



Kings Langley School

Unlocking Potential for Life

Transgender Policy

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Rationale

The purpose of this policy is to deeper embed good practice in the field of transgender work within our school setting. We want to ensure that we approach all cases of transgender with sensitivity, compassion and consistency. As a school, we value inclusivity regardless of gender, gender identity or sex.

This policy informs our school so that we are enabled to support, inform, protect and enable students questioning their gender identity to achieve their full potential whilst in education. Our aim is to be non-discriminatory in every aspect, as issues with gender identity are seen across all other protected characteristics and everyone is entitled to have support.

KLS timeline

When a student identifies as transgender it is important that we have a consistent approach when dealing with this in school to ensure that all necessary parties are offered the appropriate support and guidance, (please see the Transgender timeline of support for a more detailed overview):

1. Parents/carers contacted or invited to school to discuss how we can support them and the young person through their transition.
2. Staff and students are informed – the student can decide how they would like to inform their peers of their transition. They may only wish to disclose such information to friends. As a school, we will inform staff that a name/gender/uniform change will be taking place.
3. The young person is taken to the GP in order to be referred to the Tavistock Centre.
4. Identity changes, (if all parties are in agreement), can begin – name, pronouns etc. this will also include PE access and toilet access.
5. Data changes – this is pertaining to exam board changes and is something that parents/carers may not wish to carry out straight away. However, this is something that will need to be considered ahead of any external examinations (see the exam board information section for more details).

Initial meeting

Once a young person decides that they identify as Trans, as a school, before any changes are made, we will invite parents/carers in for an initial meeting in order to discuss what support we can offer the family as well as the young person.

In the first meeting, we will discuss a range of things like:

- The first visit to the GP
- Toilet access and PE changing facilities
- School uniform changes
- Identity changes (name, gender etc.) both in school and legally
- Data changes in readiness for exams
- School trip arrangements – sleeping arrangements if it is an overnight stay
- Support for the family and young person.

If the family or young person have any worries, questions or concerns we would ask that they be brought to the first meeting to ensure that they can be addressed quickly.



This first meeting is of course, not the only time available to meet and discuss concerns or ask questions. If the parents /carers or young person feels as though they would like further meetings, this can be arranged in conjunction with the Head of Year. It is important that throughout the transitioning process of the young person, that an open dialogue is maintained to ensure the student and family receives the support they need.

Transgender identity

A transgender person feels that their external appearance, (sex), does not match up with the way that they feel internally about their gender identity. A Female to Male (FtoM) person will have been assigned as female sex at birth, yet identifies their gender as male; a Male to Female (MtoF) person will have been assigned as male at birth yet identify their gender as female.

The word transgender is sometimes used interchangeably with terms such as transsexual or gender-variant but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth. Gender variant people may also use the term non-binary, genderqueer or gender-fluid to identify themselves.

Gender dysphoria, (or Gender Identity Disorder), is a clinical condition that presents as early as age two and can only be diagnosed by a medical and/or psychiatric specialist. A person diagnosed with Gender Dysphoria may require treatment (e.g. hormone blockers), to ameliorate the symptoms associated with being transgender. A transgender person can live their life without being diagnosed with having Gender Dysphoria.

Diagnosis and treatment for young people is currently only possible through a specialist team from the Tavistock and Portman clinic in London. It must be understood that some people with Gender Dysphoria or those who identify as gender-fluid or non-binary may not want any treatment. Some people may choose to be known as gender neutral. Most young transgender people, (and their families), will need some support or information as they grow up and develop.

Legislation

The Human Rights Act 1998

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.
- Article 14: the prohibition of discrimination.

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. Legally, this can only occur after a person reaches 18 years of age but is something that may young people aspire to.



You do not need to have a Gender Recognition Certificate, (GRC), to ask organisations (school, work, university) to change your gender. For example, a Female to Male transgender person can still ask their school/work place/university to change their gender to “male” without obtaining a GRC (2014 Reform) (for more information on GRC see <https://www.gov.uk/government/publications/gender-recognition-certificates-t455>)

The Equality Act 2010

This 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 (known as transgender).

Part 6 of the Equality Act 2010 makes it clear that the Act specifically refers to schools and young people, (for more information see <http://www.legislation.gov.uk/ukpga/2010/15/part/6>).

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

A person has the protected characteristics of gender reassignment if the person is proposing to undergo, is undergoing or has undergone, a process (or part of the 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. In order 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.

Terminology and language

This may be confusing for a young transgender person. Different individuals and organisations sometimes prefer different terms to identify themselves and the nature of being Trans.

It is extremely important, as a matter of fairness, respect and inclusion, to ensure that the correct gender, name and pronouns are used uniformly to address the Trans person.

It can be difficult for schools, teachers and other students to get used to using a new name, gender or pronoun if the student has not always been known by that identity since the start of their schooling at Kings Langley School. There may well be times where mistakes are made (this is always unintentionally) and this can be embarrassing for all parties. If there is difficulty in “getting it right” then the use of the chosen first name should help to overcome this.

Transphobia and bullying

At Kings Langley School we pride ourselves on our inclusive and diverse community. We treat bullying very seriously, (see behaviour policy). In our policy, we make specific reference HBT (homophobic, bisexual, transgender) bullying. We ensure that we educate students in issues of HBT through assemblies, awareness weeks, school displays and the PSHE curriculum. We are a proud Stonewall Champion school and engage with their platform. If parents/carers or the Trans student has concerns over bullying, they should report this immediately to a member of the pastoral team.



Training

As a school, we are committed to ensuring that our staff have the best and most up to date information and training.

- Heads of Year completed HBT specialist training from Brook UK
- Teaching staff received HBT training from Brook UK
- Teaching staff received LGBTQ+ training from Herts Aid
- Members of the pastoral staff completed the accredited Mental Health First Aid training
- We continue to update and expand the number of staff with Mental Health first Aid training
- Identified staff will be attending the Gender Questioning Specialist training

Trips and residentials

Offsite visits & LOtC

At Kings Langley School we endorse the following principles

- A presumption of entitlement to participate;
- Accessibility through direct or realistic adaptation or modification;
- Integration through participation with peers.

Where there are issues that may impact on inclusion the following must take place;

- Initial letter home to parents outlining the nature of the trip, (physical needs), and where relevant rooming arrangements;
- The initial letter home to ask parents to contact the school prior to any payments to discuss potential inclusion issues based on the Equality Act;
- The EVC & relevant other members of SLT to discuss any potential inclusion issues with parents/carers to identify reasonable adjustments, individual risk assessments and potential additional costs.

Sleeping arrangements on residential visits

The sleeping arrangements will need to be thought of carefully before the trip is undertaken. It is possible that the young Trans student would prefer to have a separate room for example. Each individual case will be considered carefully with in-depth discussions with all appropriate parties.

What will we do ahead of an overnight stay?

- A risk assessment will be completed to include the transgender student;
- Any risk identified will be managed and reasonable adjustments will be made to accommodate the needs to the transgender student;
- Sleeping arrangements will be discussed with the parents/carers;
- Concerns and/or worries will be discussed with parents/carers ahead of the overnight stay.



Under the Equality Act 2010, it is unlawful to discriminate against those with protected characteristics without material or substantial justification. Indirect discrimination can be justified if the school is able to show that there is a good reason for the discrimination. This is known as the objective justification test.

The Disability Discrimination Act does not require responsible bodies, (The School), to place employees or participants at inappropriate risk if a health and safety issue arises. Under the Health & Safety at Work Act 1974 employers are required to 'ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees' and so far as reasonably practicable, that others who may be affected (students).

It is also the case that the adjustments made to include a young person should not impinge unduly on the planned purpose of the activity. Expectations of staff must be reasonable, so that what is required of them, (to include a given young person), is within their competence and normal work practices.

When traveling abroad Trip Leaders will need to note the following:

- Safeguarding and privacy issues;
- Trans students may be searched at borders/airports;
- Different countries have different expectations and practices;
- There are countries that are not as legally and culturally open as the UK and some countries have laws that make it illegal to be part of the transgender community, (for more information see **The International Lesbian and Gay Association (LGA)**);
- Passport details – the passport office has a confidential service for Trans people (0333 444 8484 and more advice can be found here <https://www.gov.uk/government/publications/applying-for-a-passport-information-for-transgender-and-transsexual-customers>).

Physical Education and Sports

Sports and Physical Education is a key aspect of the national curriculum and the physical and mental wellbeing of young people. A young Trans person has the same right to physical education and fitness as other young people. All Trans students are asked if they would feel more comfortable in a different gendered group to their birth gender and asked to speak with members of the PE staff. Where possible reasonable adjustments will be made to support the request of the student.

There may be sports (contact sports such as rugby) where puberty develops, MtoF Trans students have a physical advantage over the other students but this should not present a problem within a carefully managed lesson context.

The issue of physical risk within certain sports should be managed properly in lessons rather than preventing the young Trans person from taking part. This will be managed directly through the PE department and the Head of PE and may require movement between classes.

It may be due to the nature of contact or physicality (such as rugby) in the sport that as a school we would consider whether Trans participation in full contact sport would be appropriate and/or safe, especially in the latter stages of puberty. This is something as a school we may wish to discuss with parents/carers and the Trans student.



With regards to sporting competition outside school, we will always refer to policy/advice from the relevant sporting body (the RFU for example). However, there is currently little sporting clarity on Trans related issues, particularly around competition level.

We recognise that each case will be different, and will be treated on an individual basis where we will ensure that reasonable adjustments are made to accommodate the needs to the student.

With regards to changing facilities, this is always managed with sensitivity and care. We offer our Trans students a private changing facility in our gender neutral toilet which is inside the sports hall. It is important to note, that for safeguarding reasons, we would not permit a MtoF to access the female changing facilities and we would not permit a FtoM to access the male changing facilities.

Access to toilets

Trans students use the gender neutral toilet facilities across the school. Students will be trusted with the code for these toilets which they should keep to themselves and not share with other students. If the student feels more comfortable using the toilet that they have always used prior to their transition, this would be permitted. The access to toilets would be discussed with the student and the parents/carers to ensure that the student was comfortable in accessing such facilities. It is important to note that as a school, for safeguarding reasons we would not permit a Trans student to use the toilet facilities of the gender different to that originally assigned to them at birth.

Change of details

A person cannot legally change their name if they are under the age of 16 years old, unless they have consent from their parents/carers. It is important to note, that a legal change of name does not change the legal gender identity, (please refer back to the Gender Recognition Act 2004 for further information on the legal change of gender).

Changing their name and gender identity is a pivotal point for many Trans people. A change of name can be a big step for both the Trans student and their family, so we will treat each case individually. It is important to note, that no details will be officially changed until the parents/carers have been consulted.

- Change of name: In order for the student to officially change their name, this must be done in conjunction with a discussion with parents/carers. We would also discuss the use of preferred pronouns for the student. We will change the name details on the students SIMS record and inform all members of staff so that the name change can be used consistently across the school.
- Change of gender: in order for the student to officially change their gender, this must be done in conjunction with a discussion with parents/carers. We will change the student's gender on their SIMS record. Staff will be informed of the change of pronouns in order to ensure consistency of use across the school.

In order for the Trans student to change their name in school, they **do not** need to legally change their name through deed pole. However, once the student reaches exam age, (16 years old), they may wish



to explore this in order to ensure that exam certificates etc. are issued in the student's preferred name, (this is explained in more detail in the next section).

If the Trans student wishes to legally change their name more details can be found here www.gov.uk/change-name-deed-poll/overview. If the student changes their name legally, we will require a copy of the change of name certificate, in order to store on the student file.

Each January, we submit information for our school census which is a requirement from the Department for Education. Currently, there are only two gender options in the census – male and female. In the case of a Trans student, we will submit their information as their birth gender, as opposed to their assigned gender, unless we are instructed otherwise by parents/carers of the Trans student.

Exam board details

Once the student reaches Year 10 it is important to consider what name the student wishes to appear on their exam certificates. There are a number of things to consider at this stage:

- Students can be entered under any name with an exam board – this needs to be communicated to the assessment team prior to the student sitting the exam in order to ensure that the certificate will be issued in the correct name.
- Once a result is accredited, it will be linked with a Unique Pupil Number, (UPN), or Unique Learner Number, (ULN), which exists in our census information submitted every January. UPN's or ULN's are only linked with legal names only, not preferred names.
- It is possible for exam certificates to be issued in the preferred name, but only with some exam boards – this will need to be communicated with the assessment team prior to the student sitting the exam. If the name change is not communicated early enough, there may be a cost to re-register or re-print certificates to reflect the change of name.
- As a school, we are able to amend the name and gender of any student under our own management systems, (via the assessment team). Currently, the DfE do not require any evidence of paperwork for these changes to be made. However, if any legal changes are made, as a school we would ask for a copy of the certificates to store on the student file.
- Exam boards may request evidence of a name change to ensure that the exam certificates are being issued in the correct name.

Vaccinations

In some cases the vaccinations that are carried out in school will be for a specific gender. For example, the HPV vaccine is for girls which is usually administered during Key Stage 3.

For a FtoM Trans student, we will offer parents/carers and the Trans student to have the vaccine carried out by their GP in order to alleviate any stress or worry. If the parents/carers would like the Trans students to have the vaccine in school, we will discuss with the parents/carers and the student who they would like this to be administered e.g. before all other students, in a private room etc. The



decision around these gender specific vaccines will be made in conjunction with parents/carers and the Trans student. For a MtoF Trans student, we would not offer the HPV vaccine.

School uniform

At Kings Langley School we have a gender neutral school uniform to support all students.

For more information on our dress code please visit our website: [Uniform and Equipment - Kings Langley \(kls.herts.sch.uk\)](https://www.kls.herts.sch.uk/uniform-and-equipment)

Resources

DfE – Equality Act for Schools – <https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Gender Recognition Certificate – www.gov.uk/apply-gender-recognition-certificate/changing-your-gender

Transgender guidance for families – www.genderedintelligence.co.uk and www.stonewall.org.uk

Ofqual – www.gov.uk/government/organisations/ofqual

Online crime reporting – www.report-it.org.uk

Free online counselling service – www.kooth.com

Health advice – www.healthforteens.co.uk

Gender Identity Clinic guidance - <http://www.nhs.uk/Livewell/Transhealth/Pages/local-gender-identity-clinics.aspx>

Gender Identity Clinic - <https://gic.nhs.uk/>