplace</u></b>	
<b>Tunde Ogungbesan</b> , Head of Diversity, Inclusion and Succession, BBC ( <i>transcript</i> )	<b>15</b>
<b><u>Equalities legislation, education and creating inclusive environments</u></b>	
<b>Julia Neal</b> , National Education Union Representative and Member, LGBT+ Worker's Committee, Trade Union Congress ( <i>transcript</i> )	<b>18</b>
<b>Helen Belcher</b> , Trustee, Trans Media Watch ( <i>transcript</i> )	<b>20</b>
<b>Mark Landon</b> , Partner, Weightmans ( <i>transcript</i> )	<b>22</b>
<b>Dr Stephanie McKendry</b> , Widening Access Manager, University of Strathclyde ( <i>transcript</i> )	<b>24</b>
<b>Bex Stinson</b> , Head of Trans Inclusion, Stonewall ( <i>transcript</i> )	<b>26</b>
Questions and comments from the floor with <b>Tunde Ogungbesan</b> , Head of Diversity, Inclusion and Succession, BBC ( <i>transcript</i> )	<b>27</b>
<b><u>Session Chair's closing remarks</u></b>	
<b>Baroness Barker</b> , Liberal Democrat Lords LGBT Spokesperson ( <i>transcript</i> )	<b>36</b>
<b><u>Session Chair's opening remarks</u></b>	
<b>Steph Calvert</b> , Equality, Diversity and Inclusion Advisor; Executive Member, Spectrum, Home Office and Executive Member, a:gender ( <i>transcript</i> )	<b>37</b>
<b><u>Tackling issues in the criminal justice system</u></b>	
<b>Megan Key</b> , Equalities Manager, National Probation Service ( <i>transcript</i> )	<b>38</b>
<b><u>Priorities for Gender Identity Services in the NHS</u></b>	
<b>James Palmer</b> , Medical Director for Specialised Services, NHS England ( <i>text removed at speakers request</i> )	<b>41</b>
<b><u>Key issues for transgender physical and mental health</u></b>	
<b>Dr Jane Hamlin</b> , President, Beaumont Society ( <i>transcript</i> )	<b>42</b>
<b>Dr Polly Carmichael</b> , Consultant Clinical Psychologist and Clinical Director, Gender Identity Development Service, Tavistock and Portman NHS Foundation Trust ( <i>transcript</i> )	<b>44</b>
<b>Dr Caroline Dollery</b> , Chair and Elected GP, NHS Mid Essex Clinical Commissioning Group ( <i>transcript</i> )	<b>47</b>
Questions and comments from the floor with <b>Megan Key</b> , Equalities Manager, National Probation Service and <b>James Palmer</b> , Medical Director for Specialised Services, NHS England ( <i>transcript</i> )	<b>50</b>
<b><u>Session Chair's and Westminster Social Policy Forum closing remarks</u></b>	
<b>Steph Calvert</b> , Equality, Diversity and Inclusion Advisor; Executive Member, Spectrum, Home Office and Executive Member, a:gender ( <i>transcript</i> )	<b>56</b>
<b>Michael Ryan</b> , Deputy Editor, Westminster Social Policy Forum ( <i>transcript</i> )	<b>57</b>
<b><u>Press Links</u></b>	<b>58</b>
<b><u>Comments</u></b>	
<b>Stephanie Davies-Arai</b> , Founder, Transgender Trend	<b>59</b>
<b>Terry Reed</b> , Trustee, Gender Identity Research and Education Society	<b>59</b>
<b>Linda Pointing</b> , Director/Trustee, Brighton Ourstory	<b>60</b>
<b>Jane Galloway</b> , Parent Carer	<b>61</b>
<b><u>List of Delegates Registered for Seminar</u></b>	<b>62</b>
<b><u>Contributor Biographies</u></b>	<b>69</b>

Please be advised that speakers' PowerPoint presentations are included within the transcript itself, just beneath the relevant speaker's text. Please note that not all speakers are able to grant permission for us to include their slides.

## About this Publication

This publication reflects proceedings at the Westminster Social Policy Forum Keynote Seminar: Next steps for transgender equality - inclusion, rights and services held on 4<sup>th</sup> June 2018. The views expressed in the articles are those of the named authors, not those of the Forum or the sponsors, apart from their own articles.

Although Westminster Social Policy Forum is grateful to all sponsors for the funding on which we depend, participation in events and publications is never conditional on being a sponsor. As well as funding ongoing operations, sponsorship enables the Forum to distribute complimentary copies of publications, and offer complimentary tickets for events, to Government ministers, parliamentarians and officials most involved in policy.

This publication is copyright. Its copying, in whole or in part, is not permitted without the prior written consent of the publishers. However, extracts of the text may be reproduced for academic or review purposes, subject to the conditions of use outlined in the previous page, providing they are accurate, are not used in a misleading context and the author, their organisation and the Westminster Social Policy Forum are acknowledged. We would also appreciate being informed.

### Westminster Social Policy Forum

UK Headquarters  
4 Bracknell Beeches  
Old Bracknell Lane West  
Bracknell  
Berkshire RG12 7BW

T: 01344 864796

F: 01344 420121

[publications@westminsterforumprojects.co.uk](mailto:publications@westminsterforumprojects.co.uk)

### Directors

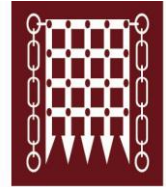
Peter van Gelder

Chris Whitehouse

**Westminster Social Policy Forum Keynote Seminar:  
Next steps for transgender equality - inclusion, rights and services**

*Timing: Morning, Monday, 4<sup>th</sup> June 2018*

*Venue: Glaziers Hall, 9 Montague Close, London SE1 9DD*



**WESTMINSTER  
SOCIAL POLICY  
FORUM**

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**  
**Baroness Barker**, Liberal Democrat Lords LGBT Spokesperson
- 9.05 - 9.30 **Transgender equality in the current landscape**  
**Ollie Entwistle**, Head of LGBT Policy, Government Equalities Office  
Questions and comments from the floor
- 9.30 - 9.45 **Case study: supporting transition in the workplace**  
**Tunde Ogungbesan**, Head of Diversity, Inclusion and Succession, BBC
- 9.45 - 10.40 **Equalities legislation, education and creating inclusive environments**  
**Julia Neal**, National Education Union Representative and Member, LGBT+ Worker's Committee, Trade Union Congress  
**Helen Belcher**, Trustee, Trans Media Watch  
**Mark Landon**, Partner, Weightmans  
**Dr Stephanie McKendry**, Widening Access Manager, University of Strathclyde  
**Bex Stinson**, Head of Trans Inclusion, Stonewall  
Questions and comments from the floor with **Tunde Ogungbesan**, Head of Diversity, Inclusion and Succession, BBC
- 10.40 - 10.50 **Chair's closing remarks**  
**Baroness Barker**, Liberal Democrat Lords LGBT Spokesperson
- 10.50 - 11.20 Coffee
- 11.20 - 11.25 **Chair's opening remarks**  
**Steph Calvert**, Equality, Diversity and Inclusion Advisor; Executive Member, Spectrum, Home Office and Executive Member, a:gender
- 11.25 - 11.45 **Tackling issues in the criminal justice system**  
**Megan Key**, Equalities Manager, National Probation Service
- 11.45 - 12.05 **Priorities for Gender Identity Services in the NHS**  
**James Palmer**, Medical Director for Specialised Services, NHS England
- 12.05 - 12.55 **Key issues for transgender physical and mental health**  
**Dr Jane Hamlin**, President, Beaumont Society  
**Dr Polly Carmichael**, Consultant Clinical Psychologist and Clinical Director, Gender Identity Development Service, Tavistock and Portman NHS Foundation Trust  
**Dr Caroline Dollery**, Chair and Elected GP, NHS Mid Essex Clinical Commissioning Group  
Questions and comments from the floor with **Megan Key**, Equalities Manager, National Probation Service and **James Palmer**, Medical Director for Specialised Services, NHS England
- 12.55 - 13.00 **Chair's and Westminster Social Policy Forum closing remarks**  
**Steph Calvert**, Equality, Diversity and Inclusion Advisor; Executive Member, Spectrum, Home Office and Executive Member, a:gender  
**Michael Ryan**, Deputy Editor, Westminster Social Policy Forum

## **Session Chair's opening remarks**

### **Baroness Barker, Liberal Democrat Lords LGBT Spokesperson**

Thank you very much, good morning everybody.

I would draw your attention to the title of this seminar, it is next steps for transgender equality, inclusion, rights and services. Today is not a place in which the existence of trans people is up for question or debate, and if that is what you have come to do, then I'm afraid you are in the wrong place.

We meet today in a place which is mourning people who are victims of hate a year ago. What we are here to do today is to talk about the process of transgender equality, how it will happen, not if it will happen or whether it should happen.

We are not Channel 4, today is not going to be a circus. So if you want to stay and take part in this debate then you are entitled to do so provided that you treat everybody in this room with equal respect, and as long as you do that you will be treated with respect yourself. If you don't you will be made to leave. Does anybody not understand any part of that? Fine. You are now in a contract with everybody else in the room, and if you violate you will be asked to leave.

We are in a place where yesterday we reflected on what division and hatred and otherness can do. The transgender community is a visible community, is on the receiving end of that otherness more than any other, and therefore it is, I think, to the great respect of our present Government that they have chosen to seek to remedy a lot of the sources of that hatred and that otherness, and that they intend to do so in a quite considerate and deliberative way.

We are very lucky this morning to have with us Ollie Entwistle who is Head of LGBT Policies at the Government Equalities Office, for several months he's had a wet towel around his head while he looks at the results of the LGBT consultation, and I'm sure he is going to tell you about that, and he will also tell you about what is intended in the coming months for the next steps toward changing the administrative procedure of gender recognition. Ollie.

## **Session Chair's closing remarks**

### **Baroness Barker, Liberal Democrat Lords LGBT Spokesperson**

I am going to conclude this section by making the observation that 30 years ago our Parliament passed Section 28. Those of us who have lived under legislation that deems us to be lesser people I believe have a duty to make sure that nobody else has to live under the unfairness to which we were subjected in all those days.

I think there's been an awful lot of food for thought for individuals and for organisations this morning, and thank you all very much for putting your questions.