PRENTON HIGH SCHOOL FOR GIRLS

TRANSGENDER POLICY

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STATEMENT OF INTENT

Prenton High School is committed to developing a culture and whole school environment that celebrates difference and diversity; an environment in which all young people can see themselves reflected and valued. We work to ensure the curriculum provides opportunities to challenge stereotypes, including those based on gender, and avoids making assumptions about sex, gender, gender identity and sexual orientation. Prenton High School is continually developing systems and processes which support vulnerable young people and build positive relationships with parents, carers and students that listen and respond to individual needs and preferences.

The purpose of this transgender policy is to develop a whole school approach which supports, informs, protects and enables students questioning their gender identity to achieve qualification whilst in education.

We aim to minimise distress and disruption to all students by:

- acknowledging that there will be trans*people within the school community as parents, carers, staff, Governors and young people, and that they will positively enrich the school community;
- ensuring teachers and Governors are dealing with transgender matters inclusively and sensitively;
- providing an inclusive environment for any transgender student;
- ensuring all students are aware of and educated on issues of transgender; and
- involving parents and carers in all aspects of the plan to support their child, signposting them to relevant support groups and information leaflets.

DEFINITION

Transgender Identity

A transgender person feels that their external appearance (sex) 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; a Male to Female (M2F) person will have the external appearance or body of a male and identify their gender as female.

The word transgender is sometimes used interchangeably with the term gender-variant but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth. Children and students that experience or show gender variance may or may not be transsexual, as some will not retain their gender variance following puberty because gender can be fluid.

Gender Dysphoria (or Gender Identity Disorder) is a clinical condition that can present from as early as age 2 and can only be diagnosed by a medical and/or psychiatric expert. A person diagnosed with Gender Dysphoria may require treatment, e.g. hormone blockers (currently not available in the UK under the age of 16), to ameliorate the symptoms associated with being Transgender. A Transgender person may live their life without being or needing to be diagnosed as having Gender Dysphoria.

Some young people may choose to be known by a gender-neutral name or to wear different clothes. However, most or all young trans people (and their families) will need some support or information as they grow up and develop.

A glossary of terms is included at the end of this policy.

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LEGAL FRAMEWORK

This policy will have consideration for, and be in compliance with, the following legislation and statutory guidance:

DATA PROTECTION ACT 1998 (UK)/GDPR 2018

Information about a person's transgender status is considered 'sensitive personal data` and is subject to tighter controls than other personal data. Explicit consent is required before it can be processed.

THE HUMAN RIGHTS ACT 1988

The following articles from The Human Rights Act 1998 support the rights and needs of Transgender people to live their lives in their true gender:

- Article 8: right to respect for private life and family life;
- Article 10: freedom of expression; and
- Article 14: the prohibition of discrimination.

(See resources section of this policy for further information).

THE GENDER RECOGNITION ACT 2004

The Gender Recognition Act 2004 is mainly concerned with the process by which a person can get a Gender Recognition Certificate, and correct their original birth certificate to match their true gender. This can only occur after a person reaches 18 years of age, but is something that many young people may aspire to do.

(See resources section of this policy for further information).

THE EQUALITY ACT 2010 (GREAT BRITAIN)

The Equality Act 2010 ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics defined in the Act, one of which is Gender Reassignment (also known as Transgender).

Part 6 of the Equality Act 2010 makes it clear that the Act specifically refers to Schools and young people. (See resources section of this policy for more information).

The Equality Act 2010 (2:1:7) states that:

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

The act applies to employment, education and a range of other areas where discrimination may take place. To be protected under the Act, a student will not necessarily have to be undergoing a medical procedure to change their sex, but they must be taking steps to live in the opposite gender, or be proposing to do so.

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SEX DISCRIMINATION (GENDER REASSIGNMENT) REGULATIONS 1999

- Individuals who intend to undergo, are undergoing or have undergone gender reassignment are protected from discrimination in work, school and vocational training (including higher education study).
- Less favourable treatment relating to absences arising from gender reassignment is unlawful if:
  - The treatment is less favourable than if it had been due to sickness or injury
  - The treatment is less favourable than if it had been due to some other cause and, having regard to the circumstances of the case, it is reasonable not to be treated less favourably.
- Less favourable treatment includes the arrangements relating to terms and conditions or arrangements under which employment, education or vocational training is offered.

DISCRIMINATION

As stated, The Equality Act 2010 ensures legal protection against discrimination in employment, education, the provision of services and the delivery of public functions, in relation to nine protected characteristics defined in the Act, one of which is Gender Reassignment.

The legislation states that a school must not discriminate against a student because of their transgender status. Discrimination can be direct or indirect. Indirect discrimination occurs when a provision, criterion or practice applies to everyone but puts a person with a protected characteristic at a disadvantage, and it cannot be justified as a proportionate means of a legitimate aim. An example may be an inflexible school uniform rule which offers no "unisex" options, such as trousers for girls, and which would therefore create a difficulty for a F2M student.

The Public-Sector Equality Duty (PSED), at section 149 of the Equality Act 2010, requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies – including schools – when carrying out their activities to have due regard to the need to:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations between different people.

The duty for schools applies to all protected characteristics except age.

The School's Governing body has a responsibility to ensure that the school is complying with its requirements under the Equality Act.

ROLES AND RESPONSIBILITIES

Our school will support all students in the following ways:

School Attendance

Prenton High School will make reasonable adjustments to accommodate absence requests for treatment and support from external sources in line with the absence policy. Care will be taken to accurately and sensitively record the reason for the absence e.g. the student may need time off for a medical appointment which does not merit being recorded as sick.

Transphobia and Bullying

Prenton High School has a robust anti-bullying policy which is published on the school's website. 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.

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Staff Training

Prenton High School will focus on correct terminology and the use of language in school. Further information and training will be given to ensure all staff and Governors have the skills to deal with transgender issues. Prenton High School will hold training sessions on topics such as:

- Safeguarding;
- Confidentiality;
- Gender Identity;
- Correct terminology and use of language;
- Tackling transphobia; and
- Relevant legislation.

As a matter of fairness, respect and inclusion, we will ensure that the correct gender, name and pronouns are used uniformly to address trans* people.

We will engage parents, carers and students in listening and responding to individual needs and preferences

The Curriculum

The school environment, curriculum, Learning for Life, assembly and form time will be used to explore issues of gender, gender identity and transphobia, and to make visible and celebrate trans* people.

Further information and training will be given to support staff in approaching work connected to gender, gender identity and transphobia. (Lesson resources on the School's Out `Classroom` website may be useful to staff and are detailed in the resources section of this policy).

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 students' 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.

Regarding transgender students at school, there should be reasonably few, if any, issues regarding participation within the sports of their true gender. However, a female to male adolescent who is developing breasts may strap down their chest so it is less obvious (binding). This can be very hot, uncomfortable and restrictive, but very important to psychological and emotional wellbeing. Prenton High School recognise that this may make certain PE lessons difficult to participate in and suitable adjustments will be made as necessary.

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

Use of Toilets/Changing Facilities

At Prenton High School there is provision for unisex toilets. Transgender students will be able to use these facilities.

School Uniform

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

There is a general broad range of uniform available, for example, students can wear trousers, or shorts for PE, and all students must wear a school blazer and shirt/blouse.

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Name Changing and Exam Certification

If a transgender student wishes to have their preferred name recognised on school systems, this will be supported and will feed on to letters home, report cycles etc. Furthermore, the change in name and associated gender identity will be respected and accommodated by the school. It is a real indicator that the transgender student is taking steps to, or proposing to move towards a gender they feel they wish to live in.

Regarding schools recording this data, section 4.2.7 of the `School census 2014 to 2015 (2015) Department of Education guidance indicates that the gender of a pupil is recorded in the format of male or female. However, "in exceptional circumstances, a school may be unsure as to which gender should be recorded for a particular student. Where this occurs, gender is recorded according to the wishes of the student and/or parent/carer". This can be found at:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/396890/2014_to_2015_School_Census_Guide_V_1_9.pdf

It remains open for the school to amend the gender of any student within their own information systems, at any time, and the DfE does not specify that this indicator must remain static within any technical requirement.

Technically, students can be entered under any name with an Examination Board. However, it is a very complex matter. Once a result is accredited it will need to be linked with a Unique Pupil Number (UPN) or Unique Learner Number (ULN) which existed in the school census information submitted in January of the examination year. UPNs and ULNs are only linked with legal names, not preferred name, but any young person finding themselves in this position should discuss this issue with Prenton High School and parents or carers to ensure the best way forward.

Prenton High School will ensure a strategy is agreed with the student and their parents or carers, then agreed with the various Examination Boards prior to starting GCSE courses as some examinations may be sat in year 10 and the process of re-registering may take some time. Prenton High School are aware that the DfE analysis of school performance may still present the student in the gender registered by their UPN.

It is possible for any document to be changed to reflect the chosen name of the young person. However, changing the gender recorded on a birth certificate is not possible until a Gender Recognition Certificate has been issued. To change a name on other official documents, such as a passport, it might be necessary for evidence of change of name to be produced. There are two main ways in which this can be done: by deed poll or statutory declaration.

Government advice can be found at: www.gov.uk/change-name-deed-poll/overview

The Citizens Advice Bureau and other Transgender support organisation will also have information on this subject.

A person under 16 years of age cannot change their name legally without the consent of a parent and simply changing name does not change a legal gender identity.

Vaccinations

Prenton High School will allow any gender specific vaccinations to be carried out at the GPs surgery to avoid the student feeling compromised.

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, but this must not mean transgender students cannot be included on the visit.

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Prenton High School will give consideration well in advance of any additional needs which may include having a parent or carer (or member of staff) accompanying the visit to ensure the transgender student is fully included.

The sleeping arrangements will be considered before a visit is undertaken; it is possible that the transgender student would prefer a separate room etc. Each individual case and visit needs to be considered separately and in-depth discussions will happen well in advance, with all appropriate bodies, linked to the accommodation available.

With regards to a visit abroad, anyone can be searched at borders and other places. Different countries will have policies and procedures they will follow. Prenton High School will contact the relevant border control agency in advance to ensure that any policy or risk assessment completed by the school includes trans* students and is accurate for that visit.

There are countries that are not as legally and culturally open as the UK. In fact, some have laws that make it illegal to be part of the transgender community. Some countries even make it an offence not to report it to the authorities that someone is part of the transgender community. Prenton High School will consider and investigate the laws regarding transgender communities in any country considered for a school visit.

The International Lesbian and Gay Association (ILGA) have more information on their website about countries that pose a risk to trans* individuals.

In relation to passports, the passport office has a confidential service for people that are trans and more advice can be found at:

https:/www.gov.uk/government/publications/applying-for-a-passport-information-for transgender-and-transsexual-customers

The degree of participation in physical activities that a trans*person feels comfortable with should also be discussed prior to any residential trip. For example, young trans*men who are binding their breasts can often experience a great degree of discomfort when participating in activities such as climbing or canoeing. Where a trans*young person feels that they do not want to or cannot participate, alternative arrangements should be made to allow for these students to participate in a more appropriate activity.

Prenton High School will ensure that any risks identified from any assessment should be managed so that any reasonable adjustments can be considered to facilitate the participation of trans students.

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CHANGE OF NAME PROCEDURE

Student Name: Student to be known as:

Year Group: Start date:

Year Leader: Designated Key Worker:

		Date completed:
Receive request for change of name		
Head of Student Services informs SLT of request and changes agreed.		
Year Leader/ Head of Student Services meet with parents/carers and student to explain the procedure regarding registers, exam certificates, PE, Changing and toilet facilities, trips, uniform and immunisations. A support plan will be agreed to ensure the young person can reach their potential in every aspect of their education. Family to be given a support pack detailing appropriate support groups/information.		
Examination Officer/Attendance Manager/Student Services to be informed to make necessary changes to SIMS.		
Year Leader/Head of Student Services to speak with PE teacher to confirm different changing arrangements/adjustments for PE lessons.		
Head of Student Services to meet with relevant staff to inform them of change of name and any other relevant information.		
Year Leader/Head of Student Services to arrange for replacement lunch card and ICT log-in details.		
Year Leader/Head of Student Services to make any additional arrangements as required for vulnerable students or those with SEND.		
Year Leader to contact home to confirm that changes have been made.		
Year Leader to organise weekly or as necessary for a welfare check – phone call home as required.		
Year Leader to meet after a full half term has been completed and make a phone call home.		
Head of Student Services to meet with student at the end of a full term and make phone call home		

Year Leader to monitor ongoing progress and Student Services to check correspondence being sent home is addressed appropriately.

NOTE: If specific issues arise, or there are any concerns then normal procedures will apply regarding seeing the student or contacting home.

Please attach to student's Arbor and CPOMS files once completed.

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GLOSSARY OF TERMS

Binding – a F2M adolescent that is developing breasts 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 could 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 actually male.

Gender – the way that a person fells about themselves in relation to their physical and mental self; the basis of their identifying as male, or female, or neither, or either, or both.

Gender Dysphoria – the medical condition that describes the symptoms of being transgender.

Gender Identity Disorder – GID is a medical term describing being transgender, this tends not to be used owing to the subtext around the word 'disorder'.

Gender Recognition Certificate – an official document presented by a Gender Recognition Panel that enables all official documents and records (including birth certificate) to be amended to the true gender of the individual thereby providing full legal recognition.

Gender Role – the social role/interaction with others, which gives expression to the inner gender identity and reinforces it.

M2F – male to female, a person that was identified as male at birth but came to feel that their true gender is actually female.

Packing – a F2M person may wear a prosthetic item in their pants that will give a 'bulge' in their trousers so as to appear more male.

Sex – the way a person's body appears, sometimes wrongly, to indicate their gender.

Transgender – a person that 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 truly feels they are inside.

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EXTERNAL SUPPORT AND RESOURCES

	Agency	Weblinks	Services Provided
	Brook	www.brook.org.uk	National charity that offers both clinical sexual health services and education & wellbeing services for young people.
	New Horizons	katrinamaxwell@wirral.gov.uk	LGBT+ group running weekly on Teams, providing a safe space, support, issue-based workshops. As well fun for LGBTQ young people ages 13-19. There are also monthly sessions for people ages 8-12 plus parent/carer.
	The Laurels Gender Clinic	https://www.dpt.nhs.uk/our-services/gender-identity	Offering ongoing support to people with Gender Identity Issues through the NHS
	Schools Out	www.schools-out.org.uk	There are lesson plans items about LGBT History Month (February), Transphobic Bullying and info for teachers.
	Gendered Intelligence	www.genderedintelligence.co.uk	A community interest company that delivers arts programmes, creative workshops, mentoring, training and youth group sessions to Transyouth (under the age of 25)
	Gender Identity Research and Education Society	www.gires.org.uk	National body that examines the science around gender and transgender individuals produces a wide range of resources for schools and other public bodies, including a toolkit on combating Transphobic bullying and an e-learning package.
	Mermaids	www.mermaidsuk.org.uk	National charity that connects and supports young Trans people and their families
	The Tavistock and Portman Clinic	www.tavistockandportman.nhs.uk	For children and young people (up to the age of 18) and their families experiencing difficulties in the development of their gender identity including children unhappy with their biological sex.
	LGBT Consortium	www.lgbtconsortium.org.uk	We are a national membership organisation focusing on the development and support of LGBT groups, projects and organisations so they can deliver direct services and campaign for individual rights. Provide a directory of agencies across the UK.
	The Beaumont Society	www.beaumontsociety.org.uk	National society that supports mainly M2F trans people and their families
	International Lesbian and Gay Association	www.ilga.org	Information on international LGB&T issues.

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RESOURCES LINKS AND GUIDANCE

The external links, books & DVD's are not an exhaustive list of resources that are available to support young Trans people. They are merely a guide to the range of resources available and should at all times be assessed and screened for their appropriateness and validity.

It should be noted that the content of external websites and other resources sometimes vary over time. Therefore the content of these resources may need checking periodically to ensure that they are current and remain suitable.

Department for Education – Equality Act For School	www.education.goc.uk.schools/pupil/support/inclusionand learnersupport
NHS Livewell, Transhealth	www.nhs.uk/livewell/transhealth/documents/livingmylife.pdf
Equality & Human Rights Commission	www.equalityhumanrights.com
Gender Recognition Certificate	www.gove.uk/apply-gender-recognition-certificate/changing-you-gender
LGBT Collective	www.lgbtcollective.org.uk
Human Rights Article List	www.legislation.gov.uk/ukpga/1998/42/schedule/1
Transgender Wikipedia Page	http://en.wikipedia.org/wiki/transgender#transgender_people_in_non_Western_Cultures
Equalities Act 2010 (Part 6 Education)	www.legislation.go.uk/ukpga/2010/15/part/6
Gires Trans Wiki	www.gires.org.uk/tranzwiki/index.php/Main_Page
AQA Education Board	http://web.aqa.org.uk
Useful DVD List (Wikipedia)	http://en.wikipedia.org/wiki/List_of_transgender_characters_in_film_and_television
Useful Book List (Wikipedia)	http://en.wikipedia.org/wiki/List_of_books_featuring_transgender_persons
True Vision Online Crime Reporting	www.report-it.org.uk
Ofqual	www.gov.uk/government/organisations/ofqual

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USEFUL BOOKS

Author	**Title**
Dawson, Juno	This Book is Gay
Dawson, Juno	What Is Gender? How Does It Define Us? And Other Big Questions for Kids
Andrews, Arin	Some Assembly Required: The Not-So-Secret Life of a Transgender Teen
Kuklin, Susan	Beyond Magenta: Transgender Teens Speak Out
Dawson, Juno	What's the T?
Stanborough, Rebecca	He, She, They, Them: Understanding Gender Identity
Ellis, Rowan	Here and Queer: A Queer Girl's Guide to Life
Alex Burke	Trans Mission: My Quest To A Beard
Lame, Amy	From Prejudice to Pride
Caldwell, Stella	Have Pride
Prager, Sarah	Queer, There and Everywhere
NOVELS	
Walliams, David	The Boy in the Dress
Williamson, Lisa	The Art of Being Normal
Girard, M-E	Girl Mans Up
Russo, Meredith	If I was Your Girl
Russo, Meredith	Birthday
Dawson, Juno	Proud
Peters, Julie Anne	Luna
Beam, Cris	I am J
Lester, George	Boy Queen
Kacen Calender	Felix Ever After
Fitzsimons, Isaac	The Passing Playbook
Green, Simon James	Gay Club
Gino, Alex	George
Levithan, David	Every Day

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