

RAVENSCOTE JUNIOR SCHOOL

## GENDER IDENTITY POLICY

### 2023-2025



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Signed	Amy Wells Headteacher	Signed	Emily Gibson Chair of Governors



## RAVENSCOTE JUNIOR SCHOOL

### GENDER IDENTITY POLICY

#### Statement of Intent

All pupils at Ravenscote Junior School are entitled to an education that is free from discrimination and harassment, regardless of their gender identity. The learning environment in which all of our pupils engage should be supportive, safe and welcoming to gender diversity.

This policy has been created with the aim to consistently reduce the stigmatisation of, and improve educational integration of, pupils of all genders at the school on an individual basis.

The school is committed to valuing, respecting, and understanding differing gender identities, whilst providing continuous support and proactively creating an inclusive culture for all pupils, staff, and visitors to the school both now and in the future.

The main aims of this policy are:

- To create and foster a learning environment, which is free from harassment and discrimination, regardless of sex, gender identity, sexual orientation, or gender expression.
- To promote healthy communication between educators and parents/guardians to support the successful education development and wellbeing of every pupil.
- To adhere to relevant legislation concerning bullying, harassment and discrimination.

All staff, parents/carers and pupils will work together to eradicate any instances of discrimination, harassment or bullying, including any which relate to a pupil's gender identity in our school. The school is dedicated to providing appropriate and tailored measured support for any pupil who should require it.

## 1. Legal Framework

1.1. This policy has due regard to the following legislation, including, but not limited to:

- The Human Rights Act 1998
- The Gender Recognition Act 2004
- The Equality Act 2010

## 2. 'Trans' definition

2.1. 'Trans' is 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.

2.2. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, or genderqueer.

2.3. It is important to remember:



2.3.1. The term 'trans' should only be used as an adjective.

2.3.2. Gender identity is a person's internal perception of their identity

### 3. Gender Identity

3.1. Not everyone identifies as 'male' or 'female' and being trans is not always about feeling you are the 'opposite' gender.

3.2. Trans identities are diverse and may be expressed through a number of means, such as: behaviour, clothing, hairstyles, activities, voices or mannerisms.

3.3. Not every trans person will want to transition but may still like, or benefit from, ongoing support of some kind. Ravenscote Junior School commits to support children and parents.

### 4. Gender Language

4.1. Ravenscote Junior School recognises that language and pronouns are important to support our trans community. We will ensure that all children, staff and visitors to the school are addressed in the manner which they feel most comfortable.

4.2. Whilst we welcome and encourage all individuals to advise us on which pronouns to use, in some situations, when we're not sure how someone identifies, we may respectfully ask which pronoun they prefer we use.

4.3. We recognise that a person may change the term they use to describe their identity or use a new term which is unfamiliar. However, we will endeavour to make sure that the words a person uses to describe their identity are respected by others.

### 5. What is a 'Transphobic' Incident?

5.1 For the purpose of this policy, "transphobia" is an irrational fear, hatred or abuse of those individuals exploring their gender identity. Any individual who is described as being transphobic may deliberately and directly harass or disrespect someone who is transgender, e.g., by using the incorrect pronoun or name purposely.

5.2 Transphobic incidents are often emotionally harmful and must be dealt with as seriously as other bullying incidents within the school. All transphobic incidents should be centred on supporting the victim and educating the pupils/staff to reduce the risk of any future transphobic behaviour.

### 6. Roles and Responsibilities

6.1. It is the responsibility of all staff to be alert to possible harassment of pupils, both inside and outside of the school and to deal with incidents of harassment/discrimination as a high priority.

6.2. Appropriate staff will have regular contact with parents/carers of pupils and discuss the success of support in place, including feeding this information back to the governing body.



- 6.3. The Senior Leadership Team will make any necessary and appropriate reasonable adjustments to ensure the happiness and development of the pupil.
- 6.4. The school will respect the pupil's right to privacy and will not disclose a pupil's gender status at school to any other pupils, staff members or third parties without first agreeing with a parent/carer and pupil.
- 6.5. The school will gain consent from the pupil and parents/carers before any sensitive personal data is processed.
- 6.6. The Senior Leadership Team will ensure appropriate staff CPD occurs to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- 6.7. The school will follow this policy for response when a pupil 'comes out' or is 'outed', with regards to their gender identity. If they experience bullying, this will be dealt with by following the Antibullying Policy.
- 6.8. The school will have measures in place to ensure that appropriate support is made available for pupils who require interventions to support them with their gender identity, parental assistance and/or personal counselling through referring to external agencies such as Mermaids.
- 6.9. The Governing Body will review the Gender Identity Policy and will make sure it is non-discriminatory.
- 6.10. The Designated Safeguarding Lead will review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents in order to improve procedures.
- 6.11. The school will keep a record of any reported incidents and the school will work to put measure in place, which prevent these re-occurring using our prejudice form.
- 6.12. A young person may wish to change the pronouns (he/she/they) by which they are referred. This will be supported by Ravenscote Junior School and communicated to all staff members and registers/records will be changed accordingly. We will consult with the young person to see if they would like this to be shared with other pupils within school. If a young person starts school having already transitioned, their chosen name and preferred pronouns will be used throughout.

## 7. Appropriate Measures

### 7.1. Gender stereotyping

- The school actively discourages gender stereotyping or the use of gender norms in any form.
- The school will tackle stereotypes as they arise. This will benefit all students regardless of their gender or gender identity.

### 7.2. Transphobia and bullying incidents

- The school's Anti-bullying Policy will be used in conjunction with this policy in order to prevent, and effectively deal with, any transphobic incidents.
- Any incidents that occur will be reported to the Senior Leadership Team accordingly.



- Teaching of gender identities will occur at an appropriate level, i.e., that we are all different, and we promote an accepting, understanding attitude from other pupils.

### 7.3. Terminology and language

- The school will enquire as to what terms individual pupils prefer and avoid using any terms that the pupil may find uncomfortable e.g., pronouns.
- A list of regularly used gender identity terms can be found in Appendix 1.

### 7.4. Training of staff

- All members of staff will receive appropriate CPD as necessary through whole staff meetings (Looking at this policy and terminology) and/or with an appropriate external provider, which will:
  - Ensure appropriate staff are aware of, and comply with, current legislation and government recommendations.
  - Ensure all staff are aware of their responsibilities and how they can support pupils with their gender identity.
  - Develop appropriate strategies for communication between parents, educators and pupils about any issues related to gender identity and gender expression.

### 7.5. Sports and physical education

- All pupils at the school are encouraged to engage in physical education and sports.
- Ravenscote Junior School will carefully and sensitively manage all physical education lessons in order to prevent any discomfort or discrimination a pupil may encounter.

### 7.6. Use of toilets, changing facilities and general school environment

- The school provides gender-neutral toilets, which may also be used as changing facilities, for pupils should they wish to use them.

### 7.7. School uniform and regulations

- All pupils have the right to dress in accordance with their chosen gender identity within the constraints of the school dress code including for PE and other sporting activities. Ravenscote Junior School's uniform requirements are gender-neutral.

### 7.8. Trips and overnight stays

- Any concerns or risks identified will be managed and discussed between the pupil & parent/carer and the appropriate staff member. Necessary measures and adjustments will be made by the school to facilitate the participation of every pupil. Appropriate reasonable adjustments will be made as per any pupil's needs.

### 7.9. Changing names and gender on documents

- Changes to official documents concerning a pupil's legal name and gender will be altered upon receipt of documentation confirming that such changes have been made pursuant to a court order, or through amendment of legally recognised identification.





- Changes to a pupil's preferred name are able to be made immediately after discussion with the pupil.
- On occasions where we are not required to use a pupil's legal name and gender on other school documents and records, we shall use the name and gender preferred by the pupil and parents/carers.
- The school will hold a discussion with the pupil and parent as to how other pupils and staff members at the school will be notified of their preferred name and pronouns.

#### 7.10. Local community

- The school recognises the need for support out of the school environment and will liaise as necessary with such services to ensure that all pupils are well supported.

### 8. Transphobia and Bullying Outside of School

8.1. The school also has the statutory power to regulate the behaviour of pupils attending Ravenscote Junior School when off school premises and not supervised by school staff. This can relate to any transphobia or bullying incidents that occurs anywhere outside of the school premises.

### 9. Exceptions

9.1. There are no exceptions to this policy, due to equalities legislation and good practice.



## Appendix 1 – Glossary of terms

Term	Definition
Cisgender / Non-Trans	A person whose gender identity matches the sex that they were assigned at birth.
Transgender 'Trans'	An inclusive term for those whose gender expression falls outside the typical gender norms. The term 'trans' can be used to identify people undergoing gender transition, people who identify themselves as someone with a different gender from that assigned to them at birth (whether or not they decide to undergo medical treatment).
Non-Binary	A term referring to a person who has a gender identity which may be either <ul style="list-style-type: none"> <li>• in between or beyond being a 'boy' or 'girl',</li> <li>• fluctuates between 'boy' and 'girl',</li> <li>• or identifies with neither 'boy' or 'girl'.</li> </ul>
Pronouns	A term used to refer to somebody for example she/her/hers/herself or he/him/his/himself. <i>Gender-neutral pronouns include:</i> <ul style="list-style-type: none"> <li>• <i>they/them/their/themself</i></li> <li>• <i>Per(person)/pers/perself</i></li> </ul>
Gender Identity	A person's internal perception of their identity.
Gender Expression	The way a person lives in society and interacts with others. <i>Some people have a gender identity that cannot be defined simply using the terms 'woman or man'.</i>
Gender Dysphoria	The term describing the discomfort / distress caused by the discrepancy between a person's gender identity and the sex they were assigned at birth.
Transitioning	This is the process of a person changing their social role to match their gender identity. <i>e.g., telling friends, family and colleagues, changing names, asking people to use different pronouns and changing the way gender is expressed. For some people, this may involve medical assistance such as hormone therapy and surgery.</i>



Transphobia	A term used to describe the fear, anger, intolerance, and discomfort that some people feel towards transgender people. This can result in discrimination, bullying and harassment.
Sexual Orientation	Sexual orientation is a separate issue from gender identity. Trans individuals may be gay, lesbian, bisexual, straight/heterosexual, or identify as having another sexual orientation e.g., asexual, pansexual etc, regardless of their gender identity.

