

DISCRIMINATION  
IDENTITIES  
WORK RESEARCH  
EDUCATION HEALTH EMPOWER  
GENDER RESOURCES  
YOUNG RIGHTS CONSULTATION  
TRAINING YOUTH  
IDENTITY HATE CRIME  
BULLYING INFORM CYMRU  
EQUALITY CHALLENGE  
PEOPLE  
ROLE SET  
BINARY  
VISION  
AWARENESS ATTITUDES CHALLENGE  
IDENTITIES WORK RESEARCH  
EDUCATION HEALTH EMPOWER  
GENDER RESOURCES  
YOUNG YOUTH PROFESSIONALS  
TRAINING RIGHTS  
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BULLYING INFORM  
EQUALITY

**TRANS\*FORM  
CYMRU CHARTER**



# TRANS\*FORM CYMRU CHARTER

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TRANS\*FORM CYMRU IS A THREE YEAR PROJECT FUNDED BY THE WELSH GOVERNMENT TO EMPOWER AND SUPPORT TRANS\* YOUNG PEOPLE TO ACCESS THEIR RIGHTS AND TO PROVIDE SUPPORT TO YOUTH-FACING ORGANISATIONS TO ADDRESS DISCRIMINATION AND EXCLUSION OFTEN EXPERIENCED BY TRANS\* YOUNG PEOPLE.

The Charter has been developed by trans\* young people from the project Steering Group, in line with the United Nations' Convention on the Rights of the Child.

The UNCRC protects the rights of young people up to the ages of 18. The UNCRC has 54 articles, 42 of which are rights belonging to children and young people up to 18 years of age. In 2011, Wales became the first country in the UK to make the UNCRC part of its domestic law in the Rights of Children and Young Persons (Wales) Measure (2011).

[NAME OF ORGANISATION] COMMITS TO ENSURE THAT THE RIGHTS OF TRANS\* YOUNG PEOPLE BE HONOURED IN ACCORDANCE WITH THE CHARTER.

■ **TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO BE LISTENED TO AND TO BE HEARD AND TAKEN SERIOUSLY BY PROFESSIONALS (UNCRC ARTICLE 12)**

[NAME OF ORGANISATION] COMMITS TO:

*Consult trans\* young people and take their views into account when making decisions.*

*Trust trans\* young people to know their own gender identity.*

*Recognise the impact of dysphoria on young people's self esteem, mental health and their participation and engagement in activities.*

*Support time off for medical appointments.*

■ **TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO HAVE THEIR IDENTITY RESPECTED AND TO BE ADDRESSED USING CORRECT NAME AND PRONOUNS (UNCRC ARTICLE ARTICLE 7)**

[NAME OF ORGANISATION] COMMITS TO:

*Respect young people's identities and use young people's chosen name and pronouns (regardless of whether their name has legally been changed).*

*Develop and use forms which recognise trans\* and non-binary identities and allow space for people to self-identify.*

HEALTH  
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EMPOWER

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EDUCATION HEALTH EMPOWER  
GENDER RESOURCES  
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TRAINING YOUTH

*Not assume people's gender or pronouns based on their gender expression and create opportunities for people to share their names and pronouns.*

*Avoid intrusive questions and respect young people's privacy, not making assumptions about transition routes or surgeries.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO ACCESS GENDER APPROPRIATE FACILITIES (UNCRC ARTICLES 15, 28)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Support trans\* young people to access the facilities of their gender identity.*

*Work towards providing gender neutral changing rooms and toilets.*

*Be aware of the needs of trans\* young people when organising residential activities and/or overnight stays.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO FEEL SAFE AND NOT HEAR TRANSPHOBIC AND DISCRIMINATORY LANGUAGE (UNCRC ARTICLE 19)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Train staff to ensure an organisation wide understanding of what constitutes transphobic language and behaviour and the potential impact on trans\* young people.*

*Challenge stereotypes to prevent escalation to bullying or hate crime.*

*Take transphobic language and bullying as*

*seriously as physical bullying and acknowledge that some language can be potentially life threatening.*

*Celebrate trans\* role models and educate cisgender young people about trans\* identities and hate crime.*

*De-sensationalise the nature of transition so that it create a safe environment in which the rights and privacy of trans\* people are respected.*

*Ensure instances of transphobic bullying are being monitored and recorded, separately to homophobic incidents.*

*Support trans\* young people to recognise and report hate crime and incidents.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO PRIVACY AND SAFETY (UNCRC ARTICLE 16)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Ensure all records are changed and that young people's trans\* status is only disclosed to relevant individuals.*

*Recognise that outing can endanger lives.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO GROW UP TO BE HEALTHY (UNCRC ARTICLE 6)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Recognise being trans\* is not a mental health problem, but understand the potential impact of discrimination and dysphoria on mental health.*

INFORM



*Promote safe and inclusive activities to promote healthy lifestyle and be aware that swimming, gym, camping / hiking, staying away from home can cause anxiety for trans\* young people.*

*Be aware of binding, tucking etc. and their impact on young people’s physical and mental health.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO APPROPRIATE AND RELEVANT INFORMATION, ADVICE, SUPPORT AND ADVOCACY (UNCRC ARTICLE 13)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Ensure access to inclusive and appropriate support and information, relating to sexual health, housing and hate crime.*

**■ TRANS\* YOUNG PEOPLE HAVE THE RIGHT TO ACCESS ADVICE, SUPPORT AND INFORMATION IN THEIR LANGUAGE OF CHOICE (UNCRC ARTICLE 30)**

**[NAME OF ORGANISATION] COMMITS TO:**

*Promote appropriate LGBT terminology in English and Welsh.*

*Ensure that trans\* young people are able to self-identify in their language of choice.*