



The
Cambridgeshire
Educational
Trust

Realising Potential Together

Cambridgeshire Educational Trust

Transgender Policy 2017

Cambridgeshire Educational Trust

TRANSGENDER POLICY

AIMS OF POLICY

The Trust's aspiration is for all pupils to reach their full potential as human beings. The school aims to be an inclusive environment, in which pupils of all backgrounds, races, religions, and gender disposition feel equally welcome and valued. This policy sets out the ways in which The Trust seeks to meet these aspirations for transgender students.

BACKGROUND

For a transgender person, their external appearance, and the gender that they were assigned at birth, does not match up with the way they feel internally about their gender identity. Some may choose to change the way they live their lives in order to reflect what they believe to be their true gender, for example by being known by a different name or wearing different clothes.

The rights of transgender people are protected by a number of laws, including the Human Rights Act 1998, the Equality Act 2010 and the Data Protection Act 1998. Under the law, a school must not discriminate, directly or indirectly, against a student because of their transgender status. Information about a person's transgender status is considered 'sensitive personal data' and is subject to tighter controls than other personal data.

SCHOOL ATTENDANCE

Cambridgeshire Educational Trust will make reasonable adjustments to accommodate absence requests from transgender students for treatment and outside agencies, in line with its absence policy. Sensitive care will be taken when recording the reason for absence.

TRANSPHOBIA AND BULLYING

Cambridgeshire Educational Trust has a robust anti-bullying policy. In line with this policy, transphobic 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.

TRAINING

In order to ensure all *staff are able to deal sensitively* with transgender issues, Cambridgeshire Educational Trust will hold training sessions on topics such as:

- **Safeguarding**
- **Confidentiality**
- **Gender identity**
- **Tackling transphobia**
- **Relevant legislation**

All topics will be covered during the Cambridgeshire Educational Trust INSET programme and will be revisited annually.

THE CURRICULUM

The issues connected to transgender will be introduced to all students during curriculum time as part of the PSHE programme. These issues may also be touched upon during other subjects.

PHYSICAL EDUCATION

Sports and Physical Education is a key aspect of the national curriculum and the physical and mental well-being of young people, and a young transgender person has the same right to Physical Education as other young people.

The issue of physical risk within certain sports will be managed within the lesson context, rather than preventing transgender students from participating. Due to the physicality of sports such as rugby, the school may consider whether it is appropriate for a transgender student to participate in full contact lessons towards the latter stages of puberty. This is something that the school will take a view on prior to the delivery of those lessons, in discussion with parents or guardians.

Changing room facilities for transgender participants will be sensitive to their needs and also recognise the needs and sensitivities of other students. When

competing at another school or outside venue, school staff will ensure that appropriate sensitive provision is available.

WORK EXPERIENCE

The Equality Act 2010 encompasses every environment in which students will be working, and all placements should be aware of their duties and responsibilities.

Where Cambridgeshire Educational Trust is considering allowing a transgender young person to attend a work experience placement, the school will complete a suitable assessment on the potential placement to establish if there is any risk to the young person, taking account of their right to privacy – as a general principle, personal information on the young person must not be shared. The school will be sensitive to this in its planning before any transgender student is placed in any business or organisation. Careful discussion about the placement with the student and parents or guardians, will occur to find the most suitable way forward to ensure the placement is successful.

CHANGING/TOILET FACILITIES

There is provision in Cambridgeshire Educational Trust for unisex toilets. Transgender students will be able to use these facilities which have been labelled sensitively and appropriately. Cambridgeshire Educational Trust has conducted an audit of the appropriateness of the facilities.

SCHOOL UNIFORM

Transgender students will be expected to follow the School Uniform Policy, which covers uniform, make-up and jewellery. A generally broad range of uniform will be made available for all genders.

NAME CHANGING AND EXAM CERTIFICATION

If a transgender student wishes to have their preferred name recognised on school systems, this will be supported and will feed on to letters home, report cycles, bus pass information etc. Furthermore, the change of name and associated gender identity will be respected and accommodated by the school.

Technically, students can be entered under any name with an Examination Board. However, it is a very complex matter and results can only be linked with legal names, not preferred names. It is possible for examination certificates to be issued in the preferred name, but any student finding themselves in this position should discuss

this issue with the school's Exams Officer and parents or guardians, prior to starting GCSE courses, to ensure the best way forward.

VACCINATIONS

Cambridgeshire Educational Trust will allow any gender specific vaccinations to be carried out at the GP's surgery in order to eliminate any anxiety issues.

SCHOOL VISITS

Learning about different cultures and lives and taking part in activities may lead to overnight stays, both at home and abroad. Issues may arise for both transgender students and other students but this must not mean transgender students cannot be included on the visit.