

**Transgender Policy**

The purpose of this policy is to explain Churchill School’s good practice in the field of transgender consideration in order to minimise the distress and disruption to all students by: -

* Ensuring teachers and Governors are dealing with transgender matters inclusively and sensitively.
* Providing an inclusive environment for any transgender student.
* Ensuring all students are aware of and educated on issues of transgender.

# Gender identity

Gender is a spectrum, which is not limited to male or female – but can span anywhere between these two points. The word transgender is a term used to describe people who identify with the opposite gender to which they were assigned at birth; however, it is also an umbrella term which can include people who do not feel exclusively male or female (non-binary).

# Legislation

This policy is in line with the following pieces of legislation

* Data protection Act 1998 (UK).
* The Human Right Act (Articles 8, 10 and 14).
* The Gender Recognition Act 2004.
* Equality Act 2010 (Great Britain).

# School Attendance

Churchill School will make reasonable adjustments to accommodate absence requests for treatment and external sources in line with their absence policy. Sensitive care will be taken when recording the reason for absence.

# Transphobia and Bullying

Churchill School has a robust anti-bullying policy. In line with this policy, transphobic incidents will be recorded and dealt with in an appropriate matter.

# Training

In order to ensure that all staff and Governors have the skills to deal with transgender issues, Churchill School will undertake appropriate training and these will be revisited annually.

# Physical Education

The use of changing facilities will be carefully considered to recognise the needs and sensitivities of all students within the school.

**School Uniform**

Transgender students will be expected to follow the school’s uniform policy.

# 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 into letters home and report cycles. 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. Once a result is accredited it will be need to be linked with a UPN (Unique Pupil Number) which existed in the school census information submitted in January of the examination year. UPN’s are only linked with legal names, not preferred names. It is possible for examination certificates to be issued in their preferred name, but any young person finding themselves in this position should discuss this issue with the Examination Officer to find the best way forward.

# School Visits

Churchill School will give consideration well in advance to any additional needs which a student may need on school visits. Possible sleeping arrangements on overnight visits will be considered before a visit is undertaken. Each individual case and visit will be considered separately and in-depth discussions will happen well in advance, with all appropriate bodies, linked to the accommodation available.

# Review

This policy will be reviewed in line with the school’s policy review programme.

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