**[-]Equality Trans Inclusive policies**

**Equality Policy**

In line with the Equality Act, 2010 gender reassignment is seen as a protected group. The setting works within the guidance provided by Brighton & Hove City Council in their Trans Inclusion Schools Toolkit.

**Anti-Bullying Policy**

There is zero tolerance to bullying including sexist, homophobic, biphobic and transphobic bullying (alongside bullying of all groups with protected characteristics) both bullying and prejudice-based incidents are recorded by type, analysed and monitored.

**PSHE Education policies**

During PSHE discussions we will support understanding of trans identities and be inclusive of trans children and young people.

**Uniform Policy**

Uniform items are listed, rather than listed by gender. A statement is included to cover for trans pupils and students and others for whom adjustments are needed such as those from faith backgrounds. Our uniform is unisex and completely optional.

**Safeguarding, Confidentiality, Data Protection**

As appropriate these explain how changes are made to personal information and make clear that:

* being trans is not a safeguarding issue
* commitment to not ‘outing’ trans members of the community without their permission unless there are safeguarding reasons for doing so

**Special educational needs and disabilities policies / School Offer**

SEND pupils or students are just as likely to be trans or gender exploring as any other person and we can signpost parents/carers to organisations to help support their needs.

**Teaching and learning/behaviour policies**

Our teachings discourage unnecessary grouping or lunch seating by gender, single gender groupings will be sensitively managed when deemed necessary to support learning or needs of a particular group.

These policies will also encourage approaches which are:

* inclusive
* representative of the community
* prevent and challenge:
  + sexism
  + homophobia
  + biphobia
  + transphobia

## [-] Good practice in working with trans children and young people in our setting

Education settings should include reference to the inclusion of trans children and young people in policies

It is recommended that there is a named member of staff with training and expertise in supporting trans children and young people.

#### Disclosures of trans identity will be shared with [named member of staff] to ensure appropriate decisions are made to support the child or young person

#### We will take our lead from children and young people and involve them in making decisions that will affect them

#### We will involve family members, with the agreement of the trans pupil or student, in making decisions about their child

#### We will apply a watch and wait policy, which does not place any pressure on children / young people to live or behave in accordance with their sex registered at birth or to move rapidly to gender transition

#### We will respect and use the pupil’s / student’s new name, pronouns and title (and apologise for any mistakes made)

#### We will provide access to a range of appropriate toilets and changing facilities recognising that trans people (as defined under gender reassignment in the Equality Act) can use facilities of their self-identified gender

#### We will support all pupils / students to wear clothing in line with their gender identity

#### We will only divide pupils / students by gender when there is an educational reason for doing so

#### We will enable full access to enrichment activities for trans pupils and students

#### We will support trans pupils and students to access medical appointments if required

#### We will take confidentiality seriously and not ‘out’ a trans child or young person without their permission

#### We will provide additional support to a trans child or young person and or their parents, carers and siblings by referring them to Allsorts Youth Project and other services as appropriate

#### We will use the curriculum and other opportunities to challenge gender stereotyping, sexism, homophobia, biphobia and transphobia and will represent diversity as part of our wider equality work

#### We will identify, record and challenge all prejudiced incidents and bullying including those which are sexist, homophobic, biphobic and transphobic

([Based on a document](https://genderedintelligence.co.uk/) produced by Gendered Intelligence)