



Trans and Non-Binary Inclusion Policy

Author of Policy
James Buchanan

Date adopted by Governors/Academy 18/01/2022

○ OUR MISSION

‘I have come that they may have life and have it to the full’ John 10:10

All Saints Academy ensures that every student is **well-educated**, prepared for the **future** and is able to **live life** to the full.

○ OUR VALUES

To achieve our mission, we have four core values:

- FAITH – putting Christian faith at the heart of every action and providing a safe environment and caring ethos for all
- FOUNDATIONS – creating strong foundations in learning, behaviour and success for all
- FAMILY – understanding the importance of family, the value of community and ensuring support for all
- FUTURES – preparing for bright futures shaped from excellent progress, achievement and choice for all

This policy and the associated procedures are based on these principles, aims and beliefs.

Trans and Non-Binary Inclusion Policy and Procedures

1. Aim

To have in place a clear protocol and procedure, which is understood and implemented by all staff, Governors, visitors and parents. The ultimate aim is to ensure that students at our school can learn and enjoy extra-curricular experiences in an environment where they are safe from harm.

2. Policy Statement

The school has a legal duty of care for the health, safety and wellbeing of all pupils and staff. This duty of care incorporates the duty to 'safeguard' all pupils from being subjected to any form of harm or abuse. It is the responsibility of the Governing Body and the Headteacher to ensure that this duty is implemented at all times.

3. Policy responsibility

James Buchanan is the member of staff responsible for the implementation, coordination, dissemination and review of this policy. All breaches of this policy must be reported to James Buchanan in the first instance.

4. Where and to whom the policy applies

The school is deemed to have control and responsibility for its pupils anywhere on the school site, during normal school hours, during after school activities, and on school organised (and supervised) off-site activities. The policy applies to:

- All teaching and non-teaching staff employed by the school
- All external visitors entering the school site during the school day or for after school activities (including supply teachers/peripatetic tutors/sports coaches and topic related visitors e.g. authors, journalists)
- All Governors of the school
- All parents (including parent helpers)
- All pupils
- Other education related personnel (County Council staff, Inspectors, health care professionals)
- Buildings and Maintenance Contractors

5. Protocol and procedures

- Disclosures of trans and non-binary identity will be shared with James Buchanan and Emma Hill 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 or non-binary 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)
- The SIMS register will be updated if parents/carers give their permission for this. The Timetable and Data team will be responsible for this and Emma Hill will communicate changes made with the teaching staff
- Whether or not parents/carers are supportive, the student details on SIMS will be updated stating a student's new name and pronouns and whether or not home is supportive. The name and pronoun spreadsheet on the shared drive will also be updated by Emma Hill and the pastoral team.
- 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 provide access to gender neutral changing space for non-binary students
- We will support all pupils / students to wear uniform and PE kit 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 and non-binary pupils and students
- We will support trans and non-binary pupils and students to access medical appointments if required
- We will take confidentiality seriously and not 'out' a trans or non-binary child or young person without their permission
- We will provide additional support to a trans or non-binary child or young person and or their parents, carers and siblings by referring them to Mermaids Youth Forum 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
- We will share information about sexist, homophobic, biphobic and transphobic incidents with Governors

6. Linked policies

This policy should be read in conjunction with other related policies, including:

- Child Protection and Safeguarding policy
- Anti-Bullying Policy