



# St Christopher's the Hall School



## Gender Identity

Policy Owner: Head of School

ISSR Reference:

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## Version Control Information

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New Policy	Head of School	Autumn 2025	New template KCSIE updates

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### 1. Aims

This policy is applicable to staff, students and parent/carers of St Christopher’s the Hall (‘the school’) and aims to ensure all parties are clear on the mechanisms through which gender identity is managed and overseen in the school.

### 2. Legislation

This policy is based on expectations set out by the Independent Schools Inspectorate (ISI), and informed by the following legislation:

- Keeping Children Safe in Education

### 3. Roles and responsibilities

#### 3.1 St Dunstan’s Education Group

The governing body has ultimate responsibility for safeguarding but will delegate day-to-day responsibility to the CEO of St Dunstan’s Education Group, who delegates responsibility to the Designated Safeguarding Lead (DSL).

The governing body has a duty to:

- Review this policy annually
- Ensure the school follows what is articulated within this policy.

### **3.2 The Designated Safeguarding Lead (DSL)**

The DSL is responsible for safeguarding. This involves:

- Ensuring all staff in the school follow what is articulated within this framework
- Staff receive sufficient training on how to implement the principles outlined in the policy

### **3.3 Staff**

Staff are responsible for the provision of pastoral care in the school. Staff will:

- Implement the framework outlined in this policy, including specific roles for tutors and teachers

### **3.4 Students and parents/carers**

Students and parents/carers are responsible for communicating effectively with the school regarding any support that may be required. Students and parents /carers will:

- Contact the school through the [mail@stchristophersthehall.org.uk](mailto:mail@stchristophersthehall.org.uk) email address.

## **4. Gender Identity**

### **4.1 Aims and Ethos**

St Christopher's the Hall aims to provide an inclusive environment that allows all individuals to thrive, including pupils who are LGBTQ+ or who have a non-conforming, fluid, non-binary or no gender identity. These identities are often grouped using the words 'transgender' or 'trans' to encompass the wide range of ways a young person may choose to describe their gender identity.

We acknowledge that each transgender, gender non-conforming, gender fluid or non-binary pupil's journey is individual and feels therefore the support they need or want will vary.

Gender dysphoria is a clinical condition which can present from an early age and can only be diagnosed by a medical expert. A person diagnosed with gender dysphoria may require or desire medical treatment. Some people may never seek or obtain a medical diagnosis and likewise, some people diagnosed with gender dysphoria may not want any medical treatment.

### **4.2 Relevant Legislation**

This document has been prepared with reference to relevant guidance and legislation including:

*The Equality Act 2010* – this act ensures legal protection against discrimination,

harassment and victimisation for everyone who has one or more of the specified protected characteristics. One of these characteristics is “gender reassignment”, defined as follows: “a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex.

*Relationships and sex education (RSE) and health education* – this is statutory guidance on relationships education, relationships and sex education and health education and includes details on the introduction of LGBT content in the curriculum.

*Plan your relationships, sex and health curriculum 2020* – non-statutory guidance for schools incorporating guidance on how to teach about gender identity and biological sex in schools whilst avoiding stereotyping.

Advice from the NHS Tavistock and Portman clinic.

### **4.3 Discrimination and Bullying**

The school does not tolerate discrimination or bullying of any kind and works actively to inform and educate about protected characteristics in order to promote understanding and acceptance. Any bullying will be dealt with under our anti-bullying policy which includes both restorative approaches and sanctions to be applied as appropriate to the individual case.

### **4.4 Change of names of pronouns**

Where a transgender, gender non-conforming, gender fluid or non-binary pupil wishes to change their name and pronoun, this will be carefully considered by the school as we acknowledge that respecting these wishes, wherever practicable, is an important part of supporting their identity.

It is always best practice to work with parents closely on issues affecting a young person’s development and mental health. As such, we will meet with the parents of any transgender, gender non-conforming, gender fluid or non-binary pupil to reach agreement on the pronouns and name to be used. We will work with the pupil in question to agree the way in which they would like to communicate this to their parents or carers, if they have not already been informed.

A legal name change is not required for us to refer to a young person by their new name and pronoun where requested. Where appropriate, we will work with the pupil to agree how to communicate and implement any change agreed.

Where any agreement has been reached about a change to a transgender, gender non-conforming, gender fluid or non-binary pupil’s name or pronouns, we will ensure that this information is shared

with staff so that they know the pupil's preferred name and pronouns, according to the pupil and family's wishes as the school also respects their right to privacy and dignity.

A transgender, gender non-conforming, gender fluid or non-binary pupil may be required to use their legal name for formal exams. In these circumstances, we would speak with the pupil and their family and liaise with the relevant exam board to clarify the situation.

#### **4.5 Facilities and Trips**

The Pastoral Teams will proactively reach out to families when a pupil informs us of their gender identity to discuss and agree which of these facilities will be used.

The school follows the guidance of the *Outdoor Education Advisors' Panel on Transgender Young People and Visits* who state that schools should consider the welfare and safety of both individuals and the wider group when taking transgender, gender non-conforming, gender fluid or non-binary pupils on residential visits. There are a number of solutions recommended for residential accommodation that meets these welfare needs and the trip leader will discuss the options available with the parents or carers of the young people involved, which may vary depending on the type of trip.

If a transgender, gender non-conforming, gender fluid or non-binary pupil would like to share with pupils who are not of the same biological sex, the consent of all parents of children sharing will be requested and an agreement on changing, sleeping and bathroom arrangements will be written out in advance and agreed by the Designated Safeguarding Lead.

#### **4.6 Training and Education**

The Group will facilitate relevant staff training, including working with internal or external providers to ensure all staff are aware of how to support transgender, gender non-conforming, gender fluid or non-binary pupils.

Pupils will be taught about different gender identities as part of the school Relationships and Sex Education programme, at an age deemed appropriate by the Senior School Leadership Team.

#### **4.7 Uniform**

Pupils are free to choose items from either uniform option regardless of their biological sex or gender identity. The school is aware that wearing uniform from either option may be due to personal preference and does not necessarily relate to gender identity.

#### **4.9 Sport and PE**

Games and PE are both gender-neutral at the school, with children able to take part across the selection historically considered as 'boys' or 'girls' sports.

For away fixtures, a member of the sports department should ensure there are appropriate changing facilities at the away ground in advance of travel as it could be distressing for a pupil to arrive and realise no appropriate provision was available.

It is not expected that there will be any particular issues arising for transgender, gender non-conforming, gender fluid or non-binary pupils in PE or Games. Should such issues arise, in particular regarding competitive advantage, they will be dealt with on a case by case basis with reference to the guidance provided by dedicated sports associations for transgender participation in sport.

#### **4.10 Communication**

The Head of the Group (or in his absence, the Chief Operating Officer) will be responsible for handling all press enquiries. All and any approaches from the press should be directed to the Head's office and no comment provided by any other member of staff.

### **5. Monitoring**

This policy will be reviewed by the Head of Pastoral annually.

At every review, the policy will be approved by the Education committee (SS)

### **6. Links with other policies**

This policy links with:

- Safeguarding and Child Protection Policy