



In the knowledge that
we are loved, we are rooted
by our Christian values.

Brill Church of England School

TRANSGENDER POLICY

Policy Reviewed	Sep 2023
Policy Owner	L.White
Signed Headteacher	L.White
Review date	Sep 2024

The purpose of this policy is to explain Brill School's good practice in the field of Transgender consideration to support pupils and staff and minimize distress and disruption by:

- ensuring teachers and Governors are dealing with Transgender matters inclusively and sensitively
- providing an inclusive environment for any Transgender student
- ensuring all students are aware of and educated on issues of Transgender

Transgender Identity

A Transgender person feels that their external appearance (sex) does not match up with the way they feel internally about their gender identity. A Female to Male (F2M) person will have the external appearance or body of a female and identify their gender as male; a Male to Female (M2F) person will have the external appearance or body of a male and identify their gender as female.

The word Transgender is sometimes used interchangeably with the term gender-variant but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth. Children and students that experience or show gender variance may or may not be transsexual, as some will not retain their gender variance following puberty because gender variance can be fluid. Gender Dysphoria (or gender identity disorder) is a clinical condition that can present from as early as age 2 and can only be diagnosed by a medical and/or psychiatric expert. A person diagnosed with Gender Dysphoria may require treatment, e.g., hormone blockers (currently not available in the UK under the age of 16), to ameliorate the symptoms associated with being Transgender. A Transgender person may live their life without being or needing to be diagnosed as having Gender Dysphoria.

Diagnosis and treatment for young people is currently only possible through a specialist team from a Gender Identity Clinic (GID). It must be understood that some people with Gender Dysphoria may not want any treatment. Some may choose to be known by a different name or to wear different clothes. However, most or all young Transgender people (and their families) will need some expert support as they grow up and develop.

Legislation

The Human Rights Act 1998

The following Articles from The Human Rights Act 1998 support the rights and needs of Transgender people to live their lives in their true gender (the gender that a person feels they truly are inside).

- Article 8: right to respect for private life and family life
- Article 10: freedom of expression
- Article 14: the prohibition of discrimination

The Gender Recognition Act 2004

The Gender Recognition Act 2004 is concerned with the process by which a person can get a Gender Recognition Certificate and correct their original birth certificate to match their true gender. This can only occur after a person reaches 18 years of age but is something that many younger people may aspire to.

Equality Act 2010

The Equality Act 2010 provides protection from discrimination because of gender reassignment in schools. This means that it is unlawful for schools to treat pupils less

favourably because of their gender reassignment and that schools will have to factor in gender reassignment when considering their obligations under the new Equality Duty.

Gender reassignment is defined in the equality Act as applying to anyone who is undergoing, has undergone, or is proposing to undergo a process (or part of a process) of reassigning their sex by changing physiological or other attributes. This definition means that to be protected under the act, a pupil will not necessarily have to be undertaking a medical procedure to change their sex but must be taking steps to live in the opposite gender, or proposing to do so.

Ofsted School Inspection Framework 2012

The Framework for school inspection, September 2012 states that the inspection will focus on the needs of the pupils and parents by evaluating the extent to which schools provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

The Ofsted School Inspection Handbook also details how inspection will evaluate how well individual pupils benefit from the school and states it may be relevant to pay particular attention to those with protected characteristics, therefore including transgender pupils.

Under spiritual, moral, social, and cultural development Ofsted will look for evidence where pupils:

- Develop awareness and respect for diversity in relation to. For example, gender, race, religion and belief, sexual orientation, and disability
- Inspectors will also consider:
- Types, rates and patterns of bullying and the effectiveness of the school's actions to prevent and tackle all forms of bullying and harassment - this includes cyberbullying and prejudice-based bullying related to special educational needs, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

School Attendance

Brill School will make reasonable adjustments to accommodate absence requests for treatment and external sources in line with their absence policy. Sensitive care will be taken when recording the reason for absence.

Transphobia and Bullying

Brill School has a robust anti-bullying policy. In line with this policy, transphobia incidents will be recorded and dealt with in the same manner as other incidents that are motivated by prejudice, e.g., racist, or homophobic incidents. Opportunities will be taken through the curriculum and assemblies to challenge gender stereotypes and binary notions of gender to create safe learning environment

Training

To ensure all staff and Governors have the skills to deal with Transgender issues, Brill School will hold training sessions on topics such as:

- Safeguarding
- Confidentiality
- Gender Identity
- Tackling transphobia
- Relevant legislation

All topics will be covered during the Brill School INSET programme and will be revisited annually.

The Curriculum and teaching and learning

The issues connected to Transgender will be visited for all students during curriculum time during the PSHE programme. These issues will also be touched upon during other subjects. Teachers will take time to consider any approaches used which may have the impact of making trans children feel confused, excluded, or uncomfortable. For example, grouping children by gender may have this impact.

Physical Education

Sports and Physical Education is a key aspect of the national curriculum and the physical and mental well-being of young people. Physical Education develops student's competence and confidence to take part in a range of physical activities that become a central part of their lives, both in and out of school. A young Transgender person has the same right to Physical Education as other young people.

Regarding young Transgender people at school or college, there should be few, if any, issues regarding participation within the sports of their true gender. There may be sports where, as puberty develops, M2F Transgender participants may have a physical advantage over other girls but this should not present a problem within a carefully and sensitively managed lesson context.

In Brill school all children will have the support to take part in any activity alongside others of the gender with whom they identify.

Changing/Toilet Facilities

There is provision in Brill School for a unisex toilet. Transgender students will be able to use these facilities which have been labelled sensitively and appropriately. The use of changing room facilities will also be carefully considered. Activities for Transgender participants will be sensitive to their needs and recognise the needs and sensitivities of other students. When competing at another school or outside venue, school staff must ensure there is appropriate sensitive provision available.

School Uniform

Transgender children have the right to dress in a manner consistent with their gender identity. Transgender students will be expected to follow the School Uniform Policy, which covers uniform, make-up, and jewellery.

There is a broad range of uniform available for both genders (i.e., girls and boys can wear trousers and all students must wear a shirt and tie).

Name Changing

If a Transgender student wishes to have their preferred name recognised on school systems, this will be supported and will feed on to letters home, report cycles, bus pass information etc. Furthermore, the change of name and associated gender identity will be respected and accommodated by the school. It is a real indicator that the Transgender student is taking steps to, or proposing to move towards a gender they feel they wish to live in.

School Visits

Learning about diverse cultures and lives and taking part in activities may lead to overnight stays, both at home and abroad. Issues may arise for both young Transgender students and other students but this must not mean Transgender students cannot be included on the visit. Brill School will give consideration well in advance of any additional needs which may include having a parent or guardian (or member of staff) accompanying the visit to ensure the Transgender student is fully included.

The sleeping arrangements will be considered before a visit is undertaken; it is possible that the Transgender student would prefer to have a separate room etc. Each individual

case and visit needs to be considered separately and in-depth discussions will happen well in advance, with all appropriate bodies, linked to the accommodation available. With regards to a visit abroad, anyone can be searched at borders and other places. Different countries will have policies and procedures they will follow. Brill School will contact the relevant border control or agency in advance to ensure that any policy or risk assessment completed by the school is accurate for that visit.

GLOSSARY OF TERMS

- F2M - Female to Male, a person that was identified as Female at birth but came to feel that their true gender is Male.
- Gender - the way that a person feels about themselves in relation to their physical and mental self; the basis of their identifying as male, or female, or neither, or either, or both.
- Gender Dysphoria - the medical condition that describes the symptoms of being Transgender.
- Gender Identity Disorder - GID is a medical term describing being Transgender, this tends not to be used owing to the subtext around the word „disorder“.
- Gender Role - the social role/interaction with others, which gives expression to the inner gender identity and reinforces it.
- M2F - Male to Female, a person that was identified as Male at birth but came to feel that their true gender is female.
- Packing - a F2M person may wear a prosthetic item in their pants that will give a „bulge“ in their trousers to appear more male.
- Sex - the way a person's body appears, sometimes wrongly, to indicate their gender.
- Transgender - a person that feels the assigned gender and sex at birth conflicts with their true gender.
- Transsexual - a Transgender person who lives fulltime in their true gender.
- True Gender - the gender that a person truly feels they are inside.