

Rigby Hall School
Transgender Policy
April 2016

Rigby Hall School values all its pupils and staff equally. It will neither practise nor allow any discrimination based on gender identity. Recognising the existence of transphobia in society, the school will ensure the following:

- Staff and pupils will not be denied fair and equal treatment because of their gender identity (1).
- All areas of the curriculum and resources will be closely monitored to see that they do not rely on gender stereotypes and that they contain no transphobic material.
- Transphobic abuse, harassment and bullying e.g. name-calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour and intrusive questions are serious disciplinary offences and will be dealt with promptly under the appropriate procedure.
- Staff will not be excluded from employment, promotion or any employee benefit because of their gender identity.
- Staff or pupils who wish it to be known that they are transgender (2) will be provided with a supportive environment. However, it is the right of the individuals 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 will be treated as such. Assumptions will not be made that partners are always of the opposite gender.
- Transgender issues will be included in equality training.
- Staff and pupils will be provided with a confidential procedure for reporting any transphobic bullying.
- Monitoring of complaints of transphobic abuse, harassment and bullying, and of the school's readiness to deal with such cases, will be undertaken at least once a year.
- The Ofsted self-evaluation form will include reference to transphobic bullying and the measures the school has in place to tackle it.
- Staff undergoing medical and surgical procedures related to gender confirmation will receive positive support from the school to meet their particular needs during that period.
- Transgender staff and pupils come from diverse backgrounds and the school will strive to ensure that they do not face discrimination either on the grounds of their gender identity or with regard to other aspects of their identity (e.g. race, age, religion, disability, belief).

Overall, Rigby Hall School aims to create an environment in which all staff and pupils, whatever their gender identity feels equally welcome and valued and in which transphobic behaviour is not tolerated

(1) Gender identity

Describes the psychological identification of oneself as a boy/man or as a girl/woman. There is a presumption that this sense of identity will evolve along binary lines and be consistent with the sex appearance.

(2) Transgender

Transgenderism is an inclusive term describing all those whose gender expression falls outside the typical gender norms, for example those who cross dress, as well as those who live continuously outside the gender norms