



NEW COLLEGE LEICESTER



**Trans and Gender Questioning
Policy
December 2024**

1. Introduction

1.1 Gender is an important part of an individual's identity and developing a positive sense of gender identity is part of growing up. Gender identity can correlate with assigned sex at birth, or can differ from it. All societies have a set of gender categories that can serve as the basis of the formation of a person's social identity in relation to other members of society. However, gender identity is often complex and there is a spectrum of gender which is wider than the binary boy/man or girl/woman. At New College Leicester we believe that all students, regardless of their gender identity, have a right to be educated, heard, included and supported.

1.2 For the purposes of this policy, Transgender/Trans/trans are umbrella terms used to describe people who identify as:

- Transgender
- Transsexual
- Cross-Dresser
- Intersex
- Neither male nor female (non binary)
- Androgynous
- A third gender
- Or who have a gender identity which we do not yet have words to describe.

Hereafter, the term trans is used to describe any person who would fit into the definitions above.

1.3 New College Leicester is committed to supporting trans and gender questioning students. We believe that all trans and gender questioning students have the right to:

- be supported in college and by external agencies
- be safe and to feel safe in college
- speak freely and voice their values and beliefs
- be respected and valued
- not to be discriminated against, suffer harassment or victimisation in any form and have equal opportunities

1.4 This policy should be read in conjunction with New College Leicester's privacy notice. That brings this policy in line with the GDPR Act 2018.

1.5 New College Leicester will fulfil their local and national responsibilities as laid out in the following:

- Equality Act 2010
- Gender Recognition Act 2004
- Human Rights Act 1998
- Data Protection Act 1998
- Gillick Competency and Fraser Guidelines NSPCC 2022
- Working Together to Safeguard Children (DFE 2023)
- Keeping Children Safe in Education: Statutory guidance for schools and colleges (DFE SEPT 2024)

2. Overall aims

2.1 The purpose of this policy is to set out a framework of response in support of trans and gender questioning students. This will be achieved by:

- establishing a safe and supportive ethos in the college, built on respect and acceptance
- developing an environment that does not tolerate any form of transphobia or transphobic bullying
- ensuring that trans or gender questioning students are given the same equal opportunities/consideration as all other students
- introducing appropriate and age relevant work within the curriculum relating to trans or gender questioning
- alerting staff to the signs and indicators that a student is struggling with their gender identity or has transitioned
- developing staff awareness about the issues that trans students or gender questioning students face
- ensuring that staff are appropriately trained in supporting a trans or gender questioning student
- ensuring that a trans student or gender questioning student is appropriately supported in college and by external agencies

3. Key Principles

In order to support trans or gender questioning students at New College we will:

- Create a culture across the college of respect for trans or gender questioning students in keeping with fundamental British values
- Listen attentively and without judgement, to the young person.
- Ensure that a trans or gender questioning student has their identity positively affirmed
- Embrace our trans or gender questioning young people as an opportunity to enrich the college community and to challenge gender stereotypes and norms on a wider scale
- Avoid, where possible, gender segregated activities. Where this cannot be avoided, allow the young person to access the activity that corresponds to their gender identity where appropriate
- Challenge any form of transphobic bullying (including micro-aggressions) or discrimination and implement appropriate consequences
- Promote positive attitudes to gender diversity by including trans issues within Personal Development activities relating to discrimination, hate crime, diversity, inclusion and equal opportunities

4. Expectations in New College Leicester

4.1 All staff will:

- be familiar with this trans and gender questioning policy
- be alert to the signs and indicators that a student is/maybe trans or is questioning their identity and ensure that they are signposted to their Form Tutor in the first instance, who will then liaise with the Head of Year

- be aware that trans and gender questioning students have the same needs as other young people and that teaching, and learning should not be affected by a trans or gender questioning student in the class
- avoid any form of discrimination of trans or gender questioning students
- be alert to transphobic teasing, tormenting and bullying, and address them in line with college policy.
- protect the privacy and dignity of trans or gender questioning students in the same way of any student, and never gossip about them to third parties. Any contact from the press or other outside bodies must be referred promptly to the Principal.

5. Legal context and Ofsted framework

Equality Act 2010: s149 Public Sector Equality Duty

5.1 At New College Leicester we adhere to the information in the Equality Act 2010 by having due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share protected characteristics and those who do not
- foster good professional relationships between people who share a protected characteristic and those who do not
- not treat students less favourably because of their gender reassignment. This also includes a student who may not necessarily be undertaking a medical procedure to change their sex but who has decided to socially transition.
- being sympathetic to a student who is undergoing a social transition e.g. going by a preferred name or pronoun

Safeguarding trans or gender questioning students

5.2 There are no issues under child protection or safeguarding law, or practice specific to trans or gender questioning students aside from what is in place to keep all children and young safe. However, at New College Leicester we acknowledge that there may be safeguarding issues that occur for a trans or gender questioning student. If an issue of a safeguarding nature arises our safeguarding procedures will be strictly adhered to.

6. A whole college approach to supporting trans and gender questioning students

6.1 At New College Leicester we follow a whole college approach to support trans and gender questioning students. We do this in the following ways:

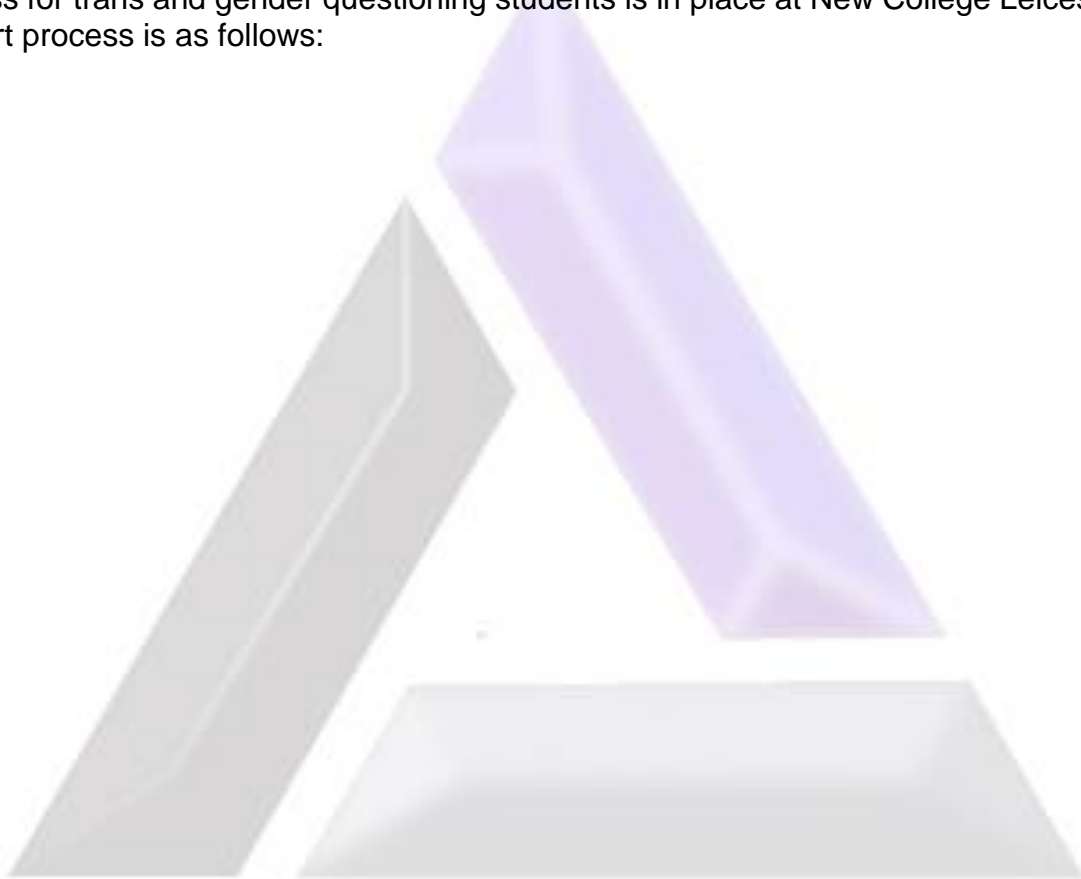
- By acknowledging that there will be trans or gender questioning students within the college community as parents and carers, staff, governors and young people and that they will positively enrich the college community
- By ensuring that trans and gender questioning issues and transphobia is acknowledged across the school college framework
- Through the close monitoring of all areas of the curriculum and resources to ensure that they do not contain gender stereotypes or transphobic material
- By ensuring that the curriculum, and in particular the Personal Development curriculum, is used to challenge gender stereotypes, support the development of a positive sense of gender identity, develop understanding of trans issues and prevent transphobia
- By effectively challenging, recording and dealing with transphobic abuse, harassment and bullying (e.g. name calling, banter, derogatory jokes, graffiti, unacceptable or unwanted behaviour or intrusive questions), monitoring incidents

of transphobic abuse, harassment and bullying and then using this information to inform whole college developments.

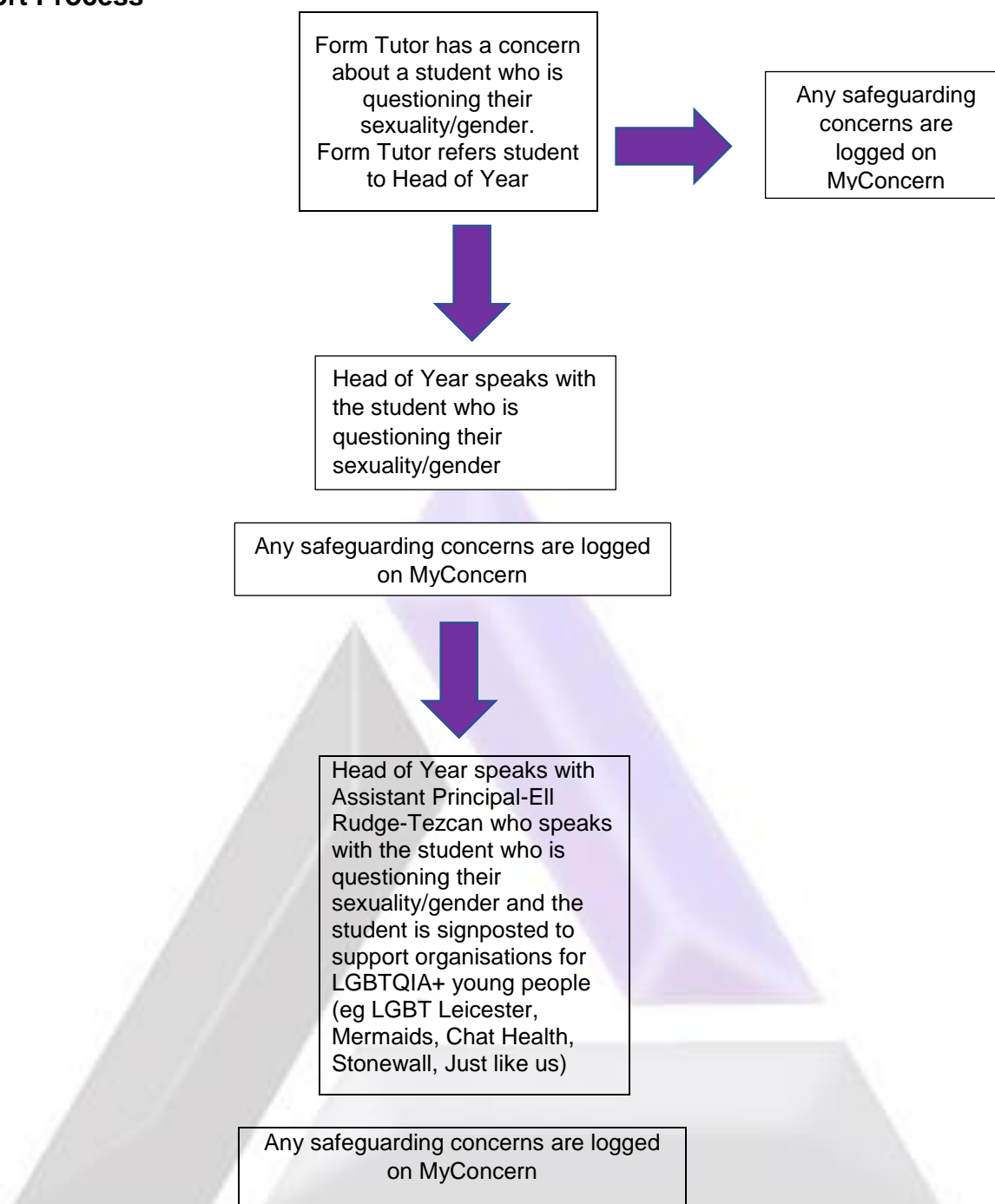
- By including trans and gender questioning issues in equality training for staff and governors
- To ensure that our #ThisIsUs strengths, values and skills are embedded so that all staff and students, whatever their gender identity, feel equally welcome and valued
- By providing appropriate support to students who identify as trans or gender questioning and refer them, and their families if appropriate, when needed to external agencies.

7. Support process for trans and gender questioning students

7.1 Being trans or gender questioning is not a mental health disorder (World Health Organisation 2019). However, the process of transitioning and gender dysphoria can be stressful for some transgender people especially during adolescence. Therefore, a support process for trans and gender questioning students is in place at New College Leicester. The support process is as follows:



Support Process



Managing specific issues for trans or gender questioning students

Confidentiality and information sharing

7.2 Trans and gender questioning students have a right to privacy. At New College Leicester we refer to “The Gillick competency and Fraser guidelines” when working with students, in order to balance the need to listen to children’s wishes with the responsibility to keep them safe. Therefore, if a trans or gender questioning student wishes to be known by their preferred name and/or wishes to have their personal data changed and recognised on the college IT system, and the student is capable of making this decision under the Gillick competency and Fraser guidelines, then this will be respected and accommodated.

7.3 In accordance with the Equality Act 2010 we will not inform a parent or carer about a

student being Trans or gender questioning.

7.4 Confidential information will not be shared with the parents and carers without a student's permission, unless there are safeguarding reasons for doing so.

7.5 If a student wishes to be known by their preferred name that is in accordance with their gender choice, a conversation will take place with the student and their Head of Year about the implications of this i.e. the student would have to be referred to by their biological gender, legal name and pro nouns at parent's evenings, during telephone conversations and in parental meetings. Letters sent home would also refer to the student by their legal name.

7.6 We will not pass a young person's gender status on to other professionals without the young person's direct consent.

7.7 Staff at New College Leicester will not discuss trans or gender questioning students outside of college with their families and friends as this may compromise confidentiality.

Names and pronoun change

7.8 At New College Leicester we respect that a student's request to change name and pronouns is a pivotal part of supporting and validating that young person's identity. Preferred pronouns and names will consistently be used in order to protect a student's confidentiality.

7.9 If a trans or gender questioning student requests to be known by a preferred name, their legal name will remain on the SIMS database and their preferred name will be recorded on the student's individual record in the basic details section on the SIMS database.

7.10 Examination certificates will bear the legal name of the trans or gender questioning student only. Those wishing to change their name by deed poll must provide evidence of a legal name change to the New College Leicester Examinations officer and this must be received in a reasonable time so that the information can be passed onto the requisite examination boards.

Uniform

7.11 At New College Leicester there is a broad range of uniform available for both genders i.e. all students must wear a blazer, shirt and tie and either trousers or a skirt. We understand that a trans or gender questioning student may choose to begin dressing in uniform associated with the chosen gender and this is representative of one of the earliest stages of transition and is a profound statement of acceptance of one's identity and commitment to it. Prior to and during this time we will ensure that trans young people are fully supported in college and by appropriate external agencies.

Toilets

7.12 Unisex toilets are provided for all students at New College Leicester.

Physical Education

7.13 A trans or gender questioning student at New College Leicester will have the same right to Physical Education as other young people. Where lessons are segregated by gender, a trans or gender questioning student should be able to participate in the activity which corresponds to their gender identity if this is what they request.

Changing room facilities

7.14 Appropriate changing room facilities for trans and gender questioning students will be provided. When competing at another school or outside venue, college staff will ensure that there is appropriate sensitive provision available.

Residential trips

7.15 Careful consideration and preparation will be taken where a trans student is taking part in a residential trip. Appropriate sleeping arrangements will be made. Risk assessments will be undertaken prior to residential trips so that reasonable adjustments can be made to allow the trans student to participate.

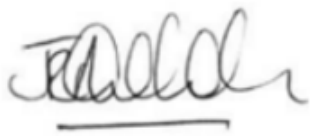
Vaccinations

7.16 At New College Leicester we will allow any gender specific vaccinations to be carried out at the GP’s surgery to eliminate the potential for any embarrassment.

Notes

This policy will be updated to reflect any law changes subsequent to this review.

Reviewed and Agreed by Governors on

Author:	Mrs E Rudge-Tezcan – Assistant Principal			
Review Date:	December 2025			
Signed:	<i>S Thistlethwaite</i>	Chair of Governors:	Date:	12.12.24
Signed:		Principal: James Aldred	Date:	12.12.24

Appendix 1 Trans and Gender Questioning Glossary

AFAB and AMAB- Acronyms meaning “assigned/designated female at birth” or assigned/designated male at birth.

Ally- Someone who supports a community that they are not part of

Androsexual – Being primarily attracted to males and/or masculinity

Asexuality – The lack of or low desire to engage in sexual activity

Assigned sex – The sex you were assigned at birth and raised as.

Binding – Flattening of the chest using different forms of compression

Bottom surgery – Genital surgery

Cisgender – A match between your biological sex and your gender e.g. a female sexed person identifying with their female gender. Also a term for non-transgender people

Coming out – A process by which a trans person will tell friends/family/co-workers etc about their trans status

Cross dresser – A person who dresses in the clothing of the opposite sex as defined by socially accepted norms. They enjoy wearing the clothes of the opposite sex occasionally, but they do not want to live their lives as the opposite gender and therefore do not seek hormone therapy or surgery

Deed Poll/Statutory Declaration- The means by which a person can legally change their name.

Demisexual – This describes someone with little ability to experience sexual attraction until a romantic or emotional connection has been made

Detransitioning – When someone decides to begin the process of reversing their original transition

Drag King or Queen – A form of exaggerated, theatrical or performative gender presentation.

FTM/Trans man/a Transsexual man- Someone assigned female at birth but who identifies as male

FAAB- Female assigned at birth

Gender- How a person feels in regards to male/female/neither/both. A cognitive process of recognising one’s identity

Gender Binary- The classification of gender into only two categories: male and female

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

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

GIC – Gender Identity Clinic

Gynesexual – Being primarily attracted to females and/or femininity

HRT: Hormone replacement therapy

Intersex- A term for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of male and female

LGBTQ+ - Lesbian, Gay, Bisexual, Trans, Queer/Questioning and other sexuality and gender identities

Misgendered- When someone is referred to as a gender identity that they don’t associate with.

MTF/Trans woman – Someone assigned as male at birth who identifies as a woman.

MAAB – Male assigned at birth

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

Oestrogen – Sex hormone which may be prescribed to some trans women

Outed – When a trans person’s gender status is made public knowledge without their consent.

Packing: Putting something in your underwear to give the appearance of male genitalia

Pansexual – A sexual or romantic attraction towards people of all gender identities including those that don't fit into a gender binary

Passing – Being seen or read as the gender you present yourself as e.g. a male identifying person being read as male

Sex – Assigned at birth in relation to one's genitals, chromosomes etc

Sexual Orientation – Attraction to people i.e. gay, straight, bisexual, pansexual etc

Skoliosexual – Describes being primarily attracted to people who don't conform to the traditional gender binary

Stealth – Living in one's acquired gender without anyone knowing about one's trans* status. A person may choose to be stealth on some areas of their lives but not others.

Testosterone – Sex hormone prescribed to some trans men

To gender – To assign someone else a gender by noticing behaviour and body presentation

Top surgery – Known term that trans men use when referring to chest surgery which produces a male contoured chest

Transgender Person – A person whose gender identity is different from the sex they were assigned at birth.

Transgender Man – Someone who was born female but identifies as male.

Transgender woman – Someone who was born male but identifies as female

Transgender/Trans - An umbrella term which can be used to describe people who are transgender, transsexual, cross-dresser, neither male nor female, androgynous, a third gender or who have a gender identity which we do not yet have words to describe

Transition- What constitutes as transitioning may be different for many trans* people e.g. medical transition, social transition

Transphobia – Irrational fear, hatred, abuse etc of trans people and people who do not conform to traditional gender norms

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

References

- Equality Act 2010
- Gender Recognition Act 2004
- Human Rights Act 1998
- Data Protection Act 1998
- Gillick Competency and Fraser Guidelines NSPCC 2018
- Trans Equality in Schools and Colleges NASWT
- Working Together to Safeguard Children (DFE 2018)
- Keeping Children safe in Education: Statutory guidance for schools and colleges (DFE SEPT 2023)
- Ofsted Schools Inspection Framework 2023
- Catherine Yeomanson, School Nurse and Lead Practice Teacher for School Nursing in Leicester City 2019
- World Health Organisation ICD11

Resources

- Gender Identity and Trans Guidance for all Schools, Colleges and Children and Families' service. March 2017. Leeds City Council
- Trans Mission, My quest to a Beard, Alex Bertie
- Trans* Inclusion Schools Toolkit. East Sussex County Council
- Trans* Inclusion Tool kit for Schools. Leicester City Council
- Trans Equality in Schools and Colleges. NASWT.

- Mermaids www.mermaids.org.uk
- LGBT Leicester www.leicesterlgbtcentre.org
- Stonewall www.stonewall.org.uk
- Gender Identity Research and Education Society www.gires.org.uk
- NHS Choices: Gender Dysphoria www.nhs.uk

