



FOREST HILL SCHOOL POLICY

SUPPORTING A TRANS YOUNG PERSON

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OVERVIEW OF FOREST HILL SCHOOL'S POLICY AND THE UNDERLYING PRINCIPLES RELATING TO SUPPORTING A TRANS YOUNG PERSON

Forest Hill School is committed to creating an environment where all pupils, staff and parents/ carers feel safe and secure, so that a culture of mutual support and celebration exists. This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect. Staff work continuously to ensure that all pupils form positive learning and friendship groups, in all areas of school life.

Forest Hill School will take any examples of homophobia, biphobia, transphobia (HBT), racism, sexism, ableism and any other form of discriminative and/ or prejudiced behaviour very seriously.

Forest Hill School is committed to supporting trans people in our school community. The school is committed to providing a safe, inclusive and supportive environment for any trans, non-binary, gender fluid, gender queer identities. The school is committed to being inclusive of any gender presentation, and will work with pupils who wish to transition, are in the process of transitioning, are experiencing gender dysphoria and/or are questioning their identity.

EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

The public sector Equality Duty requires schools to eliminate discrimination on the grounds of gender reassignment. This includes supporting a young person to socially transition, to be treated in their self-identified gender, as well as to tackle transphobic bullying, and schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling bullying and take proactive steps to promote respect and understanding of trans people and issues. Schools should set specific and measurable equality objectives e.g. raising awareness of gender identity and trans people, or reducing levels of transphobic bullying and language.

Under the Equality Act 2010:

Gender reassignment refers to anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means tackling transphobic bullying and supporting any pupils taking steps to 'reassign' their gender, whether those steps are 'social' (e.g. changing their name, the way they look or dress or their preferred pronoun) and/or 'medical' (e.g. accessing gender identity services).

FOREST HILL SCHOOL'S APPROACH TO SUPPORTING A TRANS YOUNG PERSON

In order to support a trans young person, Forest Hill School staff will use the designated checklist: Appendix A- Checklist for Supporting A Trans Young Person.

Forest Hill School is committed to ensuring that young people are listened to and respected. Trans young people will be listened to and supported, based upon their own decisions and at their own pace.

SAFEGUARDING AND CONFIDENTIALITY

Information about a person's trans status is considered 'sensitive personal data' and is subject to tighter controls than personal data. Explicit consent is required before it can be collected, used and shared (Data Protection Act, 1998).

A person's status as trans is private and schools should not disclose this information to parents and carers, staff or anyone outside the school community. Schools may only share this information where there is a safeguarding risk or a young person has given their permission for specific details (such as telling staff about their preferred name).

Forest Hill School will discuss levels of confidentiality with the student. Ensure that the person has the right to confidentiality over their trans status or gender history. Respecting a trans young person's confidentiality may require staff to use their assigned name and gender when contacting parents or carers.

Transitioning or being a trans person isn't in and of itself a safeguarding risk. It may constitute a safeguarding risk if the trans pupil is experiencing abuse at home or are at risk of homelessness. If a person is displaying behaviours that are causing you concern regarding mental distress then you should follow safeguarding processes. If you feel that a young person is being coerced into transitioning you should pursue it as a safeguarding issue. For a trans boy to go into the boys' toilet, changing rooms or sleeping dorms or for a trans girl to go into the girls' toilet, changing rooms or sleeping dorms is not in and of itself a safeguarding risk. Safeguarding should focus on behaviour rather than bodies (i.e.- if anyone is behaving in a way that causes concern then it's important to address it).

REPORTING TRANSPHOBIA

At Forest Hill School all students and staff know there is a culture in which bullying or harassment of any kind is not tolerated. All staff must be alert to the signs of bullying and act promptly and firmly to address it in accordance with the guidelines laid down in our Anti-Bullying Policy and Equal Opportunities Policy.

Forest Hill School takes any examples of discrimination and/or prejudice very seriously. Transphobic bullying, behaviour and/or language is completely unacceptable and will not be tolerated.

Forest Hill School has several ways for staff and pupils to report transphobia:

- Speaking with, writing to or emailing any member of staff.
- Using the HBT reporting button on Hand-In.
- Using the HBT reporting button on CPOMS.
- Use a paper or electronic copy of the Bullying & Prejudice- Based Incident Reporting Form, which includes a section for HBT.

Any incidents which are reported will be dealt with by a specific member of staff, and/ or through support from Heads of Year, Mentors, SLT, Designated Safeguarding Leads. Members of staff are asked to take some initial action to ensure that the offensive behaviour stops and that the main protagonist is isolated. Once this has been done staff must record the incident using the relevant form and pass to the relevant party for further action as below.

GLOSSARY

COMING OUT- When a person first tells someone/others about their identity as lesbian, gay, bisexual or trans.

SEXUAL ORIENTATION - A person's emotional, romantic and/or sexual attraction to another person.

HOMOSEXUAL - This might be considered a more medical term used to describe someone who has an emotional, romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

BISEXUAL - Refers to a person who has an emotional and/or sexual orientation towards people of more than one gender.

LESBIAN - Refers to a woman who has an emotional, romantic and/or sexual orientation towards women.

GENDER IDENTITY - A person's internal sense of their own gender, whether male, female or something else.

NON-BINARY - An umbrella term for a person who does not identify as male or female.

PRONOUN - Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they / their and ze / zir.

SEX - Either of the two main categories (male and female) assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes used interchangeably with 'gender' to mean 'male' or 'female'.

INTERSEX - A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Can identify as male, female, or non-binary.

GENDER FLUID - Gender fluid describes a person who does not identify as solely a man or a woman. They may feel like neither, both, or move between the two as they feel comfortable.

TRANS MAN - Used to describe someone who was assigned female at birth but identifies as a man.

TRANS WOMAN - Used to describe someone who was assigned male at birth but identifies as a woman.

A TRANSSEXUAL PERSON - Used in the past as a more medical term (similarly to homosexual) to refer to someone who transitioned to live in the 'opposite' gender to the one assigned at birth. This term is still used by some although many people prefer the term trans or transgender.

TRANS - 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. May encompass one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, gender queer.

GENDER REASSIGNMENT - Another way of describing a person's transition. To undergo this usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in your self-identified gender. It is a characteristic that is protected in the Equality Act 2010.

TRANSITIONING - The steps a trans person may take to live in the gender they identify as. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. It also might involve things like telling friends and family, dressing differently and changing official documents. Schools will be supporting trans young people with their social transition, which can include changing name or clothing.

GENDER DYSPHORIA - Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the gender they were assigned at birth.

GENDER VARIANT - This is usually used in relation to children or young people for someone who does not conform to the gender roles and behaviours assigned to them at birth.

QUESTIONING - The process of exploring your own sexual orientation and/or gender identity.

QUEER - In the past a derogatory term for LGBT+ individuals. The term has now been reclaimed by LGBT+ young people in particular who don't identify with traditional categories around gender identity and sexual orientation, but is still viewed to be derogatory by some.

A CISGENDER PERSON - Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.