



Someone in my team is **transgender**



This booklet talks about what **transgender** means.



Dimensions wants lots of different people to work for us.



We like the people who work for us to be able to be themselves at work.



Your **sex** is given to you from birth, male or female.



Your **gender** is how you feel, like a man or a woman. Some people do not feel like either a man or a woman. This is called **non-binary**.



Most people's **gender** and **sex** match. Some people are a different **gender** to the **sex** they were given. This is called **transgender**.



Someone who supports you has asked us to tell you that they are **transgender**.



They might want to live as a different **sex**.



They might have a new name.



These changes are very important to your support worker.



We want you to respect any changes they make for themselves.



We want you to be thoughtful about the feelings of your support worker.



We want you to use the right words when you are talking about your support worker being **transgender**.



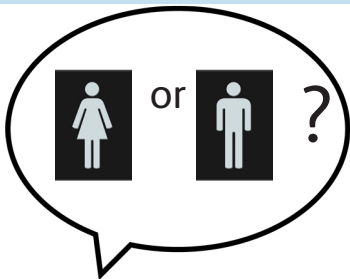
Questions you might have



Why do I need to call my support worker a new name?



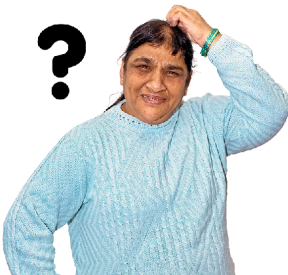
Your support worker has made a big change and we must respect this. They may have chosen a new name for their new **gender**.



Should I talk about my support worker as he or she?



You should always use what they have said they like. This could be he, she, they or something else.



I'm not sure of what words to use about the support worker.



Speak to your Locality Manager. They will have a list of words you can use.



Can I ask my support worker questions about being **transgender**?



Talk to your support worker. They can decide if they are happy to talk about being **transgender** and you should respect this.



I do not feel happy about having a **transgender** support worker. Can they move to another job?

 **dimensions**



Everyone who works for us has the same **values** as Dimensions and support people well.

Values are the things we think are the most important.



We want our staff to be happy with who they are.



If you are worried you can talk to your Locality Manager.