



# Myddelton College

## Transgender Policy

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### 1. Introduction

At Myddelton College, we are committed to creating an inclusive, safe, and supportive environment for all pupils, including those who are transgender or gender non-conforming. This policy outlines the school's approach to ensuring the dignity, respect, and well-being of transgender pupils, in compliance with the Equality Act 2010 and other relevant legislation. Also, in line with United Nations Convention on the Rights of the Child (UNCRC) Article 12.

## 2. Purpose

The purpose of this policy is to:

- Support transgender pupils in a manner that respects their privacy, dignity, and rights.
- Provide clear guidance for staff, pupils, and parents on how to support transgender pupils.
- Promote an understanding of gender identity within the school community.
- Ensure that the school environment is free from discrimination, harassment, and bullying based on gender identity or expression.

## 3. Definitions

- **Transgender:** A person whose gender identity differs from the sex they were assigned at birth.
- **Gender Identity:** A person's deeply felt internal experience of gender, which may be male, female, a blend of both, or neither.
- **Gender Expression:** How a person outwardly expresses their gender, through behaviour, clothing, haircut, voice, or body characteristics.
- **Non-Binary:** A gender identity that does not fit within the traditional binary of male and female.

## 4. Pupil Support

### 4.1 Confidentiality and Disclosure

- Pupils have the right to decide when, with whom, and how much of their private information to share.
- Staff must maintain confidentiality about a pupil's transgender status and should not disclose it without the pupil's consent.
- Any documentation related to a pupil's transgender status should be kept confidential.

### 4.2 Names and Pronouns

- The school will respect and use a transgender pupil's chosen name and pronouns.
- All school records, including class lists, will reflect the pupil's chosen name and gender, where possible.
- Staff and pupils are expected to use the pupil's chosen name and pronouns in all interactions.

### 4.3 Uniform and Dress Code

- Transgender pupils are permitted to dress in a manner consistent with their gender identity.

- The school will provide flexibility within the uniform policy to accommodate this.

#### **4.4 Toilet and Changing Facilities**

- Transgender pupils will be provided access to toilet and changing facilities that correspond to their gender identity.
- The school will work with the pupil and their family to identify the most appropriate facilities, which may include the use of private or unisex facilities if preferred by the pupil.

#### **4.5 Participation in Physical Education and Sports**

- Transgender pupils will be allowed to participate in physical education and sports in a manner consistent with their gender identity.
- The school will take reasonable steps to ensure the pupil's safety and comfort during physical activities.

#### **4.6 Bullying and Harassment**

- The school has a zero-tolerance policy towards bullying, harassment, and discrimination of transgender pupils.
- Any incidents of bullying or harassment will be dealt with promptly and in accordance with the school's anti-bullying policy.

#### **4.7 Residential Trips**

- A degree of discussion, care and preparation is required to enable Trans pupils and pupils to participate in residential trips. To exclude Trans pupils and pupils from residential trips would be contravening the Equality Act. As far as possible, Trans pupils and pupils should be able to sleep in dorms appropriate to their gender identity. Some Trans children and young people may not feel comfortable doing this and in such cases alternative sleeping and living arrangements should be made.

### **5. Staff Training and Awareness**

- The school will provide regular training and professional development opportunities for staff on gender identity and inclusion.
- Staff will be trained to support transgender pupils effectively, including understanding the challenges they may face and how to create a supportive environment.

### **6. Communication with Parents and Guardians**

- The school will communicate with parents and guardians in a respectful and supportive manner regarding their child's gender identity. Where a pupil's wishes differ from their parents', the school will follow a safeguarding and child-centred approach, taking account of the pupil's age, maturity, understanding and wellbeing.
- Any discussions regarding a pupil's transgender status will be conducted in private, with sensitivity to the pupil's needs and wishes.
- The school will work in partnership with parents and guardians to support the pupil's transition and overall well-being.

## 7. Record Keeping

- School records will be updated to reflect a pupil's chosen name and gender identity upon request.
- Legal names and sex assigned at birth will be kept confidential and only used when necessary, such as for legal documents or standardized testing, in accordance with GDPR regulations.

## 8. Curriculum and Education

- The school will integrate education about gender diversity into the curriculum to promote understanding and acceptance.
- Resources and materials that reflect diverse gender identities will be used to support learning and foster an inclusive environment.

## 9. Review and Monitoring

- This policy will be reviewed annually, or as needed, to ensure it remains effective and compliant with current legislation.
- Feedback from transgender pupils, their families, and the school community will be considered in the review process.

## 10. Conclusion

Myddelton College is dedicated to ensuring that all pupils, regardless of their gender identity, feel safe, respected, and valued. This policy is a commitment to fostering an environment where every pupil can thrive and be their authentic self.

This policy is implemented in line with current Welsh Government guidance, including *Keeping Learners Safe (2024)*, and reflects the expectations of ESTYN and CIW inspection frameworks. The school recognises its duties under the Equality Act 2010 while also ensuring that safeguarding and the welfare of all pupils remain the paramount consideration. All decisions relating to transgender pupils will be made on a case-by-case basis, informed by appropriate risk assessment, and will seek to balance the rights, safety, dignity and privacy of the individual pupil alongside those of the wider school community. The school will take account of a pupil's age, maturity and understanding, work in partnership with parents where appropriate, and involve the Designated Safeguarding Lead in decisions where safeguarding factors arise. This approach ensures that practice remains lawful, proportionate, and centred on the best interests of all pupils.

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