

Gender Identity Policy

Ralph Thoresby School is committed to ensuring equal opportunities, attitudes and behaviour of all its employees, students and the wider community, regardless of gender. Ralph Thoresby School will not tolerate harassment or ill treatment of people based on their gender or transgender status. We have a responsibility to ensure that our staff and students are educated on gender identities, this includes the use of correct terminology and challenging gender stereotypes.

Please see appendix one for definitions of terms used in this document.

Legislation

Ralph Thoresby School are committed to upholding the law. Under The Equality Act 2010 we ensure legal protection against discrimination for all under the nine protected characteristics defined in the legislation. Gender Reassignment (often known as transgender) is one of these. The act applies to employment, education and a range of other areas. The Equality Act states that a person is considered transgender if they are currently undergoing, thinking about it or has undergone a process for the purpose of reassigning their sex. This relates to the social transition (e.g. name change and pronoun changes) as well as medical transition. Young people are protected under the Equality Act 2010 as soon as they identify as being transgender.

Purpose of Policy

The purpose of this policy is to work alongside our Equality Policy but to further ensure the equality of transgender people. This guidance is also aimed at supporting, informing, protecting and enabling students to question their gender identity in a safe and non-judgemental surrounding. Below are considerations that school will take to ensure transgender young people are supported at Ralph Thoresby School. All consideration will be fully discussed with each young person and an agreed action plan will be drawn up.

Toilets, changing facilities and PE

Trans young people have the legal right to use the toilets of their acquired (authentic) gender. The school have a gender-neutral toilet that can be used by any student.

A trans student can take PE with other students of the same gender if they prefer to do so. Separate changing facilities can be provided if they do not feel comfortable in either the male or female changing rooms.

Pronoun changes

A young person may wish to change the pronouns (he/she/they) by which they are referred. This will be supported by Ralph Thoresby School and communicated to all staff members and registers/records will be changed accordingly. We will consult with the young person to see if they would like this to be shared with other pupils within school. If a trans young person starts school having already transitioned their chosen name and preferred pronouns will be used throughout.

Exams

A young person would need to have a Deed Poll to change their name on an exam certificate. The name used for examination needs to be the same as other legal documentation such as a birth certificate or passport unless a Deed Poll has been obtained. Young people over the age of 16 can acquire a Deed Poll without parental consent. Prior to starting GCSE courses, we will endeavour to

meet with the trans young person to discuss strategies which can then be agreed with Examination Boards. We can offer guidance and support to a student wishing to change their name after examination. Whilst names can be changed through a deed poll, gender is linked to the gender on a birth certificate, which can only be changed using a Gender Recognition certificate. This means that whilst exam boards may be able to enter a pupil under a specific name, their gender will remain linked to the gender on their birth certificate.

Residential trips

All students have equal rights to trips. All residential trips will be discussed on a case by case basis.

Uniform

Ralph Thoresby School are in the process of making the school uniform policy gender neutral. Until this time, students have the right to wear the uniform of their acquired gender.

Single Sex classes

Under the Equality Act, pupils have the right to attend the single sex class of the gender by which they identify. The curriculum at Ralph Thoresby School is inclusive and we endeavour to make all classes mixed gender. In PE, lessons are split by gender, a trans young person can attend the group they feel most comfortable in. We also recognise that a young person who identifies as non-binary, or gender fluid, may not identify with either gender or move between them, therefore a discussion will be held with the young person. In order to ensure consistency within lessons and curriculum it may not be feasible to allow a gender fluid young person to keep switching classes. As mentioned above we would hold a sensitive discussion with the young person to decide which class they attend moving forward. In some cases we may need to create groups (other than in PE) that are gendered due to a disproportionate gender split in year groups. We will discuss this with the trans young person and make changes if necessary.

Supporting staff members

Ralph Thoresby School are committed to supporting all young people in its care as well as staff members. Staff members and visitors to the school who are trans will be fully supported and consulted on how they wish the school to respond to issues that may arise.

Gender stereotyping

The school actively discourages gender stereotyping or the use of gender norms in any form. The school will tackle stereotypes as they arise. This will benefit all students regardless of gender or gender identity.

Dealing with prejudice

Please see appendix 1

Our Citizenship curriculum is designed to raise awareness around transgender issues.

There is a zero-tolerance policy to bullying at Ralph Thoresby School. An instance of transphobic bullying will be dealt with like any other type of bullying and recorded on our system as this. Please refer to the anti-bullying policy as to how these are recorded.

Support

Whilst we are aware that being trans doesn't mean a young person needs support, we will offer support if a student requires this. We will also ensure that transgender awareness is visible throughout school and the curriculum. This will be through the Barnardo's Equality Ambassadors in school and throughout our current affairs and Citizenship provision. The school can also refer students to mental health services and will support students who have concurrent mental health issues. The school can also offer support to trans young people with regards to coming out to parents and peers.

Confidentiality

The students' right to privacy and confidentiality will be respected at all times unless it is determined that there is an associated safeguarding concern. In this case the safeguarding policy will be followed. If a student is at risk, then the school have a duty to inform the parents and potentially other agencies/staff. However, they can do so without disclosing the student is transgender if that is what the student has requested.

Contact

If you require further information on how Ralph Thoresby School are committed to making our school a Trans inclusive school, please contact Mark Hancock (mhancock@ralphthoresby.com) or Chloe Bell (cbell@ralphthoresby.com)

Appendix

Appendix 1: Trans Inclusion Schools Toolkit 7.4 Working with Parents and carers

<https://www.theproudtrust.org/resources/research-and-guidance-by-other-organisations/trans-inclusion-schools-toolkit/>

Appendix 2:

Terms used:

Sex: Either of the two main categories (male and female) into which humans and most other living things are divided on the basis of their reproductive functions.

Gender: Either of the two sexes (male and female), especially when considered with reference to social and cultural differences rather than biological ones.

Gender fluid: denoting or relating to a person who does not identify themselves as having a fixed gender.

Transgender: An adjective describing someone who was assigned one gender at birth but identifies as the other gender.

Trans: An umbrella term encompassing all people who identify as transgender or non-binary.

Cisgender: An adjective to describe someone who identifies as the same gender they were assigned at birth.

Non-binary: Does not identify exclusively as one of the binary genders (male or female).

Transition: The process of becoming one's authentic gender. It can involve a change of name, altering how someone presents themselves, hormone blockers, cross hormones (in over 16s) and surgery (adults only, not applicable to school students). A Trans person is Trans no matter how many or few of these changes they make, and they are still protected by law.