

Transition of a Pupil in School

Legislation: The Public Sector Equality Duty (Equality Act 2010) applies: schools must eliminate discrimination; provide equality of opportunity, and foster good relations between minority groups and others. Religion or belief may not be used to discriminate against lesbian, gay, bisexual or gender variant/trans/ non-binary people.



Recommended Memorandum of Understanding (MoU): Confidential, informal document; access restricted – any information held on computer must password protected so that it cannot be accidentally accessed. The MoU protects the pupil and clarifies the school's obligations. May be signed by senior staff member and a parent or guardian: a flexible document which may be reviewed and amended as necessary with agreement of child and family.

Important changes and actions should be agreed and scheduled in the MoU:



1. Name and gender-marker (pronoun) change, including on documents, school records, DfE returns". Secure storage of any documents with previous name and gender marker. Reissue awards or other certificates. *"In exceptional circumstances, a school may be unsure as to which gender should be recorded ... Where this occurs, gender is recorded according to the wishes of the pupil and / or parent"* <https://www.gov.uk/government/publications/school-census-2016-to-2017-guide-for-schools-and-las> Social name change does not require anything other than parents'/guardians' agreement; children may obtain a Deed Poll document, but this is not obligatory); 16+ don't need parents'/guardians' support. <http://www.ukdp.co.uk/name-change-age-restrictions/>



2. Date of transition (change of gender expression, name, pronouns etc), including any uniform requirements; agreed with child and family;

3. Toilet and changing facilities: These must be immediately available in line with the young person's affirmed gender and their wishes; the school may include unisex facilities, **not** for the child who transitions, but for others who don't want to share or who are non-binary and prefer these. Providing only unisex toilets with high level of privacy, is an option.



4. Disclosures: To whom, by whom, how and when? This will include communication to class teacher, pastoral staff, school nurse and *may* include other staff; governors; possibly parents of children in class; children in peer group. *May* disclose to children in the year-group, or whole school, **but only give information when necessary; respect confidentiality and privacy.** A new pupil who has already transitioned need not disclose;

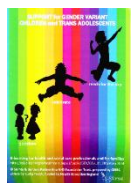
Press Intrusion: Prepare generic equality statement to be issued if necessary. Alert office staff who respond to telephone calls, so that confidentiality and privacy is not breached.



Training: Teachers and pastoral staff; governors; may include use of e-learning: bit.ly/GIRESelearn

Literature: e.g. leaflets for parents; signposting e-Learning:

Support: Appoint mentor for child; alert to 'safe space'; signpost other support groups for family, see: Directory of groups www.TranzWiki.net; GIREs at www.gires.org.uk; Mermaids at www.mermaidsuk.org.uk/ ; Allsorts at <http://www.allsortsyouth.org.uk/>



Time out: Children (especially during puberty) may need clinic appointments – miss school, and need to make up lessons; from start of puberty, possibility of hormone-blockers leading to lack of energy, see: <http://tavistockandportman.uk/care-and-treatment/information-parents-and-carers/our-clinical-Pservices/gender-identity-development>; for medical information: GPs e-learning at <http://elearning.rcgp.org.uk/gendervariance>

Curriculum: Introduce equality and human right concepts in the classroom; see: www.gires.org.uk/education/classroom-lesson-plans ; Primary level: Penguin stories; middle school: Peter's Story (parent is trans); and middle and senior school, The Gender Question.



Code of Conduct: Prominently display generic policy, covering all protected characteristics;

Celebrate diversity: run events such as LGB&T History Month (February)