

# BRIGHTON GIRLS

## TRANSGENDER GUIDANCE

September 2022

This guidance has been drawn up in guidance with [Brighton and Hove Trans Inclusion Toolkit September 2021](#)

- Disclosures of trans identity will be shared with Wendy Fox (Deputy Head Pastoral) to ensure appropriate decisions are made to support the young person. They will then meet with the young person to discuss their support.
- We will take our lead from young people and involve them in making decisions that will affect them.
- We will respect the confidentiality of a young person who discloses their trans status but will encourage them to discuss their trans status with their parents or we will offer to talk to their parents on the student's behalf.
- We will involve family members, with the agreement of the trans students, in making decisions about their child.
- We will hold regular check-in meetings with trans students discussing support and encouraging them to talk to their parents.
- We will apply a watch and wait policy, which does not place any pressure on 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 student's new name, pronouns and title (and apologise for any mistakes made).
- We will update our records. Wendy Fox will be responsible for communicating this to the relevant members of staff and for

communicating the changes made.

- We will provide access to a range of appropriate toilets 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 students to wear uniform/PE kit in line with their gender identity.
- We will enable full access to enrichment activities for trans students.
- We will support trans students to access medical appointments if required.
- We will take confidentiality seriously and will not 'out' a trans young person without their permission.
- We will provide additional support to a trans student and/ or their parents, carers and siblings by referring them to the Allsorts Youth Project and other services as appropriate.
- We will use 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.