



Transgender Policy

The purpose of this policy is to explain Christopher Whitehead Language College and Sixth Form's (CWLC&SF) good practice in relation to the transgender consideration in order to maximise the support to all students.

This will be done by:

- Ensuring that teachers and governors deal with all issues sensitively and inclusively.
- Ensuring that CWLC&SF provides an inclusive environment for all transgender students.
- Ensuring that issues of transgender are included in the curriculum at all levels so that students are educated and aware.

CWLC&SF will endeavour to follow these principles:

- To listen to the student, their parents/carers and siblings and, wherever possible, follow their lead and preferences.
- No student should be made to feel that they are causing problems.
- Avoid seeing the student as a "problem" and see the potential opportunity to enrich the school community and to challenge gender stereotypes.
- Avoid, wherever possible, gender segregated activities and where this cannot be avoided allow the student to access the activity that corresponds to their gender identity.
- Consistently challenge bullying and discrimination
- Promote positive attitudes to gender diversity by including trans issues within activities relating to discrimination, hate crime, diversity, inclusion and the values and ethics curriculum.

Transgender Identity

A transgender person feels that their external appearance 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. This is obviously reversed for male to female (M2F) people.

Gender Dysphoria (Gender Identity Disorder) is a clinical condition that can be present from as early as age 2 and can only be diagnosed by a medical or psychiatric expert. A person who has been diagnosed with Gender Dysphoria may require medication, e.g. hormone blockers, to assist the symptoms associated with being transgender.

Diagnosis and treatment for young people is currently only possible through a specialist team from the Tavistock and Portman Clinic in London. Some people may not wish to have treatment. Some may choose to be known by a different name or to wear clothes relevant to the gender they wish to identify as. Most transgender people, and also their families, will require additional expert advice as they grow up.

School Attendance

CWLC&SF will make reasonable adjustments to accommodate absence requests for any treatment or appointments in line with their attendance policy. Sensitive care will be taken when recording the reason for absence and confidentiality will be maintained at all times. Absence from school for appointments will be recorded as M.

Terminology and Language (Including Names and Pronoun changes)

It is good practice to focus on correct terminology and the use of language in school. In order to do this it may be necessary for there to be some education across the school around sexual orientation and gender so that staff and students have a clear understanding that sexual orientation and gender identity are two different things. CWLC&SF ensures that this is covered in the values and ethics curriculum at all levels.

Often transgender students choose a different first name for their new identity in line with their chosen gender. Although they may not have changed their name legally, individuals have the right to choose the name by which they would prefer to be known as. This will be logged on the school records system as **Preferred Forename**. It will be made clear that this will not be the name used on examination certificates unless changed legally and documentation is provided to school.

Some may wish to change the pronoun from 'he' to 'she' or vice versa. Others, for example a non-binary young person, may prefer a pronoun that doesn't relate to male or female gender, such as 'they'.

Once an examination result is accredited it will need to be linked with a Unique Pupil Number (UPN) which exists in the school census information submitted in January of the examination year. UPNs are only linked with legal names, not preferred names. CWLC&SF will ensure a strategy is agreed with the student and their parents or carers, preferably prior to starting GCSE courses.

It is recognised that it can be difficult for teachers and other students in school to get used to the change of name or gender if the student has not been known by that identity since the start of their school career. There may well be times when a mistake is made and this can be embarrassing for all parties. If there is a difficulty in 'getting it right', the use of the chosen forename will help overcome this.

It is important to listen to how a young person wants their name and pronoun shared, and with whom and to acknowledge when a mistake has been made.

Changing/Toilet Facilities

The use of changing room facilities will be carefully considered. The allocation of facilities for transgender students will be sensitive to their needs and, at the same time, consider the needs and sensitivities of other students. When competing at another school or outside venue, school staff will ensure there is appropriate provision available.

CWLC&SF has ensured that there are unisex toilets available; transgender students will be able to use these.

School Uniform

Transgender students will be expected to follow the school uniform policy, which addresses uniform, make-up, jewellery and hairstyles. There is a broad range of uniform available for both sexes; both male and female students can wear trousers. A trans young person may change the uniform they wear to school to reflect their gender identity.

Curriculum

Matters/concerns connected to transgender issues will be addressed with all students during the curriculum time within our values and ethics programme and during citizenship days. These issues will also be touched upon in other subjects, in line with our policy of raising awareness of LGBT issues.

Bullying and Transphobic abuse

Transphobic abuse, harassment and bullying (e.g. name calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour and intrusive questions) are serious disciplinary offences and will be dealt with under the appropriate procedure – see CWLC&SF's anti-bullying policy.

Physical Education

Sport and physical education is a key aspect of the national curriculum and helps address the physical and mental well-being of young people. Transgender people have equal right to physical education as other young people and the aim of CWLC&SF is to ensure that there are very few, if any, issues regarding participation relating to their true identity. Strategies will be put in place prior to the delivery of these lessons to support each transgender student in taking part in lessons which are appropriate to their gender. However, consideration should be made about the nature and the physicality of the sport, and whether a transgender person participating in full contact sports is appropriate, for example a F2M person taking part in rugby lessons. Staff will approach this sensitively and with care, especially when supporting a non-binary person.

School Visits

Learning about different cultures and lives and taking part in activities may lead to overnight stays, both at home and abroad. Issues may arise for both transgender students and other students, however this will not impact upon the participation of transgender students.

CWLC&SF will consider well in advance any additional needs to ensure the transgender student is fully included. Sleeping arrangements will be considered before a visit is undertaken and in full collaboration with the appropriate bodies and parents/carers. Each individual case and visit will be considered separately. Trips overseas may need more planning as some aspects may cause worry or concerns for the transgender student.

Vaccinations

Any gender specific vaccinations will be carried out at the GP surgery, if requested, to eliminate any embarrassment.

Media Interest

Confidential information about students will not be shared with other parents. Staff will not engage with the press over this issue without seeking advice of the headteacher. Staff know their duties and responsibilities around data protection so that they fully understand why information is protected.

Confidentiality

CWLC&SF recognises that all people have the right to privacy. This includes the right to keep students' trans status or gender at school private. Information about a child, young person or staff member's trans status, legal name or gender is also recognised as confidential information. School staff will not disclose information that may reveal a child or young person's transgender status or gender to others, including parents/carers and other members of the school community unless legally required to do so or because the child or parent/carer has given permission for them to do so. Staff need to be careful about discussing the transgender child beyond the confines of the school.

Trans children and staff have the right to discuss and express their gender identity openly and to decide when, with whom, and how much information to share.

GLOSSARY OF TERMS

- Binding – a F2M trans person may strap down their chest so that it is less obvious. This can be hot, uncomfortable and restrictive but very important to their psychological and emotional wellbeing. It might make certain PE lessons difficult for them to participate in and can sometimes lead to breathing difficulties, skeletal problems and fainting.
- F2M – female to male, a person that was identified as female at birth but came to feel that their true gender is male.
- M2F – male to female, a person that was identified as male at birth but came to feel that their true gender was female.
- Gender – the way that a person feels about themselves in relation to their physical and mental self; the basis of their identifying as male, female, neither, either or both.
- Gender Dysphoria – the medical condition that describes the symptoms of being transgender.
- Sex – the way a person's body appears, sometimes wrongly, to indicate their gender.
- Transgender – a person 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 feels they are inside.