

# Transgender Policy

Sept 2021

Version 4

## **1. Scope**

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This policy applies to all staff at Expanse Learning College (Hereafter referred to as the College).

## **2. Introduction**

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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 trans children and adults is embedded across the College 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 adults and their families.

## **3. Principles**

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In developing practice to support trans children and adults, The College should try to follow these principles:

- Listen to the student, their parents, carers and siblings. Wherever possible follow their lead and preferences.
- No student 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.
- Avoid seeing the student as a problem and instead see an opportunity to enrich the College community and to challenge gender stereotypes and norms on a wider scale.
- Avoid where possible gender segregated activities and where this cannot be avoided, allow the student to access the activity that corresponds to their gender identity.
- Challenge bullying and discrimination.
- Promote positive attitudes to gender diversity by including trans gender issues within activities relating to discrimination, hate crime, diversity, inclusion, SRE and PSHE.

## **4. Early Help Process**

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It is important that any support offered to a transgender student or young person starts with identifying their individual needs. It must be understood that some trans 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 trans people (and their families) will need some expert/specialist support as they grow up and develop. A trans student would benefit from an Early Help Assessment in line with Wigan children / adults 's Safeguarding Boards procedures to identify any additional needs arising from transgender issues. When completing the assessment particular attention should be paid to the sections on emotional health and wellbeing, family and social relationships, behaviour and an action plan put in place to address these issues and ensure the young person has a robust support plan. The allocated Lead Professional should always be someone who knows and gets on well with the student.

## **5. Terminology and language**

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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 students 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 students.

## **6. Names and pronoun change**

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Respecting a student 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 adults 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 students.

## **7. College Attendance**

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The College 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 the College, so provision must be made in order for the student to be absent from the 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. The student may need time off for a medical appointment and it should be recorded as an approved absence (Medical) rather than being off sick.

## 8. College Photographs

Trans children and adults may feel fine with having their photograph taken at the College, but steps must be taken to ensure that these images do not reveal any confidential information. The College will always seek both their and their parent/carer's permission to publish photos in line with the College policy.

## 9. Transphobia and Bullying

The College have robust anti-bullying policies. 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.

## 10. Toilet Facilities

The College would make arrangements by consulting with both the student and parents when making a decision on toilet facilities, considering the facilities available within the College. Reasonable adaptations would be made to consider the wishes and needs of the parents and student.

## 11. Media Interest

Confidential information about students will not be shared with other parties. The following suggested suitable response for staff to offer should they be asked questions in relation to trans issues:

*"We value all our students and care for them, whatever their personal circumstances. Our main job is to give them a good education in a happy College environment. That is what we are focusing on, and we would ask everyone to respect the privacy of all our students."*

Staff must know their duties and responsibilities around data protection and the introduction of the General Data Protection Regulations or the retrospective regulations once the UK leave the European Union so that they fully understand why information is protected, and when, how and to whom certain information can be released.

## 12. Monitoring arrangements

The Shared Services Team is responsible for monitoring and reviewing this policy.

This document will be reviewed **every 12 months thereafter**.

### Impact of non-compliance for:

<b>Staff:</b>	Disciplinary action
<b>Student:</b>	Not applicable
<b>Legislation/organisational:</b>	Reputational damage, litigation, statutory and non-regulated compliance. prosecution
<b>Compliance lead:</b>	Shared Services (Shared Services)
<b>Policy Reference:</b>	ELCO-POL-SFG-012
<b>Version:</b>	4
<b>Agreed policy location:</b>	DatebridgeMIS
<b>Does the policy require Governor approval?</b>	No

### Approval

<b>Prepared by</b> Scott Roberts (Assoc. CIPD) 01/09/2021  Head of Shared Services	<b>Approved by</b> Tony Brown 01/09/2021  CEO	<b>Counter Signatory</b> Karl Wane 01/09/2021  Director of Post 16 Education
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### Version Control

Version	Date	Revision	Review Date
1	04/01/2019	First Issue	03/01/2020
2	01/09/2019	Policy review and transferred onto 2019/20 policy template	31/08/2020
3	01/09/2020	Policy Review	31/08/2021
4	01/09/2021	Reviewed	31/08/2022
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