

Confidentiality

Do not disclose any information that may reveal a pupil's transgender or gender-questioning status to others, unless legally required to do so or because the child or young person has asked you to do so.

Parental involvement

Work with parents in order to help them understand what is happening and to represent the child's views and wishes.

58 PERCENT OF PUPILS AND STAFF DID NOT FEEL THAT THEIR SCHOOL WAS A SAFE AND WELCOMING PLACE FOR LGBT PUPILS.

LGBT Foundation facts

Over half of pupils have witnessed homophobic bullying in school.

13 percent of pupils said that nothing would be done if they reported an incident of homophobic bullying at school.

Only 28 percent of pupils thought homophobic bullying was dealt well with in school, with 13 percent of pupils saying nothing would be done if they reported homophobic or transphobic bullying.

Glossary of terms

Gender dysphoria - A recognised medical term which refers to the physical/mental/social discomfort of being perceived and living as one's assigned sex.

Non-binary - To not identify within the binary male or female ideologies in Western society.

Cisgender - A match between your biological sex and your gender.

Pansexual - A sexual attraction towards people of all gender identities, including those who do not fit into a gender binary.

Genderqueer - A person whose gender identity is neither male nor female, but is between or beyond genders, or a combination of male and female.

Transphobia - The irrational fear, hatred or abuse of people who do not conform to traditional gender norms.

Transsexual - A person with a consistent and overwhelming desire to transition and fulfil their life as the opposite gender. Most transsexual people complete gender re-assignment surgery.



Developing a positive sense of gender identity is an important part of growing up and needs to be effectively supported. This leaflet outlines how you can help to meet the needs of young people who identify as transgender.

Gender identity V sexual orientation

It is important to be aware of the difference between gender identity and sexual orientation. Sexual orientation describes a person's sexual attraction, whereas gender identity refers to someone's personal sense of being male, female, both or neither. While gender identity and sexual orientation are very different, there are several similarities in the types of abuse people may receive in relation to either characteristic.

What does 'transgender' mean?

If someone is transgender, often referred to as trans, this means that their sense of personal and gender identity does not correspond with the sex they were assigned at birth. Some people may transition socially and some will take medical steps in order to physically transition to the gender of their choice. Everybody is different - recognising this is vital to effectively understanding and supporting the experiences and needs of trans pupils.

THE WANT AND NEED TO TRANSITION VARIES FROM PERSON TO PERSON

Both gender identity and sexual orientation are complex and may change over time. There are a range of reasons why a young person may question their gender identity and doing so does not mean that they are definitely trans or will go on to transition. The important thing is to support any changes that may arise as they further explore their sense of identity.



Why might trans pupils need support?

Young trans people are particularly vulnerable and will often face challenges in regards to their identity and sexuality. It's not uncommon for trans pupils to experience transphobic or homophobic bullying, with 95 percent of pupils reporting hearing the word 'gay' being used with a negative connotation.

PROBLEMS EXPERIENCED BY TRANS OR GENDER-QUESTIONING PUPILS ARE NOT CAUSED BY BEING TRANS, BUT BY SOCIETY'S ATTITUDE TOWARDS PEOPLE WHO DO NOT CONFORM TO GENDER NORMS.

Indicators that a pupil is experiencing problems and may require additional support include the following:

- Truancy
- Self-harm
- Has few friends
- Victim of bullying
- Lack of concentration
- Sickness and absenteeism
- Poor educational performance
- Reluctance to use the school toilets
- Reluctance to partake in PE or use the showers and changing rooms



What can the school do?

Trans and gender-questioning pupils can be effectively supported through a whole-school approach, by creating an environment which celebrates diversity and challenges stereotypes.

Curriculum

Utilise assemblies and PSHE lessons to provide opportunities to challenge stereotypes, including those regarding gender and sex.

Language

Use the preferred name and pronoun for the trans pupil. Challenge the use of transphobic language and avoid using language which reinforces a binary approach to gender, e.g. male and female.

Gender-specific facilities

Provide gender-neutral toilets, changing rooms and showers which are accessible to trans and gender-questioning pupils.

Uniform

Ensure that the school's Uniform Policy is trans-friendly and that pupils are not restricted by gender-specific clothing.

School policies

Implement an effective reporting procedure for incidents of bullying and ensure systems are in place to support vulnerable pupils.