

# GREEN LANES SCHOOL POLICY

## Gender Identity (Pupils)



*It is our vision and aim to create a learning experience in which **every** child will achieve and realise their full potential. At Green Lanes Primary school we create caring, confident and committed learners for life.*

Date reviewed	Signed by Green Lanes governing body
Date reviewed	Signed by Headteacher
Date Reviewed	Summer 2024
Due for review	Summer 2025

**This policy has been written and reviewed using guidance from *Gender Questioning Children – Non-statutory guidance for schools and colleges in England (December 2023)***

## **Introduction**

Gender is often an important part of an individual's identity and developing a positive sense of gender identity is part of growing up. However, gender identity can be complex and there is a spectrum of gender which is wider than boy/man or girl/woman.

Practice to support **gender questioning** pupils is embedded across school policies and curriculum and built on best practice already in place to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations. This policy seeks to provide a broad overview of the possible needs of gender questioning pupils and their families.

## **Principles**

In developing practice to support gender questioning pupils, schools should aim to follow these principles:

- We will listen to the pupil and their parents and carers. Wherever possible, we will follow their lead and preferences.
- No pupil should be made to feel that they are not entitled to be treated with the equality they deserve and are legally entitled to.
- We will challenge gender stereotypes and norms.
- We will avoid, where possible, gender segregated activities.
- We will challenge bullying and discrimination.
- We will promote positive attitudes to gender diversity by including gender questioning issues within activities relating to discrimination, hate crime, diversity, inclusion, RSE and PSHE, where identified in the curriculum.

## **Terminology and Language**

The correct terminology and language should be used and in order to do this, there may need to be education around sexual orientation and gender so that pupils, staff and governors have a clear understanding that gender identity and sexual orientation are two separate things. **Parents will always be made aware of a pupil's request to have their identified gender, name or pronoun changed. Where agreed with parents,** the school will ensure that the **chosen** gender, names and pronouns are used when addressing gender questioning pupils.

### **Registration of Name and Sex**

We will store and process a pupil's data according to the law, including knowing and recording their name and biological sex. This will ensure that we meet the statutory requirements for schools' admission registers as set out in section 434 of the Education Act 1996 and The Education (Pupil Registration) (England) Regulations 2006 which sets out that a school is required to register each pupil's sex (along with their name, date of birth and other details).

### **Names and Pronouns Change**

We will always record a child's legal name and sex in the admissions register.

We recognise that respecting a pupil's request to informally change name and pronouns is crucial in supporting and validating that pupil's identity. Some gender questioning pupils may wish to change their known name to make it in line with their gender identity. Although they may not have changed their name legally, we recognise that individuals have the right to choose the name that they wish to be known by. The school will liaise with the pupil's parents if this situation should arise.

### **School Attendance**

As a school, we make reasonable adjustments to accommodate absence requests for any appointments with external sources, in line with our attendance policy. It is possible that a pupil may be accessing support from outside of school, so provision will be made in order for the pupil to be absent from school if necessary. Confidentiality will be maintained at all times.

### **Transphobia and Bullying**

We have a policy in place to deal with bullying. In line with this policy, transphobia incidents will be dealt with in the same manner as other incidents that are motivated by prejudice e.g. racist or homophobic incidents. These will be recorded and monitored on our electronic record tool CPOMS as 'transphobic'.

### **Physical Education**

Physical Education is part of the National Curriculum. A gender questioning pupil has the same right to the Physical Education curriculum as any other pupil. With regard to gender questioning pupils at our school, there should be few, if any issues regarding participation within the sports of their identified gender. All Physical Education lessons are mixed gender and our Physical Education uniform is the same for all pupils.

There may be sports where, as puberty develops, gender questioning pupils may have a physical advantage over others. This should not become a problem within a carefully and sensitively

managed lesson content. The issue of physical risks within sports will also be managed properly within the lesson context rather than preventing a gender questioning pupil from participating, which would be discriminatory. **The safety of pupils will always be prioritised when making decisions about participation in Physical Education activities.**

### **Changing Room Facilities**

The use of changing room facilities will be carefully considered. Facilities for gender questioning pupils will be sensitive to their needs and will also recognise the needs and sensitivities of other pupils. When changing at a venue outside of school, school staff will ensure that there is appropriate provision available. We will speak to the gender questioning pupil prior to these lessons to identify their needs and wishes. We will also discuss this with parents or carers.

### **Swimming Lessons**

Parents/carers will be made aware of the statutory responsibility for all children to be able to swim 25 metres by the end of Key Stage 2. Gender questioning pupils and their parents/carers will be spoken to prior to the block of lessons starting and agreements made about swimwear and changing facilities. Careful consideration must be made of the health and safety policy of the leisure centre or swimming pool. For example, it may be against health and safety regulations to wear a t-shirt in the swimming pool and therefore would be more appropriate for a pupil to wear an all in one wetsuit or similar.

### **Toilet Facilities**

In Foundation Stage and Years 1, 2 and 3 pupils have access to single-occupancy toilets which are used by all pupils and are not assigned to specific genders.

**In Year 4, 5 and 6 pupils have access to single sex toilet facilities. Children will only have access to the toilets allocated to children of their sex (boys will not use the girls' toilets and girls will not use the boys' toilets).**

**We recognise that gender questioning pupils may wish to access the toilet facilities which are most comfortable to them and so they may not want to use the toilet designated for their biological sex. If this situation arises, we will provide or offer the use of an alternative toilet facility. This facility will be for use by one child at a time, including for hand washing, and will be secured from the inside.**

### **School Uniform**

Gender questioning pupils will be expected to follow the school's uniform code which does not identify specific items of uniform for specific genders

## **Residential Visits**

No child will share a room with a child of the opposite sex and so careful consideration and preparation is needed when a gender questioning pupil is taking part in a residential visit.

Gender questioning pupils will not be excluded from residential visits. Sleeping arrangements will be agreed with staff, the gender questioning pupil and their parents/carers and will take into account the needs of all children attending the visit. Risk assessments will be carried out prior to the visit so that reasonable adjustments can be made to allow the pupil to participate fully.