



**KINGS'**  
SCHOOL · WINCHESTER

## Transgender Policy

Policy Reviewed by:	ADS	April 2022
Approved by:	Pupil Support Committee	May 2022
Approved by:	FGB	May 2022
To be Reviewed	3 Yearly	May 2025

## Transgender Policy

### 1. Introduction

At Kings' School, everyone works together. Knowing that all human beings are equally and infinitely valuable and that they have equal rights and equal dignity, we promote respect, kindness and courtesy.

The purpose of this policy is to explain the school's practice in the field of Transgender consideration, in order to minimise the distress and disruption to all pupils by:

- ensuring staff and Governors are dealing with Transgender matters inclusively and sensitively
- providing an inclusive environment for any Transgender member of staff or pupil
- ensuring all pupils are aware of and educated on issues of Transgender

### 2. The Law

"The Equality Act 2010 applies **gender reassignment** to *anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex*).

This means that schools must protect any pupil or member of staff taking steps to reassign their sex, whether those steps are social (for example changing their name, the pronoun they prefer and the way they dress or look) or include medical intervention (for example accessing hormone therapy or having surgery)."

### 3. Our practice

It is important to assess the needs of any member of the school community on a case-by-case basis. For a pupil, this is the responsibility of the Head of Year. For a member of staff, this is the responsibility of the Headteacher. It is also important to balance what may be the conflicting views of the pupil and their parent or parents, taking into account the age of the pupil and their legal rights.

#### 3.1 Curriculum

Transgender issues (and other issues relating to sexuality) are considered within the PSHEE curriculum. This curriculum is designed to promote understanding and to combat prejudice and discrimination, in line with the school's inclusive ethos.

#### 3.2 Names

A pupil's record on the school's Management Information System (MIS) can be changed to reflect their preferred name.

However, the gender recorded on the MIS has to remain as it was when the pupil was assigned their unique pupil number, unless the pupil's birth certificate or legal gender is changed via a gender recognition certificate.

A pupil's original name and gender will have to be recorded for exam entries and certificates, unless the pupil has legally changed their name, for example by deed poll.

#### 3.3 Changing facilities

Transgender pupils may be offered the choice of using single-stall accessible toilets and private facilities.

### 3.4 PE

Transgender pupils have the same right to participate in PE as other pupils. If they wish to do so, and depending on the nature of the activity, they will usually do PE with pupils of their birth gender. Alternative arrangements may be considered on a case-by-case basis.

### 3.5 Uniform

Transgender pupils have the right to dress in a manner consistent with their gender identity or gender expression. This may mean that they choose to comply with the school's uniform rules that apply to their reassigned sex.

### 3.6 Privacy

It is the right of the individuals concerned to choose whether they wish to be open about their gender identity. To 'out' someone, whether staff or pupil, without that person's permission is a form of harassment, and is unacceptable.