Shrewsbury School Transgender Policy

Introduction

‘Trans’ is regarded as an inclusive term for people who identify themselves as transgender, transsexual or transvestite. The word ‘trans’ can be used without offence to identify people undergoing gender transition; people who identify themselves as someone with a different gender from that assigned to them at birth, but who may have decided not to undergo medical treatment and people who choose to dress in the clothing typically worn by the other gender.

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of gender. This is also the case for people who do not wish to transition permanently to a new gender role, but who identify as genderqueer, gender variant or intersex or who choose to live permanently with a more fluid gender identity.

Purpose

The purpose of this policy is to begin the process of establishing a framework for how the school will support pupils who initiate a process of reassignment. In line with NMS 16 and the school’s Equal Opportunities Policy gender reassignment is classified as one the nine ‘protected characteristics’ on the grounds of which people are protected against discrimination. Shrewsbury School aims to give support and understanding to those pupils who wish to take steps to present themselves in a gender different to the one assigned them at birth. We aim to foster an attitude and environment that is free from discrimination or harassment where all pupils are treated with dignity and respect.

Legal Framework

This policy has been produced in accordance with the legal policies found in the following documents.

- Equality Act 2010
- Gender Reassignment Regulations 1999
- Gender Recognition Act 2004
- Data Protection 1998
- The Human Rights Act 1998
- Sex Discrimination Regulations 1999

Anti-Bullying Procedures

Shrewsbury School has a clear and robust Anti-Bullying policy that is known and understood by all members of the community. It is the right of every pupil at the school to be accepted for who they are without fear of harassment or bullying. In line with this policy, any examples of ‘transphobic’ bullying will be recorded and dealt with in the same manner as other examples of bullying that are motivated by prejudice and discrimination. An attempt to ‘out’ another pupil without their permission will be considered a serious breach of the school’s anti-bullying policy.
INSET & Staff Training

In order to assist staff in developing the relevant skills and expertise to deal with Transgender issues, the school will ensure INSET training covers a range of relevant topics including:

- Safeguarding and confidentiality
- Anti-Bullying procedures
- Issues relating to gender identity
- Relevant and changing legislation

The Curriculum

Issues relating to gender identity are studied as part of the PSHE programme. Along with a number of broader identity issues such matters may be discussed in tutorials and may also be touched upon in other subjects including English, Philosophy & Theology as well as Biology. The School’s curriculum does not rely on stereotypical assumptions and does not contain material that could be deemed as ‘transphobic’.

Sport & Games

Sport and games form an intrinsic element of the Co-curricular programme of the school. A transgender pupil has the same entitlement to participate in these activities as any other pupil in the school. Participation in sport will be managed as sensitively as possible and appropriate risk assessments will be undertaken. It may be the case that in certain circumstances involving contact sports participation may have to be limited. The school will consider this at the appropriate moment and would consult with the pupil as well as their parents / guardians.

Changing & Toilet Facilities

The use of changing room facilities will also be carefully considered. The school will endeavour to be sensitive to the needs of any transgender participants while also recognising the needs of other pupils. When competing against another school or at another venue appropriate provisions and risk assessments will be in place.

Dress and Uniform

Transgender pupils will be expected to adhere to the published school uniform and dress code.

Boarding & Welfare

In providing accommodation for pupils, special issues which may be raised by transgender pupils will be treated sympathetically. Pupils undergoing medical and surgical procedures related to gender reassignment will receive positive support in order to meet their needs during this period.

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