

Guidelines for the inclusion of trans-gender and gender-neutral students and staff

Rationale

At Malmesbury School we strive to ensure that everyone in our school community feels safe and happy. As a fully inclusive school we believe that everyone has the right to access the range of opportunities available to them at school.

The Equalities Act of 2010 protects the characteristic of gender transition and makes it clear that schools have a “due regard to”:

- “eliminate discrimination, harassment and victimisation”
- “advance equality of opportunity”
- “foster good relations between persons who share a relevant protected characteristic and persons who do not share it”

We therefore have a duty to make ‘reasonable adjustments’ to ensure that trans students and staff feel fully included and supported at school.

Guidelines

Confidentiality

A disclosure about being trans gender is not a safe-guarding issue in itself and does not need an automatic referral to the Designated Safeguarding Lead. A referral becomes necessary if there are other safeguarding issues such as mental health issues or deliberate self-harm linked to a trans student’s gender identity.

Consultation

Trans people should be openly consulted about the adjustments or practices that we may have to put into place for an individual. Parental involvement and consultation is also to be sought. The school recognises that all individual cases of gender identity are unique and will strive to do what is right for an individual young person, taking into account all the factors that may impact upon their life in school.

Communication

In consultation with the student or member of staff, the school will make a decision about what to communicate to other members of staff regarding gender identity.

Pronouns

The school will respect the wishes of an individual to be referred to by a neutral or self-identified gender pronoun. For example a student may prefer for others to use the pronoun ‘they’ or ‘them’ instead of a gendered she or he. E.g. They are in Year 9 and it is up to them to decide on their GCSE subjects this year.

Name changes

The school will respect the wishes of an individual to change their name. The school will however be required to use a legal name on any official documentation such as exam certificates.

Education

The school will educate staff, students and governors about what it means to be trans gender or gender neutral through the use of assemblies, the ilearn programme, governor’s meetings and staff training.

Bullying

In line with the school's bullying policy, we will record and log any incidents of trans phobic bullying or language.

School Trips

Staff are encouraged when booking residential trips to seek accommodation that can be flexible and inclusive in order to meet the needs of all students. Wherever possible, options should be available to a trans student so that they can make a choice regarding the accommodation.

Physical Education

A student has the right to be included in the lessons of their self-identified gender wherever this is possible or feasible. In consultation with the student and the PE team, , the school will make decisions about sport based on the individual circumstances of a student.

Single – gender facilities

The school will allow the trans student or member of staff to make the choice about which facilities to use. There is a designated gender neutral toilet available to all students should this be a person's choice.

Uniform

The school has a gender neutral uniform policy.

Support

The school will support any student or member of staff with their gender identity and provide information about where specific support – websites, books and groups- can be found regarding gender identity.