



## **GENDER IDENTITY POLICY**

Reviewed by: J Greenwood	Date: September 2022	Next review: March 2024
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This policy is the responsibility of the Mental Health lead to review and update biennially.

## **Introduction**

This document describes our approach to supporting pupils and all members of our school community including staff and parents who are gender questioning, experiencing gender dysphoria, non-binary and transgender.

See **Appendix 1** for definitions.

This policy should be read in conjunction with our **Equal Opportunities Policy** as we recognise gender reassignment and sex are protected characteristics.

**The Equality Act of 2010** and the **Gender Recognition Act of 2004** provide the context for this policy.

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time. **World Health Organisation**

## **Ethos**

Our aim is to provide a neutral and accepting stance in response to any member of our school community living outside of their sex assigned at birth.

- We operate a person-centred approach to ensure the health and wellbeing of the individual is safeguarded.
- Adcote School is firmly committed to the benefits of single-sex education for girls but we recognise that gender identity can change over time and are committed to supporting pupils who are questioning their assigned gender. Whilst single-sex schools present particular challenges around gender conformity, these challenges will be met with sensitivity on a case-by-case basis

## **Guiding Principles**

- We recognise that gender questioning and exploring the possibility of transitioning to a different gender is very complex and is not a decision arrived at overnight. Our approach is one of neutral watchful waiting, providing a safe space as pupils navigate their gender identity which neither affirms nor denies a pupil's chosen gender.
- The school will work positively with pupils and parents, when appropriate, during this time, making reasonable adjustments on a case-by-case basis. These may include changes to preferred name or chosen pronouns.
- We recognise that we are not the experts in gender reassignment and defer to the expertise of our School GP, other medical professionals and institutions. Any requests for **reasonable adjustments** should be made in writing in the first instance to the **Deputy Head, Miss Louise Hudson or the Head of Student Services Mrs Jackie Greenwood**.

- Complete gender reassignment can only be undertaken from age 18 so whilst we recognise pupils may be transitioning during their time at school, it is unlikely that they will be legally gender reassigned before leaving school.
- We are required by law to use legal names in certain circumstances which include but are not limited to school reports and examinations.
- Adcote School **does not tolerate discrimination, harassment or bullying**. Such matters will be dealt with in accordance with our Anti-Bullying Policy, Equal Opportunities Policy, Rewards and Sanctions Policy in our Code of Conduct. We are committed to our ethos of cultivating an accepting and inclusive community.
- Gender non-conforming pupils are at greater risk of experiencing poor mental health due to the potential for societal stigma, isolation and discrimination. Our excellent pastoral provision which includes the Pastoral Care team, Specialist Children’s Counsellor, the school nurse and the Head of Student Services and Deputy Head to uphold health and wellbeing.
- Gender identity is discussed in the PSHE/RSE programme with age-appropriate content and signposting to resources in and out of school.

### **Appendix 1 Definitions**

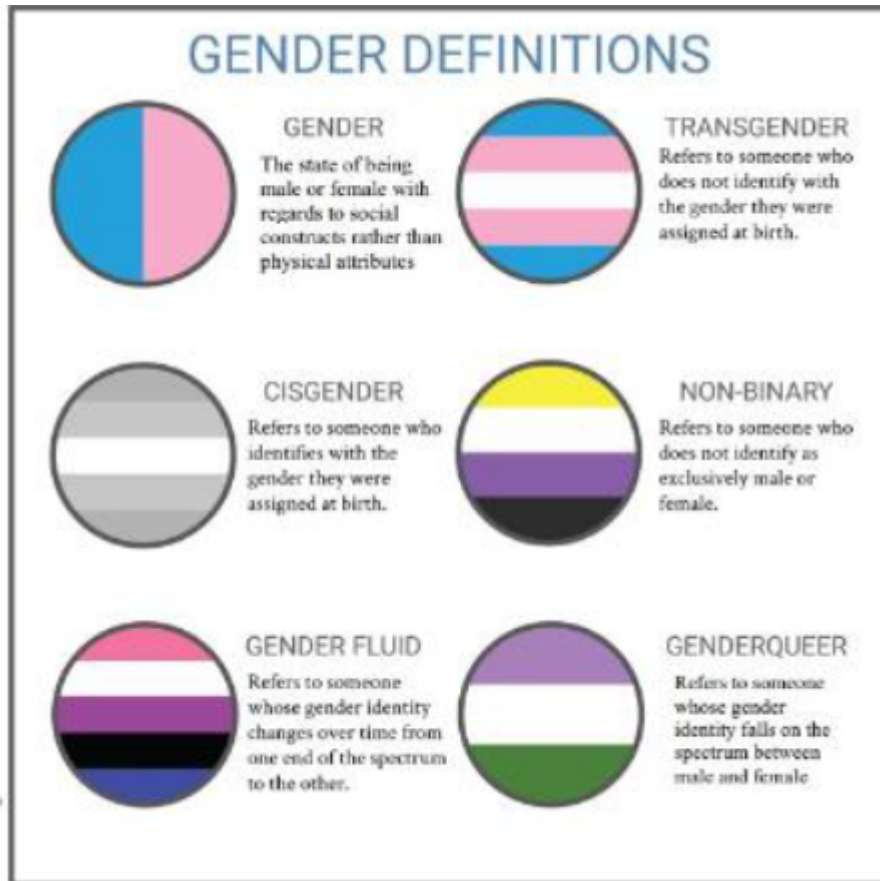
<b>Term</b>	<b>Definition</b>
Agender	Someone who is defined as not having a gender. Some agender describe themselves as being gender neutral. People often use the following words to mean more or less the same thing: genderless, gender free.
Ally	A (typically) straight and/ or cis person who supports member of the LGBTQ community.
Bisexual/ Bi	Bi is an umbrella term used to describe a romantic and/ or sexual orientation toward more than one gender. Bi people may describe themselves using one or more of a wide variety of terms including, but not limited to, bisexual, pan, queer and some other non-monosexual and non-monromantic-identities.
Cisgender/ Cis	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
Coming out	When a person first tells someone / others about their sexual orientation and/ or gender identity.
Gay	Refers to a man who has a romantic and/ or

	sexual orientation towards men. Also a generic term for lesbian and gay sexuality—some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.
Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
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 does not feel comfortable with the sex they were assigned at birth.
Gender Expression	How a person chooses to outwardly express their gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.
Gender identity	A person's innate sense of their own gender, within the context of societal expectations of gender, part of protected characteristics
Heterosexual/ Straight	Refers to a man who has a romantic and/ or sexual orientation towards women or to a woman who has a romantic and/ or sexual orientation towards men.
Homosexual	This might be considered a more medical term used to describe someone who has a romantic and/ or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.
Homophobia	The fear or dislike of someone. Based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.
Lesbian	Refers to a woman who has a romantic and/ or sexual orientation towards women. Some non-binary people may also identify with this term.
LGBTQ	The acronym for lesbian, gay, bi or

	transgender, questioning. Part of 'protected characteristics'
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman.' Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
Pansexual/ pan	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.
Pronouns	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
Questioning	The process of exploring your own sexual orientation and/ or gender identity.
Sex	Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' and 'female.'
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. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender fluid, non-binary, gender variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans-woman, trans-feminine and neutrois.
Transitioning	The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical treatment, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently, and changing official documents.

Transphobia

The fear of dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.



Protected characteristics:

## What are the protected characteristics?

The characteristics that are protected by the Equality Act 2010 are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

**Effective date of policy** 1st September 2022

**Review date** March 2024

J. Greenwood