



TRANSGENDER POLICY

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Date Written	Summer 2018
Last Reviewed	Autumn 2025
Next Review Date	Autumn 2026
Date Ratified by Trustees	Autumn 2025

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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.

1. Legal Framework

This policy is informed by the following statutory legislation and guidance:

- Equality Act 2010 – provides protection from discrimination, harassment and victimisation for individuals who have, are proposing to undergo, or have undergone gender reassignment.
- Human Rights Act 1998 – protects the rights to privacy, dignity and respect for all individuals.
- Gender Recognition Act 2004 – provides a process for individuals to change their legal gender.
- Data Protection Act 2018 and UK GDPR – ensures that information relating to a person's gender identity is processed lawfully, fairly and securely.
- Keeping Children Safe in Education (KCSIE) 2024 – statutory safeguarding guidance for all schools and academies.

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 express their trans* identity through a number of means, such as: behaviour, clothing, hairstyles, activities, voices and mannerisms, pronouns, name change.

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. A trans person is protected in law from the moment they tell someone.

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 celebrate better inclusive approaches.

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.

All staff must act in accordance with this policy and ensure that pupils are treated fairly and respectfully in line with the Equality Act 2010.

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.
- LGBT identities will be visible in all teaching and learning.

Terminology and language

- The Trust will inquire as to how individual trans* pupils prefer to be addressed 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 prefer.
- 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 preferred 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 identification.
- When entering data on the school census, gender is recorded according to the wishes of the pupil and / or parent.

- 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
Assigned sex	The sex recorded at the birth of an individual.
FTM/F2M/trans man/transgender man AFAB	An individual who was registered female at birth but whose identity is male. Assigned Female at Birth.
Queer Gender dysphoria	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. describes the "unease or dissatisfaction" some people feel about the difference between their biological sex and gender identity.
*GIDS MTF/M2F/trans woman/transgender woman	Gender Identity Development Service An individual who was registered male at birth but whose identity is female.
AMAB	Assigned Male at Birth.

Non-binary	An individual who does not conform to the society norms of female/male. They do not consider themselves to have solely male or female gender identity
Pass	To be indistinguishable from someone biologically male or female.
Stealth	A transgender individual who lives as their transgender identity but who does not reveal their transgender status.
'To gender'	To assign a gender to an individual based on their behaviour and appearance.
'To misgender'	To assign a gender to an individual based on the gender they were assigned at birth rather than their gender identity.
Transphobia	Irrational fear, hatred and abuse of transgender individuals.
Transgender	Somebody who has medically transitioned.

*To make a referral to GIDS a form and guidance can be found at gids.nhs.uk/referrals

Appendix 2 - Terminology to avoid

There are several terms that people should avoid when talking to a person who is transgender or when discussing them with other people. These words are often hurtful and can be classed as transphobic.

Cissexism is a form of discrimination and exclusion where people believe that there are and should only be two genders — female and male. They may also believe that a person's gender is inseparable from their sexual characteristics.

An example of cissexism would be:

Referring to a person as male because a doctor assigned them as male at birth even though that person does not identify as a male.

The best way for a person to avoid using an offensive term is to ask themselves whether they would ask the same questions or use the same words to a person who is cisgender. Cisgender refers to those who identify with the sex a doctor assigned them at birth.

For example, a person would not ask a cisgender person what genitals or secondary sex characteristics they have. It is an inappropriate question to ask both a person who is cisgender and a person who is transgender.

Below is a non-exhaustive list of terminology to avoid with explanations why these terms are hurtful or transphobic:

- **'Tranny'**

While some people in the trans community [may reclaim](#) this word, people should not use it to label another person or use it as a joke.

- **'He-She'**

When using this term, people are [invalidating](#) a person's identity and any pronouns they use to self-identify.

- **Saying that a person does not look male or female**

This phrase is offensive because it assumes that everyone should fit into societal expectations of gender.

All expressions of gender and identity are valid, and this phrase invalidates a person's identity.

- **Using the wrong pronouns**

A person should always respect the pronoun that another individual uses to describe themselves.

Deliberately using the wrong pronouns, such as referring to a person as he or him when they know that the individual prefers to use they and them, is insulting and invalidates a person's individual choices.

- **Asking people their real name (Deadnaming)**

Asking a person their real name or their name at birth is offensive because it [insinuates that](#) their identity is invalid. This is known as deadnaming.

This invasion of privacy also presumes the right to know personal information about another person.

- **Asking personal questions about a person's body**

Asking a person whether they have had gender-affirming surgery or what genitals or other sex characteristics they have is highly inappropriate.