

Sunning Hill Primary School



Transgender Policy

September 2023

Linked Documents: PSHE policy, anti-bullying policy.

Legislation: The Human Rights Act 1998, The Equality Act 2010, The Trans Gender Bill of Human Rights 2016.

Governing Body Review date: September 2026.

TRANSGENDER POLICY

Introduction

Sunning Hill aims to ensure a supportive, respectful environment for all members of our school and the wider community.

Gender is often an important part of an individual's identity and developing a positive sense of gender identity is part of growing up. However, gender identity is often complex and there is a spectrum of gender which is wider than just boy/man or girl/woman.

Practice to support any transgender pupils builds on best practice already in place to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations. This policy seeks to provide a broad overview of the needs of transgender pupils and their families.

Principles

In developing practice to support transgender pupils, we aim to follow these principles:

- Listen to the pupil, their parents, carers and siblings. Wherever possible follow their lead and preferences.
- No pupil should be made to feel that they are the ones who are causing problems or that they owe anything to their school in return for being treated with the equality they deserve and are legally entitled to.
- Avoid seeing the pupil as a problem and instead see an opportunity to challenge gender stereotypes and norms on a wider scale.
- Avoid where possible gender segregated activities and where this cannot be avoided; allow the pupil to access the activity that corresponds to their gender identity.
- Challenge bullying and discrimination.
- Promote positive attitudes to diversity and equality within activities relating to discrimination, hate crime, diversity, inclusion, SRE and PSHE.

Terminology and language

The correct terminology and language should be used and in order to do this there may need to be some training for staff to ensure clarity regarding the difference between sexual orientation and gender identity. For the matter of fairness and inclusion it is extremely important that the correct gender, name and pronouns are used correctly to address transgender pupils.

Names and pronoun change

Respecting a pupil's request to change name and pronoun is crucial in supporting and validating that pupil's identity. Some transgender pupils and young people may wish to change their name to make it in line with their chosen identity. Although they may not have changed their name legally, individuals have the right to choose the name by which they are known to by staff and fellow pupils. More information on changing names on birth certificates can be found at www.deedpoll.org.uk/CanABirthCertificateBeChanged.html

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Support/Early Help Process

It is important that any support offered to a transgender pupil starts with identifying their individual needs. It must be understood that some transgender pupils may not want any special treatment. Some may choose to be known by a different name or to wear different clothes. However, most transgender pupils (and their families) will need some expert/ specialist support as they grow up and develop.

A transgender pupil may benefit from an Early Help Assessment in line with Bolton Children's Safeguarding Board procedures to identify any additional needs arising from transgender issues. We would (with agreement and in consultation with the pupil and parent/carer) complete an Early Help Assessment to identify specific information that the pupil would like to be shared with those working with them to avoid them having to repeat themselves. When completing the assessment particular attention should be paid to the sections on emotional health and wellbeing, family and social relationships, and behaviour and an action plan put in place to address these issues and ensure the pupil has a robust support plan. The allocated Lead Professional should always be someone who knows and gets on well with the pupil.

Transgender pupils may have personal requests regarding a range of issues which will be discussed with the pupil and family as appropriate and all efforts will be made to meet these needs. These may include: Physical Education, changing facilities, swimming lessons, toilet facilities, school uniform etc.

Transphobia and Bullying

We have a robust anti-bullying policy in place. 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.

Confidentiality

Confidential information about pupils will not be shared with other parents. The following suggested suitable response for staff to offer should they be asked questions in relation to transgender issues:

"We value all our pupils and care for them, whatever their personal circumstances. Our main job is to give them a good education in a happy school environment. That is what we are focusing on, and we would ask everyone to respect the privacy of all our pupils."

Staff must know their duties and responsibilities around data protection so that they fully understand what information is protected, and when, how and to whom certain information can be released to.

This policy has been adapted from a policy provided by Bolton Safeguarding team.

Our school aims to support all families and the wider community. Any queries or concerns regarding individual policies will be considered on an individual basis.