

**Supporting Transgender Pupils At Shawlands Academy Policy**

Shawlands Academy aims to provide a caring, supportive and secure environment in which all our young people can thrive as successful and creative learners. Our aim is for students to enjoy, engage and excel as individuals and develop skills for life, learning and work.

Our commitment to social justice is shaped by the Equalities Act 2010. This means that we have a duty to eliminate discrimination, foster good relations and advance equality of opportunity to all students and staff inclusive of age, disability, gender reassignment, pregnancy and maternity, race, religion /belief, sex and sexual orientation, marriage & civil partnership.

With this in mind the Academy is committed to being transgender inclusive and effectively supporting transgender students and staff.

**How does this happen**

In order to fulfil this commitment the Academy will

* Actively challenge unacceptable behaviour/bullying and develop procedures to respond to homophobic , biphobic and transphobic bullying including recording and monitoring and information on each form of bullying
* Ensure that transgender students are at the centre of all discussions and have control of the conversations around support , confidentiality is respected & advice and support is available
* Provide training opportunities for all staff on supporting transgender young people
* Provide guideline for supporting transgender students
* Provide safe spaces for transgender students to meet
* Provide positive images/messages about transgender identity around the building and explicitly within the curriculum
* Provide specific transgender input into assemblies with explicit messages of support
* Provide accessible resources/organisation information for transgender students

Impact

* Young people feel safe and secure in the Academy and confident in sharing their gender identity and safe reporting transphobic behaviour/bullying
* Staff actively ensure that transgender young people are accepted , respected and supported
* The Academy continues to support the LGBT alliance group
* Transgender safe spaces are made available. This includes gender neutral toilets and gender neutral changing rooms
* All students are aware of the Academy’s commitment to supporting transgender young people as part of the whole school approach to social justice

**Guidelines to staff for supporting Transgender Students**

If a young person confides in you that they are, or think they might be transgender:

* Offer support and assure them that you will keep this information confidential, unless they want you to share it with other agreed people within and /or outside the school.
* Establish what support, if any, they would like from the school (this should initially be PTPC) and let them know about the LGBT Alliance as well as LGBT Youth groups in our area.
* Ensure that the speed in which decisions are made is determined by the student and unless you are concerned about their mental health/wellbeing information should not be shared without consent. If you do have concerns speak to the PTPC.
* In offering guidance about next steps be clear about expectations, for example a name or pronoun change that would appear on school documentation would need to be shared with parents/ carers.
* Supporting parents is an important element and PTPC will facilitate dialogue where appropriate however if the young person is unwilling to share this information with parents/carers, continue to offer a safe space within school to explore or talk about these issues.

If a young person identifies as transgender and requests practical changes in school provision the School will make any reasonable adjustments required. It is important that the pace of change is set by the student and consideration for their wellbeing is paramount. All adjustments must be planned and managed in a supportive way. The plans should come about through communication with the young person, their parents/carers (if involved) and relevant staff.

**Uniform and Appearance**

Any changes to uniform and appearance will be discussed with the young person and they will be supported through this process. Changes will be communicated to staff in advance so that they are made aware. It is very important that no judgements are made and the young person feels supported through this process. All instructions regarding dress codes for social functions should be gender neutral.

**Name/ Pronoun change**

If a young person requests a change in their known name or the pronouns used, staff should be informed and advice given about this change. Over 16 a young person can make a legal change to their name. Under 16 pupils can change their name and should be allowed to do so but the parents/ carers would need to be involved.

**Useful organisations**

LGBT Youth Scotland is the key organisation across Scotland

The Glasgow branch is at 3/2 30 Bell Street G1 1LG

Contact 01415227425

**info@lgbtyouth.org.uk**

**TYG – Transyouth Glasgow -**

A youth group for people aged 16-25 who identify as transgender or are questioning or exploring their gender identity. Meets every Monday 19.00-21.00

**Stonewall Scotland**

Stonewall Scotland campaigns throughout Scotland for the rights of lesbian, gay, bisexual and trans people across Britain.

The main office is located in Edinburgh Mansfield Traquair Centre, 15 Mansfield Pl, Edinburgh EH3 6BB and are open from Monday to Friday 9:30-16:30

Contact No: 0131 474 8019

“https://www.stonewallscotland.org.uk/our-work/stonewall-research/health-wellbeing/transitioning-young-person” is an advice website for those who are transitioning as a young person.

**TransparentsT**

**TransparenTsees – group for parents of trans people**

**1stThursday of the month, 6-8pm**

**2nd Floor at Sandyford,2-6 Sandyford Place, Glasgow G3 7NB**

The aim of the group, which has been set up by parents, is to provide a confidential, safe place for parents, carers and other family members of trans people to meet, discuss issues and ask questions of one another. You may just have found out that your child, whether young or grown-up, is trans, or you may still be grappling with the issues after many years of knowing – the group is for all parents, carers or other family members of trans people.

Please contact: TransparenTsees@gmail.com for more details.

**Mermaids UK**

[**https://www.mermaidsuk.org.uk/resources-for-young-people.html**](https://www.mermaidsuk.org.uk/resources-for-young-people.html)is a youth forum aimed youth group for gender diverse and/or transgender young people between 12 and 19 years old, has grown from a starting point of 3 members to over 300. The forum is a safe space for you to ask questions, talk about how you are doing, and share experiences with others in the same or similar circumstances to you.