

Trans Inclusion at Clean Break

Clean Break is a company for all women, for avoidance of doubt this includes cis, intersex, and trans women. We see oppression as a social function of patriarchy, and we acknowledge the specific experiences of discrimination that trans women, particularly Black trans women, face in wider society and in the sectors we work in. We take an intersectional approach to understanding identity and know that womanhood is not a monolith. Trans inclusion therefore cannot be separated from our vision of a world where all women are free to realise their full potential.

We employ the Equality Act exemption clause to legally maintain a women-only service. We do not and will not exploit any loopholes in the Equality Act that would exclude trans women. Our commitment to anti-discriminatory and anti-oppressive practice (including operating as a trans-inclusive space) exists beyond our legal requirements. Trans women do not require a Gender Recognition Certificate to work or engage with Clean Break.

The Clean Break community includes and welcomes non-binary people. Due to the nature of our company, non-binary people who engage with us actively want to be part of a company that defines itself publicly as women-only, and participate in a space that centres the experiences of women. In the process of recruiting non-binary people, we acknowledge and understand that the decision to work in a women-only environment is a personal one and we want to support individuals to be able to make an informed decision about whether Clean Break is right for them.

Some of the current actions we take to foster a culture of inclusion, growth and care are:

- Having a Trans Inclusion Working Group who meet regularly throughout the year, to ensure that trans inclusion remains a company priority
- Inviting the sharing of pronouns across company activity
- Challenging transphobia through our anti-bullying and safer spaces frameworks
- Celebrating Pride Month as a community
- Providing regular inclusion training and awareness raising spaces
- Having a supportive 'transitioning at work' and inclusion policy
- Signposting other services should we be unable to meet the needs of an individual
- Making accessible resources on site and online for staff, Members, artists, trustees and volunteers around LGBTQ+ issues and inclusion (in progress)
- Encouraging a commitment by staff to see productions by trans artists as part of their work and introducing Members to trans artists as part of our theatre visits (in progress)

We are all on different points on our individual journey to being trans inclusive and we also understand that transphobia is a systemic issue. As a result, it is possible transphobia and transmisogyny might show up at Clean Break. Should this happen, the relevant policy will be followed. We acknowledge that this policy will change as we as a company learn and grow over time. Our commitment to trans inclusion and anti-oppressive practice is non-negotiable, so our policy and practice should only change in order to move closer towards a trans inclusive and positive space.

Last updated April 2024

This document will be reviewed annually in recognition of our current actions evolving over time.