



## TRANSGENDER POLICY

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# 1. Statement of intent

All children and young people within Inspire Multi Academy Trust are entitled to a full-time education which is free from discrimination and harassment, regardless of their gender identity. The learning environment in which all our pupils engage should be supportive, safe and welcoming to gender diversity.

This policy has been created with an aim to consistently reduce the stigmatisation of, and improve the educational integration of, trans\* and gender nonconforming pupils at each academy within Inspire Trust. In all instances, each academy shall refer to pupils as “trans\*” in order to prevent any form of labelling which may be incorrect or insensitive.

The Trust is committed to valuing, respecting and understanding pupils differing gender identities, as well as providing continuous support to all pupils.

The main aims of this policy are:

- To create and foster a learning environment which is free from harassment and discrimination, regardless of sex, gender identity, sexual orientation or gender expression.
- To promote healthy communication between educators and parents/guardians to support the successful education development and wellbeing of every pupil.
- To adhere to relevant legislation concerning bullying, harassment and discrimination.

All staff, parents/carers and pupils will work together to eradicate any instances of discrimination, harassment or bullying, including any which relate to a pupil’s gender, identity in our school. The Trust is dedicated to providing appropriate and tailored measures of support for any trans\* pupil who should require it.

Signed by:

\_\_\_\_\_ Headteacher

Date: \_\_\_\_\_

\_\_\_\_\_ Chair of Trustees

Date: \_\_\_\_\_

## **1. Legal framework**

This policy has due regard to the following legislation, including, but not limited to:

- The Human Rights Act 1998
- The Gender Recognition Act 2004
- The Equality Act 2010

## **2. Transgender definition**

For the purpose of this policy, “transgender” is an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. An individual may choose to express their trans\* identity through a number of means, such as: behaviour, clothing, hairstyles, activities, voices and mannerisms.

## **3. What is a transphobic incident?**

For the purpose of this policy, “transphobia” is an irrational fear, hatred or abuse of trans\* individuals. Any individual who is described as being transphobic may deliberately and directly harass or disrespect someone who is trans\*, e.g. by using the incorrect pronoun purposely. Transphobic incidents are often emotionally harmful and must be dealt with as seriously as other bullying incidents within our Trust. All transphobic incidents should be centred on supporting the victim and managing any future transphobic behaviour.

## **4. Roles and responsibilities**

It is the responsibility of all staff to be alert to possible harassment of pupils, both inside and outside of the Trust, and to deal with incidents of harassment/discrimination as the highest priority.

All staff will ensure they meet the unique needs of trans\* pupils and assess any measures put in place on a case-by-case, individual basis.

The headteacher will hold regular meetings with parents/carers of trans\* pupils and discuss the success of support in place, including feeding this information back to the governing body.

The governing body will evaluate and review the success of support available to individual trans\* pupils on a termly basis.

The headteacher will make any necessary and appropriate changes to the support available to ensure the happiness and development of the pupil.

The Trust will respect all pupils' right to privacy and will not disclose a pupil's trans\* status at school to any other pupils, staff members or third parties.

The Trust will adopt secure controls on sensitive personal data, ensuring all data is accurate, secure and is processed fairly and lawfully.

The Trust will gain consent from the pupil and parents/caregivers before any sensitive personal data is processed.

The headteacher will conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.

The Trust will establish a protocol for response when a trans\* pupil comes out, is outed, or experiences bullying.

The Trust will seek to support appropriate counselling for trans\* pupils who require immediate interventions, parental assistance and/or personal counselling.

The governing body will evaluate and review this Transgender Policy, and will make sure it is non-discriminatory.

The headteacher will review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents in order to improve procedures.

The headteacher will keep a record of any reported incidents and the Trust will work to put measures in place which prevent these reoccurring.

## **5. Appropriate measures**

### **Absence**

- In line with our Attendance Policy, the Trust will make reasonable adjustments to accommodate absence requests for treatment and support of trans\* pupils by external sources.
- All absences will be recorded accurately and sensitively by office administration to ensure privacy of the pupil.

### **Transphobia and bullying incidents**

- Our Anti-bullying Policy will be used in conjunction with this policy in order to prevent, and effectively deal with, any transphobic incidents.
- Any incidents which occur shall be reported to the headteacher and recorded in line with the process in our Anti-bullying Policy.

- Teaching of gender identities and trans\* individuals will be incorporated into personal, social and health education (PSHE) lessons to promote an accepting, understanding attitude from other pupils and prevent transphobic incidents.

### **Terminology and language**

- The Trust will inquire as to what terms individual trans\* pupils prefer and avoid using any terms which the pupil may find uncomfortable.
- If other pupils within the Trust academies experience difficulty in adjusting to a change of terminology, we will encourage pupils to use the first name of the trans\* pupil or, the terms which the trans\* pupil uses to refer to themselves.
- A list of regularly used trans\* terms which the Trust will employ can be found in [Appendix 1](#).

### **School uniform and regulations**

- All pupils have the right to dress in accordance with their true gender identity within the constraints of our dress code, which is as follows: skirts/shorts/trousers for girls and trousers/shorts for boys.

### **Changing names and gender on documents**

- Changes to official documents concerning a pupil's legal name and gender will be altered upon receipt of documentation confirming that such changes have been made pursuant to a court order, or through amendment of state or federally-issued identification.
- On occasions where we are not required to use a pupil's legal name and gender on other school documents and records, we shall use the name and gender preferred by the pupil.
- The headteacher will hold a discussion with the pupil and their parent/carer as to how they would like to notify other pupils and staff members at Inspire Trust of their preferred name and gender.
- At no time will any member of staff disclose any information regarding gender identity to any other pupils, staff members or third parties, unless instructed to do so by the pupil.

## **6. Transphobia and bullying outside of school**

- Teachers have the power to discipline pupils who engage in misbehaviour outside the school premises. This can relate to any transphobia or bullying incident that occurs anywhere outside of the school premises.

- Any occurrence of these incidents should be reported to a member of school staff, who will then issue punishment to the pupil once he/she is on school premises.
- These incidents will be dealt with following the process in our Anti-bullying Policy. The headteacher will decide whether it is appropriate to notify the police or anti-social behaviour coordinator in their LA of the action taken against a pupil.

## Appendix 1 – Glossary of terms

Term	Definition
<p>Assigned sex</p> <p>FTM/F2M/trans man/transsexual man</p> <p>FAAB</p> <p>Genderqueer</p>	<p>The gender an individual is assigned at birth.</p> <p>An individual who was assigned female at birth but whose identity is male.</p> <p>Female assigned at birth.</p> <p>A person who identifies their gender identity as being neither female or male, or is a combination of female and male, or is between or beyond genders.</p>
<p>Gender dysphoria</p> <p>GIC</p> <p>MTF/M2F/trans woman/transsexual woman</p>	<p>A medical term given to describe the social/mental/physical difficulties that most trans* people experience.</p> <p>Gender identity clinic.</p> <p>An individual who was assigned male at birth but whose identity is female.</p>
<p>MAAB</p> <p>Non-binary</p>	<p>Male assigned at birth.</p> <p>An individual who does not conform to the society norms of female/male.</p>
<p>Stealth</p> <p>‘To gender’</p> <p>‘To misgender’</p>	<p>A transgender individual who lives as their transgender identity but who does not reveal their transgender status.</p> <p>To assign a gender to an individual based on their behaviour and appearance.</p> <p>To assign a gender to an individual based on the gender they were assigned at birth rather than their gender identity.</p>
<p>Transphobia</p> <p>Transsexual</p>	<p>Irrational fear, hatred and abuse of transgender individuals.</p> <p>Somebody who has medically transitioned.</p>