

**Position statement:**

# Transgender Equality and Gender Identity

May 2025



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## Introduction

This is a working statement intended to provide clarity on the position of the Society and College of Radiographers (SoR | CoR) in relation to transgender equality and gender identity.

We recognise that this is a complex and evolving area and as such, this statement will be reviewed and updated as the law, Health and Care Professions Council (HCPC) requirements, or the SoR | CoR Joint Equalities Committee (JEC) recommends changes in light of evolving understanding, experience, or learning. The SoR | CoR welcomes any suggestions for the development or improvement of this statement, including feedback on the language used in the document.

Please contact our [EDI Lead](#) with any recommendations.

## Vision of Inclusivity

At the Society and College of Radiographers (SoR | CoR), we are a community of committed professionals from diverse backgrounds and experiences, united in purpose. We are dedicated to reflecting our SoR | CoR values through our actions and behaviours, ensuring equity, and celebrating the diversity that enriches our profession. Our goal is to cultivate workplaces where everyone feels safe, valued, heard, and respected. We believe that diversity in background and thought is not only respected but is seen as our strength. Together, we champion the benefits of these principles, fostering a culture where all employees and members feel empowered to share their lived experiences, thereby making a positive impact on our employees, our members, and the radiography profession.

This statement seeks to offer guidance to SoR | CoR employees and members of the Society of Radiographers (SoR) in respecting the rights and dignity of transgender, non-binary and intersex (TNBI) people. We also recognise that some individuals may hold gender critical beliefs, including the belief that sex is immutable and this statement is not intended to suppress those beliefs. Instead, it sets out principles for working together, and with patients, in a respectful and professional manner.

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## Our Position on TNBI Equality and Gender Identity

- a) The SoR | CoR opposes all forms of discrimination and is committed to promoting tolerance, empathy and respect throughout the profession.
- b) Gender reassignment is a legally protected characteristic under the Equality Act 2010. The protection for gender reassignment covers trans people who are proposing to undergo, are undergoing or have undergone transition or part of the transition process. It is not necessary for a trans person to have undergone surgery or medical treatment for them to be protected. Non-binary, gender-nonconforming, genderqueer, gender-fluid, gender neutral, intersex and non-cisgender individuals are potentially protected under the characteristic of gender reassignment. However, even where protection is not offered under the Equality Act, respecting an individual's gender identity is fundamental to preserving their dignity and human rights.
- c) Discrimination, harassment and victimisation of TNBI people in the workplace and within healthcare is harmful and damaging to those directly affected and also to the reputation of the profession. This behaviour is not tolerated by the SoR | CoR.
- d) It is important to recognise that holding gender critical beliefs is not synonymous with transphobia. It is possible to hold such beliefs whilst respecting the rights and dignity of TNBI colleagues and patients. Gender critical beliefs are also protected under the Equality Act, and discrimination, harassment and victimisation based on religion and philosophical belief is unlawful. A truly diverse and inclusive profession should create space for different and sometimes contrasting beliefs and characteristics to safely and respectfully co-exist.
- e) All members and employees have a responsibility to act in a way that is consistent with this statement and to reflect on how their behaviour may impact others. The SoR | CoR discourages the use of stereotypes and encourages members to challenge any conscious or unconscious biases they may hold. Whilst we recognise that everyone has the right to hold and reasonably manifest their beliefs, it is incumbent on all members to ensure that such manifestation is not objectionable and does not infringe the protections and rights of TNBI people, or not risk causing reputational damage to the SoR | CoR or undermining the professional standing of any of our members or public confidence in the profession.

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## Regulation of Radiographers

The HCPC regulates the conduct of registrant radiographers. Since the 1st September 2024, new HCPC standards of conduct, performance, and ethics now include:

- 1.5** *You must treat people fairly and be aware of the potential impact that your personal values, biases, and beliefs may have on the care, treatment, or other services you provide to service users and carers and in your interactions with colleagues.*
- 1.6** *You must take action to ensure your personal values, biases, and beliefs do not lead you to discriminate against service users, carers, or colleagues. These biases must not negatively impact the care, treatment, or other services you provide.*
- 1.7** *You must raise concerns about colleagues if you believe they are treating others unfairly or that their personal values, biases, or beliefs have led to discriminatory behaviour or negatively impacted the care, treatment, or services provided.*

Our members voluntarily agree to adhere to our professional code of conduct. We regularly review our standards to ensure they reflect expectations around equity, diversity, and belonging.

## Prohibited Treatment

To ensure the safety and inclusion of TNBI members and patients, the following is a non-exhaustive list of treatment that is not acceptable:

- a)** Repeatedly calling someone by their previous name or incorrect pronouns, or otherwise misgendering them.
- b)** Refusing to work with or treat a person because of their gender identity, their perceived gender identity or because of the gender identity of a person with whom they associate or treating the person less favourably for the same reasons.
- c)** Asking someone if they have a gender recognition certificate.
- d)** Disclosing confidential information about a person's gender history or gender reassignment without their consent.
- e)** Verbal or written jokes or abuse based on gender identity.

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- f) Unwanted or medically unjustified questioning about a person's gender identity, gender history or transition.
  - g) Excluding TNBI individuals from discussions about issues that directly affect them.

## SoR | CoR Commitments

- **Fostering Safe Spaces:** We will encourage the creation of safe spaces for education on TNBI issues, enabling respectful and compassionate discussions.
- **Protecting TNBI Colleagues:** We will provide advice to members on workplace protections for TNBI individuals.
- **Guidance on Patient Care:** We will issue guidance to ensure TNBI patients receive equitable and fair treatment.
- **Awareness Campaigns:** We will educate employees and members on the vision for inclusivity through campaigns on equity, diversity, and inclusion.
- **Challenging Discrimination:** We will challenge any discrimination of TNBI people in healthcare, including opposing TNBI-exclusionary service provision, and collaborate with other professions to maintain inclusive healthcare spaces.
- **Allyship Beyond Healthcare:** We oppose transphobia in all forms. However, as advised by the Joint Equalities Committee (JEC), we will not take positions on broader issues such as TNBI athletes, single-sex services outside healthcare, or gender recognition legislation. This approach ensures that the SoR | CoR focuses our efforts and resources on areas where we can have the most direct impact—advocating for inclusivity and equity within radiography, improving patient care, and fostering a supportive workplace for SoR members. While we may not engage directly with these broader debates, we stand in solidarity with the transgender community against transphobia and remain committed to promoting equity and challenging discrimination in all forms.
- **Monitoring Communications:** We will continue to ensure that SoR | CoR's published communications, including our website, e-bulletins, and journals, are inclusive and welcoming.
- **Continuing Awareness and Support:** We have already integrated this work into our Equity, Diversity, and Inclusion (EDI) [action plan](#) and have begun raising awareness through the facilitation of educational workshops. As part of this work, we recognise the importance of

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our Equalise Subgroups, including the LGBTQI+ group, which provides a supportive community and resources for our members.

- **Hearing All Voices:** We also encourage anyone who feels that they would struggle to work within the expectations set out in this statement due to their religion or belief to raise any concerns with our [EDI Lead](#). We are committed to finding practical resolutions that enable members and employees to practice or work in a manner that is respectful to TNBI people without compromising their personal beliefs.

This statement reinforces our dedication to equity, diversity, and inclusion and belonging for all employees, members and patients, ensuring a safe and respectful environment for everyone.

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## Appendix - Definitions

The terminology used in this statement and more widely has the following definitions (though we recognise that these are not exhaustive or universal):

- a) Binary refers to the “one or the other” approach to gender where a person regards themselves as either male or female.
- b) Cisgender describes a person whose gender identity aligns with the gender they were assigned at birth.
- c) Gender dysphoria describes the strong, persistent discomfort or distress caused by the inconsistency between a person’s self-identified gender and the gender they were assigned at birth.
- d) Gender fluid describes a person whose expression of gender may change from day to day.
- e) Gender identity is a person’s identification of their gender, which could be binary, non-binary, fluid or neutral.
- f) Gender neutral describes a person who does not subscribe to the binary approach to gender.
- g) Gender reassignment is defined under the Equality Act 2010 as when a person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex. No medical intervention or processes are required.
- h) Genderqueer describes a person whose gender identity does not correspond to conventional binary gender distinctions.
- i) Intersex conditions (also known as differences in sex development) are congenital anomalies of the reproductive system involving genes, hormones and reproductive organs. A gender is assigned to the person at birth which may differ from their gender identity in the future.
- j) Misgendering is referring to a person using a word, especially a pronoun or a form of address, which does not correctly reflect the gender with which they identify.
- k) Non-binary describes a person who does not subscribe to the binary approach to gender, and who may regard themselves as neither male nor female, or both male and female, or take another approach to gender entirely.



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- l) Transgender (trans) describes a person whose gender identity does not match the gender they were assigned at birth. Trans is generally the preferred umbrella term rather than transsexual.
  - m) Transitioning is where a trans person undergoes the process of aligning their social and physical identity to match their gender identity.
  - n) Transphobia describes harmful or unfair actions motivated by dislike or fear of transgender and non-binary people
  - o) Transsexual is defined under the Equality Act 2010 to mean a person who has the protected characteristic of gender reassignment.



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