



Bramcote College

A member of The White Hills Park Trust

Gender Identity Policy

March 2023

Pending Approval

Statutory or non-statutory:	Non-statutory
Author/Reviewer:	Heidi Gale
Approved by Governors:	Pending Approval – March 2023
Due for review:	March 2024

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Purpose of this policy

The purpose of this policy is to set a framework of how Bramcote College will support students, staff, parents / carers and visitors in relation to gender identity, whilst recognising the fundamental principle that support will always need to be individualised and based upon acting in a student's best interests.

Aims, Values and Ethos

Some of the values held at Bramcote College through The White Hills Park Trust are;

Inclusivity: We serve all children and enable them to succeed, regardless of barriers they may face.

Equality and Diversity: We champion the uniqueness of each individual and recognise and respect our differences.

Opportunity: We deliver education and experiences that are broad, rich, and creative.

We are committed to fulfilling our responsibilities under the Equality Act 2010 which states that we must promote the rights of all those with protected characteristics including as a result of their gender identity.

We are an inclusive school and welcome and support staff, students, parents and carers, and visitors who are transgender and non-binary, or questioning their gender identity.

We do not actively encourage students to change their gender identity or pronoun, however, we ensure that students who are exploring their gender identity are supported and do not experience direct or indirect discrimination.

We recognise the link between changing gender identity and mental health and wellbeing and want to ensure that we support anyone during this transition.

Legal Framework

This policy supports staff and students in meeting the requirements of the Equality Act 2010, which includes gender reassignment as one of the nine 'protected characteristics,' on the grounds of which people are protected against unlawful discrimination. This policy also sets out Bramcote College's obligations under the Gender Recognition Act 2004.

Guiding principles

Bramcote College aims to provide support and understanding to anyone who is questioning their gender identity, intends to take, or has taken steps, to present themselves in a gender different to their biological sex. We recognise that such experiences can be complex and difficult for any individual (and potentially also for their family and friends); and we wish to act in a non-judgemental, supportive, and sensitive way, ensuring that each individual is treated fairly and with dignity and respect.

We also aim to provide an environment for trans students and staff in which they can:

- feel able to be themselves and valued for who they are;
- feel included and part of the school community;
- have access to resources and information relevant to them; and
- feel they have people to talk to and know how to access support services

This policy relates only to those matters which fall under the responsibility of Bramcote College. Any formal transition would require comprehensive professional support and parental engagement and is outside the school's remit.

The school supports students and staff to question and challenge gender stereotypes, and recognises that this is not the same as questioning or changing gender identity. Adults at school will never suggest to a student that they might wish to question or change their gender identity or pronoun. This policy is to explain how we will respond and support when anyone in our school community raises the issue that they wish to question or change their gender identity or pronoun.

What is Transgender and non-binary?

Trans "is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth." (Stonewall, 2023)

Non-Binary "Is an umbrella term for people whose gender identity does not sit comfortably with 'man' or 'woman.' Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely." (Stonewall, 2023)

Protection against harassment and bullying

Discrimination, harassment, or victimisation are not tolerated at. All students, staff and parents shall be encouraged to value and respect others and to challenge inappropriate attitudes, behaviour, and practices.

All transphobic bullying, incidents and harassment will be dealt with in line with the school behaviour policy.

Students

Students considering changing their gender identity may initially do so by asking friends or peers to call them by a different name and / or to use a different pronoun. If adults in school are asked by the student to use a different name or pronoun, they should also report this to the safeguarding team. This will enable the safeguarding and pastoral team to support the young person.

Once a student has requested that one or more adult in school calls them by a different name or pronoun, a member of the pastoral / safeguarding team will have a discussion with the student and find out from the student whether their parents / carers are aware that they are exploring their gender identity and what their view of this is. The student at this point will be offered mentoring support to explore this further.

If a student makes a formal request to change their gender identity and/or pronoun in school, a member of the safeguarding / pastoral team will discuss this with the student and their parents. If the member of staff is satisfied that the change is appropriate and that both the student and parent have given this appropriate consideration, they will discuss the matter with a member of SLT who is part of the Safeguarding Team. **A member of SLT must authorise any formal change of name or gender identity.**

Where this is a fairly recent exploration or the student still appears to be at the stage of exploring their gender identity rather than being determined to commit to a change being determined to commit to a change being determined to commit to a change, the member of staff may advise that

the student and parent consider this change for a further period of time and explore the new name / pronoun at home and with peers before making a change at school.

If the parent does not support the change of gender identity or pronoun, the member of staff will try to explore this with the parent and student and reach an agreement about what changes can be made e.g. The parent may be happy that staff refer to the student by their preferred name verbally but want their official name to be used on school reports; postponing the decision to change the name/ pronoun to an agreed point. Where appropriate, the parent may be signposted to resources or materials for support and advice. (See Appendix A)

The mental health and wellbeing of the student will be carefully considered during these discussions and wherever possible their agreement will be sought before any actions are taken.

The age of the student will also be taken into consideration and the level of understanding and awareness they show of their own identity and the process of changing gender identity / pronoun. Where a student has SEND needs their understanding of the request they are making will be carefully and sensitively assessed.

Once a change of name or gender identity has been agreed, this will be communicated to all staff by the member of the safeguarding / pastoral team, and the change made on the school's system. (The legal name and sex of the student will still need to be used in some formal contexts unless legally changed).

The school has toilet facilities which are used by all students irrespective of gender identity.

The school will carefully consider the needs of all students in making any decisions about appropriate changing facilities. The female changing room has a separate area that can be used by students who are biologically female but have a different gender identity. Individual arrangements can be made so that students can change in private where this is more appropriate.

Staff

If a member of staff wishes to change the pronoun they use or their gender identity at work, they may first wish to discuss this with a trusted colleague. If they wish to make a request to formally change their gender identity or pronoun, they should discuss this with the Headteacher (or Lisa Rockley) so that a timeline for making this change and any support to be provided by the school and communicating the change to colleagues, students and parents can be agreed. The Trust HR team should also be made aware of this change.

The toilets in the staffroom and other staff toilets around the school site can be used by all staff.

Parents

If a parent or carer wishes to change the pronoun they use or their gender identity in communication with the school, they should notify the school who will make this change on the school system.

A member of the safeguarding / pastoral team will have a discussion with the parent about any support their child may need with regards to this change.

Visitors

We will always respect the gender identity and preferred pronoun of visitors to the school site. Visitors can make the member of staff hosting them or reception aware of their preferred pronoun in advance of their visit or on arrival at school.

There is a toilet in reception which can be used by everyone.

Review

We recognise that this is a complex and developing area of practice and that there is ongoing public discussion around the best way to support trans and gender questioning young people. Therefore, this policy will be regularly reviewed and updated in line with statutory requirements, guidance from the DfE.

Resources and further support

- NHS- Live Well. Support for Young People www.nhs.uk/Livewell/Transhealth/Pages/Transyoungpeople.aspx
- Equality Advisory Service www.equalityadvisoryservice.com
- Nottingham Chameleons <https://www.nottinghamchameleons.co.uk>
- Mermaids- Family and Individual Support for Teenagers and Children with Gender Identity Issues www.mermaidsuk.org.uk
- Gender Identity Research and Education Society (GIRES) www.gires.org.uk
- Press for Change- The UK's Leading Expert in Transgender Law www.pfc.org.uk