
TRANSGENDER

Table of Contents

1	Policy Statement	2
2	Guiding Principles	2
3	Specific Areas	2
4	Training	2
5	Forums for Consideration	2
6	Review and Development.....	3
	Appendix 1 – Uniform Policy.....	4
	Appendix 2 – Resources, Links and Publications	5

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1 Policy Statement

At Ewell Castle School, our community is based upon respect, courtesy and equality. We are committed to providing a safe and caring environment that is free from prejudice so that every one of our pupils can develop their full potential. All pupils should care for and support each other.

Ewell Castle School prides itself on its mutual respect and tolerance. Parents/guardians have an important role in supporting the School in promoting awareness and tolerance of others. It is essential that school and homes have consistent expectations of positive attitudes towards others.

This policy highlights specific practical areas that may be for consideration; however, the School acknowledges that pupils will have specific and unique needs and these will be met on an individual basis following a discussion with the relevant Head of Year.

2 Guiding Principles

The principles that should inform conversations and actions relating to transgender or gender matters should be:

- a commitment to equality for all
- a commitment to meeting the individual's needs
- a commitment to work closely with the family, providing support where appropriate
- a commitment to provide continuity with the School's aims and ethos for the whole School community

3 Specific Areas

School Uniform:

- see Appendix 1 for the School Uniform Guidance;

Pastoral Support

- provision of appropriate pastoral support, including counselling;

School Curriculum/Activities:

- consideration of Games options (the School follows all the various national sporting body guidelines)
- implications for school trips, particularly residential

4 Training

All staff will receive ongoing training. Certain staff who are more likely to need to consider these matters (Pastoral Team and teachers of Personal, Social, Health and Economic Education (PSHEE)) will receive specific training.

5 Forums for Consideration

Consideration of these matters will be addressed in the following situations:

- Assemblies
- Form time discussions
- PSHEE provision
- School Counsellor
- Anti-Bullying commitment, including Anti-Bullying Week and Anti-Bullying policy
- A very strong disciplinary line will be taken towards any form of homophobic/ transphobic bullying

6 Review and Development

6.1 Procedure

This document, together with the effectiveness of its procedures, is reviewed annually by the Executive Leadership Team and Governing Board, and as events or legislation change requires.

6.2 Links with other Policies

This policy should be read in conjunction with the following documents:

- Behaviour for Learning Policy
- Equal Opportunities Policy
- Educational Trips and Visits Policy
- Safeguarding Policy
- Anti-Bullying Policy
- SEND Policy

Appendix 1 – Uniform Guidance

Explanation

What has historically been known as the “Boys’ uniform” is now referred to as the “Trousers Uniform” and what has historically been called the “Girls’ uniform” is now referred to as the “Skirt Uniform. This nomenclature is intended to enable the School to make suitable provision for a pupil who wants to make a thoughtful and considered choice about the clothes worn at School in relation to their gender identity.

This choice is made with parental consent and in consultation with the relevant Head of Year. This would be a choice to wear either the full Trousers uniform or the full Skirt uniform, not a combination of both.

If anyone has a question about the Uniform Policy or about the requirements within either the Trousers or the Skirt uniform, they should contact their child’s Head of Year in the first instance.

For sports, the School follows all the various national sporting body guidelines.

Appendix 2 – Resources, Links and Publications

Resources/Links

Allsorts

www.allsortsyouth.org.uk/

Stonewall

www.stonewall.org.uk/

www.stonewall.org.uk/our-work/education-resources

Gender Identity Research and Education Society

www.gires.org.uk/resources

Gender Identify Development Service (GIDS), The Tavistock Centre, London NW3 5BA

<http://gids.nhs.uk/> - Including resources, films and links to request support

Channel 4 Documentary (from the Tavistock Centre) “Kids on the Edge”

<http://gids.nhs.uk/kids-edge-gender-clinic>

Mermaids UK - Supporting transgender young people

info@mermaidsuk.org.uk Helpline 0844 344 0550

I am in the Wrong Body (Good Schools article)

www.goodschoolsguide.co.uk/special-educational-needs/family/gender-dysphoria

Publications

Stonewall booklets:

Tackling Homophobia in secondary schools

Challenging Homophobic Language

Homophobic Bullying

Supporting Lesbian, Gay and Bisexual young people