



**Churchdown School Academy**  
ACHIEVING SUCCESS FOR ALL

## **Transgender Policy**

### **Churchdown School Mission Statement**

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one, where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by the values of integrity, resilience, respect, ambition and tolerance. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

### **Aims**

Churchdown School will ensure that all pupils are respected and supported, as they grow and develop, along with any changes they will experience as they progress through their teenage years and into adulthood.

We aim to support all young people in terms of the way a person self-identifies with their gender identity – i.e. a young person's inner sense of self.

This policy seeks to ensure that all transgender pupils are encouraged at Churchdown School to enable them reach their full academic potential by explaining and outlining the school's approach to inclusion.

All efforts will be made to minimise any potential distress and disruption to students by:

- ensuring teachers and Governors deal 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.

### **Gender Identity & Transgender Identity**

Gender identity is described as the personal experience of one's own gender and sense of self. Gender identity can correlate with assigned sex at birth, or can differ from it completely. All societies have a set of gender categories that can serve as the basis of a person's social identity in relation to other members of society. Some people do not identify with some (or all) of the aspects of gender that are assigned to their biological sex.

Gender identity and sexual orientation are not the same. Sexual orientation refers to an individual's physical, romantic, and/or emotional attraction to another person, whereas gender identity refers to one's internal sense of being masculine, feminine, or otherwise. Transgender people may be straight, lesbian, gay, bisexual, or asexual, just as cisgender people can be.

The term "transgender" is used in this policy to describe any pupil who feels their external gender is different to how they identify their own gender internally, and who wishes to identify with that internal gender. It is a personal process rather than a medical process and does not require any medical intervention or medical processes to be planned or ongoing.

### **Legislation**

This policy supports all legislation enforceable at 1st September 2017 with regard to an individual's transgender status. This includes but is not limited to the following pieces of legislation:

- Data Protection Act 1988
- Human Rights Act 1998
- Gender Recognition Act 2004
- Equality Act 2010

The school is aware that gender reassignment (as defined in the Equality Act 2010) is one of nine protected characteristics covered by the Equality Act 2010 and will deal with gender reassignment in keeping with the applicable legislation.

It is noted that a pupil aged 18 years old may apply for legal recognition of their acquired gender through issue of a gender recognition certificate.

Whilst being transgender is one of the protected characteristic under the Equality Act 2010, it does not preclude transgender pupils from being protected by the other discrimination provisions in the Equality Act 2010.

### **Discrimination and Bullying**

The school will not discriminate, and will not tolerate discrimination, against a pupil because of their transgender status. This includes both direct and indirect forms of discrimination. The school's "Equality Statement" sets out clearly the school's approach to equality for transgender pupils. The school's "Bullying Policy" makes clear that the school has a zero tolerance approach to any form of bullying, harassment or victimisation. The school also makes clear the standard of behaviour expected to be shown to both staff and pupils at all times both in and outside of school premises.

### **Terminology and Language**

The school will endeavour to use terminology that is sensitive and inoffensive whenever issues of transgender are discussed. Pupils discuss issues of transgender through the PSHE programme, and will be taught and actively encouraged to use the correct terminology when speaking about transgender issues and to adopt a respectful attitude at all times.

The language used in this policy is referable to that of the Equality Act 2010.

### **Information sharing**

Transgender Policy. Reviewed June 2018

Churchdown School will take into account the wishes of the transgender pupil and their parents around when and if information about the pupil's transgender status is shared with immediate peers or the wider school community, so that this is handled sensitively.

The school acknowledges that information appertaining to an individual's gender status or history will constitute sensitive personal data under the Data Protection Act 1988 (and forthcoming future legislation of the General Data Protection Regulation 2018).

### **Training**

Churchdown School sees the training of its staff as an important part of supporting transgender pupils. Staff will be provided with training, and opportunities to discuss issues surrounding transgender status. The school's policies regarding transgender pupils will be made available to all staff.

Churchdown School will ensure that all staff are well informed and up to date with their knowledge of transgender pupils at the school, and of the school's expectations of how staff can support those pupils.

### **Curriculum**

The Churchdown Curriculum is designed to provide the best possible education to all pupils, irrespective of any protected characteristic, their background or ability. All pupils are required to participate fully in all lessons and complete all set work as part of their allocated timetable. All pupils are aware of this requirement.

### **Sports and 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 pupils' competence and their 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 transgender pupil will have the same PE allocation of lessons on their timetable as all other pupils in their year group. All transgender pupils will be required and expected to fully participate in all PE lessons as part of their timetable, except where medical advice suggests otherwise.

In full contact sports, such as rugby, where the risk of injury is increased, it may be necessary for PE lessons to be differentiated to allow all pupils to take part. The PE department will ensure that the necessary consideration is given to sports involving contact between players to minimise the risk of injury.

### **PE Kit**

Churchdown School supports transgender pupils to wear PE kit in line with their identified gender. PE kit must be worn as set out in school policies.

### **Physical Education and Changing Rooms**

All transgender pupils will be required to get changed in separate changing facilities, using a changing room that is not used by other pupils.

If/when a transgender pupil is selected to take part in an “away match” as part of a school team it will be necessary for a discussion to take place in advance of the event about the changing and toilet facilities available at the opponent school. It may be necessary for the pupil to get changed at Churchdown prior to and after the match.

If a transgender pupil qualifies for a competitive sports competition against another school the school will follow National Governing Body guidelines regarding participation in competitive sport.

### **Transition from One School to Another**

Churchdown School works very closely with all feeder schools. All pupils are visited in the summer term of Year 6 to ensure that any worries are alleviated and potential concerns planned for. All transgender pupils and their parents/guardians will be given a copy of the school’s “Transgender Policy” before the end of the summer term, to ensure they understand Churchdown School’s approach to transgender support. If necessary the parents/guardians will be invited into Churchdown School before the end of the summer term to discuss the support available.

A pupil’s transgender status will not be disclosed to, nor will it have any bearing on any reference given to a potential employer, UCAS or any other educational institution.

### **Toilets**

Churchdown has toilets that have been designed and designated as gender-neutral toilets. These are located in the Humanities block.

### **Personal Social Health Education**

Churchdown School runs a very comprehensive and educationally beneficial PSHE programme. The school understands that some pupils may find some of the issues discussed in PSE challenging. However, all issues are handled sensitively and are an important part of the educational provision provided by Churchdown School. All pupils are required to attend all PSHE sessions and participate fully.

### **School Uniform and Regulations**

Churchdown has a very clear uniform policy that all pupils are required to follow. All transgender pupils must follow the school rules on uniform, including the school rules on make-up, jewellery and hair styles. Transgender pupils should wear uniform with their identified gender as set out in the school policy.

### **Changing Names, Gender and Exam Certificates**

In regards to schools recording this data, section 4.2.7 of the ‘School census 2014 to 2015’ (2015) Department for 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 pupil. Where this occurs, gender is recorded according to the wishes of the pupil and/or parent.” 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](http://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 pupil, within their own management information systems, at any time, and the department does not specify that this indicator must remain static within any technical requirements.

Churchdown School will assign the gender of a transgender pupil on SIMs to the gender with which the pupil identifies. This will help with new teachers meeting the pupil for the first time, cover lessons and mail-merge documents sent home all to get the preferred gender correct.

The school examinations officer will have a meeting with the parents/guardians of any transgender pupil early in Year 10 to ensure any exam documentation is issued with the gender and name that meet all necessary legal requirements.

### **Vaccinations**

Churchdown School does allow some vaccinations to take place in school time. Where vaccinations are required for both sexes, all transgender pupils will have the opportunity to have the vaccination in the allocated school time. However, for vaccinations that are gender specific, the school will require the transgender pupil to have the vaccination at their GP surgery. This is due to the fact that school staff do not have the required medical knowledge to safely make a decision about the administering of certain vaccinations. It is important that this procedure is strictly followed to ensure the safety of all pupils. Where appropriate, and for the safety of the pupil, Churchdown School will share the fact that transgender procedure has taken place (or is ongoing or intended) with medical professionals administering vaccinations.

If the parents/guardian would prefer all vaccinations to be administered at a GP surgery, even those that are not gender specific, Churchdown School will allow time off from school specifically for those vaccinations to take place. Time off should be limited to the shortest possible time away from lessons (no more than half a day) to avoid missing excessive education.

### **School Trips, Exchanges and Overnight Stays**

Churchdown School runs two different types of trips:

**Curriculum Trips:** these form part of the syllabus of a subject.

**Non-Curriculum Trips:** these are optional and, although they may broaden a pupil's understanding of a syllabus, are not essential to a subject's syllabus requirements.

#### **Curriculum Trips**

All students will be offered the opportunity to take part in Curriculum Trips. The trip leader will discuss any curriculum trip with the parent/guardian of a transgender pupil before the trip takes place. The conversation will include discussion about any support or provision that the transgender pupil may require while participating in the trip.

Every effort will be made to ensure that provision is in place to make the trip run successfully, but it is important to be aware that some trip locations may not have ideal facilities available for transgender pupils. In these situations all potential solutions will be looked into, and if required compromises will be agreed that both Churchdown School and the parents/guardians of the

transgender pupil agree are sufficient and adequate to make the trip a success and to ensure inclusion of the transgender pupil.

### **Non-Curriculum Trips**

Only certain pupils will be offered non-curriculum trips. Before any pupil is allowed to attend a non-curriculum trip, consideration will be given to a number of factors including their behaviour, attitude to learning, reliability, honesty and attendance. Selection is based on merit and no pupil, irrespective of gender, who falls short of the school's high expectations, will be allowed to participate in a non-curriculum trip.

For trips that involve an overnight stay, transgender pupils will be required to have separate accommodation, both to support the transgender pupil, but to also support the other pupils on the trip. Churchdown School may insist that a transgender pupil is accompanied by a parent/guardian for a non-curriculum trip if the school judges it to be a requirement for the trip to be successful.

Before any trip takes place a meeting with the trip leader and the parents/guardians must always take place.

All trip risk assessments, where the trip includes a transgender pupil, will address the risk anticipated for transgender pupil. All efforts will be made to ensure inclusion.

*When this policy was reviewed, an equality impact assessment was conducted to ensure any changes did not have an adverse effect under the terms of the Equality Act 2010. Should you have any comments regarding this policy, please contact the school.*