Gender Policy

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This policy should be read in conjunction with the College Equality, Diversity and Inclusion Policy, the Anti-Bullying Policy, the child on child Abuse Policy, the PSE and RSE Policies, the Good Behaviour and Sanctions Behaviour Policy, the Safeguarding and Child Protection Policy, the E-safety Policy and the Health and Medical Policy.

1.0 Introduction

1.1 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.

1.2 Practice to support trans and non-binary pupils is embedded across all College policies and curriculum and builds on best practice already in place to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations.

1.3 This Policy seeks to provide a broad overview of the needs of transgender and non-binary children and their families.

2.0 Principles

2.1 In developing practice to support trans and non-binary children, the College aims to listen to the child, their parents, carers and siblings and wherever possible follow the lead of the child and their preferences.

2.2 Cardiff Sixth Form College, Cambridge will therefore strive to ensure that:

- No child should be made to feel that they are the ones who are causing problems or that they owe anything to the College in return for being treated with the equality they deserve and are legally entitled to.
- Each unique pupil has an opportunity to enrich the College community and to challenge gender stereotypes and norms on a wider scale.
- Gender segregated activities, where possible are avoided and where these cannot be avoided, allow the child to access the activity that corresponds to their gender identity.
- Bullying and discrimination of any kind are challenged immediately.
- Positive attitudes to gender diversity are promoted by curriculum activities relating to discrimination, hate crime, diversity, inclusion, Relationships and Sexuality Education and Personal Social Education.

3.0 Early Help Process

3.1 It is important that any support offered to a transgender or non-binary child or young person starts with identifying their individual needs. It must be understood that some trans and non-binary students may not want any support. Some may choose to be known by a different name or to wear different clothes. However, most or all young trans or

non-binary individuals (and their families) will need some expert/ specialist support as they grow up and develop.

3.2 A trans child would benefit from an assessment in line with the Cambridgeshire and Peterbourugh Safeguarding Board procedures to identify any additional needs arising from transgender issues. In addition to this, the College Nurse(s) and Safeguarding Team can offer in-house support and signposting to a number of local and national relevant support organisations for both the child and their family members.

4.0 Terminology and language

4.1 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 and non-binary pupils. This education will be challenged within PSE (Personal Social Education) and RSE (Relationships and Sexuality Education) sessions.

5.0 Names and pronoun change

5.1 Respecting a child or young person's request to change name and pronoun/s is crucial in supporting and validating that young person's identity. Some transgender and non-binary 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. Names can also be changed on examination certificates, along with College documentation.

6.0 School Attendance

6.1 Cardiff Sixth Form College, Cambridge will make reasonable adjustments 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 College so provision must be made in order for the student to be absent from College but confidentiality must be maintained at all times when complying with absence procedures. Sensitive care will be taken when recording the reason for absence as the young person may need time off for a medical appointment.

7.0 School Photos

7.1 Trans 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. Cardiff

Sixth Form College, Cambridge will always seek parental/carer permission to publish photos, along with permission from the pupil themselves in line with the College policy.

8.0 Transphobia and Bullying

8.1 Cardiff Sixth Form College, Cambridge has a robust anti-bullying and child on child policy. In line with these policies, 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. Please refer to the College Anti-bullying, child on child Abuse and Safeguarding and Child Protection policies for procedures and further information.

9.0 Physical Education

9.1 Sports and Physical Education is a key aspect of the national curriculum for CSA students (Children of Compulsory School Age) along with the physical and mental well-being of young people. Physical Education develops pupils' 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.

9.2 A young Transgender person has the same right to Physical Education and extra – curricular sporting activities 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.

9.3 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 (which would be discriminatory).

9.4 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. Short breaks from activity could be offered discreetly.

9.5 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 in full contact lessons is appropriate towards the latter stages of puberty.

10.0 Changing Room Facilities

10.1 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, College staff must ensure there is appropriate sensitive provision available. Cardiff Sixth Form College, Cambridge will take a view on this prior to the delivery of those lessons/activities, in discussion with the pupil and parents or guardians.

11.0 Toilet Facilities

11.1 There is provision in Cardiff Sixth Form College, Cambridge for alternative toilet facilities to be accessed so that transgender students feel more comfortable and will be able to use these facilities which have been labelled sensitively and appropriately.

12.0 School Uniform

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

12.2 There is a generally broad range of uniform available for both genders (i.e. girls and boys can wear trousers and all students must wear a jumper, shirt and tie etc.).

13.0 Residential Trips

13.1 Careful consideration and preparation is needed where a transgender pupil is taking part in a residential trip – to exclude a transgender pupil would be contravening the Equality Act.

13.2 The sleeping arrangements will need to be thought about carefully before the trip takes place and risk assessments should be carried out prior to residential trips so that reasonable adjustments can be made to allow the pupil to participate.

14.0 Work Experience

14.1 Where Cardiff Sixth Form College, Cambridge is considering a work experience placement, the College 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.

14.2 The College will be sensitive to this in their planning before any young Transgender person is placed in any business or organisation. Careful discussion about the placement with the pupil and parents or guardians, will occur to find the most suitable way forward to ensure the placement is successful.

15.0 Vaccinations and Medical Treatment

15.1 Cardiff Sixth Form College, Cambridge will allow any gender specific vaccinations and/or health and medical treatment and/or advice to be carried out with the College nurses or at the local GP surgery.

16.0 Media Interest

16.1 Confidential information about pupils will not be shared with other parents in line with the College Data Protection Policy.

16.2 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, the College policy on Data Protection should be referred to for further information.

17.0 Confidentiality

17.1 All people have a right to privacy. This includes the right to keep private one's trans status or gender non- conforming presentation at school. Information about a child, young person or staff member's trans 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/carers and other members of the College community unless legally required to do so or because the child or parent/carer has given permission for them to do so. Staff need to be careful about discussing the trans gender child beyond the confines of the College.

17.2 Trans and non-binary children and staff have the right to discuss and express their gender identity openly and to decide when, with whom, and how much to share information. When contacting the parent or carer of a trans 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, or carer has specified otherwise.

18.0 Useful Information

- The Equality Act 2010
- www.mermaidsuk.org.uk
- Trans Inclusion Schools Toolkit – Allsorts Youth Project