

# CAMBRIDGE HOUSE GRAMMAR SCHOOL

## TRANSGENDER POLICY

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 transgender children is embedded across school policies and curriculum and build 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 children and their families.

### **Principles:**

In developing practice to support transgender pupils, schools should try to follow these principles:

1. Listen to the child, their parents, carers and siblings. Wherever possible follow their lead and preferences.
2. No child 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 are legally entitled to have.
3. Avoid seeing the child as a problem and instead see an opportunity to enrich the school community and to challenge gender stereotypes and norms on a wider scale.
4. Avoid where possible gender segregated activities and where this cannot be avoided; allow the child to access the activity that corresponds to their gender identity.
5. Challenge bullying and discrimination.
6. Promote positive attitudes to gender diversity by including transgender issues within activities relating to discrimination, hate crime, diversity and inclusion.

### **Early Support Process**

It is important that any support offered to a transgender child or young person starts with identifying their individual needs. It must be understood that some transgender people 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/specialist support as they grow up and develop.

### **Terminology and Language**

The correct terminology and language should be used and in order to do this there may need to be some education in lessons around sexual orientation and gender so that staff and pupils have a clear understanding that sexual orientation and gender identity are two completely different things. 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 child or young person's request to change name and pronoun is crucial in supporting and validating that young person's identity. Some transgender children 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.

## **School Attendance**

Cambridge House Grammar School will make reasonable adjustment to accommodate absence requests for any treatment or appointments with external sources in line with their absence policy. It is possible that the young person may be accessing support from outside of school so provision must be made in order for the student to be absent from school but confidentiality must be maintained at all times when complying with absence procedures. Sensitive care will be taken when recording the reason for absence. The young person may need time off for a medical appointment and it should be recorded as an M code rather than being off sick.

## **School Photos**

Transgender children may feel fine with having their photograph taken at school but steps must be taken to ensure that these images do not reveal any confidential information. Cambridge House Grammar School will always seek parental/guardian permission to publish photos in line with the school policy.

## **Transphobia and Bullying**

Cambridge House Grammar 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.

## **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 pupil'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. With regard to young transgender people at school, there should be reasonably few, if any, issues regarding participation within the sports of their true gender.

There may be sports where, as puberty develops, male to female (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. The issue of physical risk within certain sports should also be managed properly within the lesson context rather than preventing young transgender people from participating.

If a pupil is binding their chest, they should be monitored carefully during particularly physical activities and in hot weather. There is a chance that the binding could cause discomfort or even impair breathing.

It may be that due to the nature of contact and physicality of sports such as rugby, the school would consider whether a transgender person participating at full contact lessons is appropriate towards the latter stages of puberty.

## **Changing Room Facilities**

The use of changing room facilities will also be carefully considered. Facilities for transgender pupils will be sensitive to their needs and also 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.

## **Swimming Lessons**

The pupil should be given the choice as to whether they wish to partake in swimming lessons or not. If the transgender pupil wishes to partake in swimming lessons then a risk assessment of the changing facilities should be completed. There must be careful consideration, in consultation with the pupil and in line with the

health and safety policy of the leisure centre or swimming pools health and safety procedures. For example, it may be against health and safety regulations to wear a t-shirt in the swimming pool and therefore would be more appropriate for a F2M pupil to wear an all in one wetsuit or similar.

### **Toilet Facilities**

There is provision in Cambridge House Grammar School for unisex toilets. Transgender pupils will be able to use these facilities which have been labelled sensitively and appropriately.

### **School Uniform**

Transgender students will be expected to follow the School Uniform Policy, which covers uniform, make-up, jewellery and hairstyles.

### **Residential Trips**

Careful consideration and appropriate preparation will be made, where a transgender pupil is taking part in a residential trip.

The sleeping arrangements will need to be thought about carefully before the trip takes place.

Risk assessments should be carried out prior to residential trips so that reasonable adjustments can be made to allow the pupil to participate.

### **Work Experience**

Where Cambridge House Grammar School is considering a work experience placement, the school will complete a suitable assessment on the potential placement to establish if there is any risk to the young Transgender person, taking account of the young transgender person's right to privacy – as a general principle, personal information on the young transgender person must not be shared.

### **Vaccinations**

Cambridge House Grammar School will allow any gender specific vaccinations to be carried out at the GP's surgery in order to eliminate any embarrassment.

### **Media Interest**

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."*

School will not engage with the press over this issue without seeking the advice of the EA press officer.

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

### **Confidentiality**

All people have a right to privacy. This includes the right to keep private one's transgender status or gender non-conforming presentation at school. Information about a child, young person or staff member's transgender status, legal name, or gender assigned at birth also constitutes confidential medical information. School staff should not disclose information that may reveal a child or young person's transgender status or gender non-conforming presentation to others, including parents/guardians and other members of the school community

unless legally required to do so or because the child or parent/guardian has given permission for them to do so. Staff need to be careful about discussing the transgender child beyond the confines of the school.

Transgender children and staff have the right to discuss and express their gender identity openly. When contacting the parent/guardian of a transgender child or young person, school personnel should use the child or young person's legal name and the pronoun corresponding to their gender assigned at birth unless the child, young person, parent/guardian has specified otherwise.