



Gender Reassignment Policy

Policy Statement

WMB Childcare Ltd is committed to equality of opportunity and diversity in the workplace.

This policy and procedure should be read in conjunction with the Equal Opportunities Policy.

Procedure

1. This policy applies to all job applicants and employees, whether full time, part time, fixed term, temporary or casual. It applies to the processes of recruitment, training, promotion, terms and benefits of employment, termination of employment and to all other aspects of employment.
2. The provision is committed to ensuring that a worker or employee undergoing gender reassignment is supported in his or her decision. Any employee planning to undergo gender reassignment is encouraged to speak to their manager in confidence about the process so that the provision can provide the support required as early as possible.
3. In order to provide adequate support to employees undergoing gender reassignment, the provision will provide guidance to senior staff on the implications of gender reassignment in the workplace.
4. Employees who are undergoing or have undergone gender reassignment have the right not be harassed at work. All employees must abide by the Equal Opportunities Policy and Anti-harassment/Bullying Policy. Harassment is viewed as unacceptable behaviour and will result in disciplinary action. Victims of harassment should inform a member of management and raise a grievance in accordance with the complaints procedure or the grievance procedure.
5. The provision expects all senior staff to ensure that this policy and procedure are adhered to at all times.
6. This policy will be monitored on a regular basis by senior management. Where there are issues with the way the policy is working, these will be looked at closely with a view to identifying measures to improve the effectiveness of the policy.