

TRANSGENDER

AWARENESS



TYNDALL HIGH SCHOOL



ESTD 1989

WHAT IS THIS LEAFLET FOR?



Tyndall High School promotes an inclusive, welcoming environment where everyone is encouraged to be their authentic selves. In order to create the best environment for our learners, staff should be role-models for positive behaviours.

This leaflet is designed for staff and stakeholders at Tyndall High School to provide information and practical guidance on ensuring that everyone fosters an inclusive and equal environment.

This leaflet provides specific information on supporting transgender individuals. There are other publications for groups with different protected characteristics available from the school library or in the staff room.



WHAT DOES **TRANSGENDER** MEAN?



Transgender is an umbrella term used to describe those whose gender is not the same as the sex they were assigned at birth (Stonewall, 2019).

Whilst 'transgender' or 'trans' is an umbrella term, it should not be confused with 'transsexual'. Transsexual is the term used in the Equality Act but it is recognised that this term is considered outdated by some (EHRC, 2023).

If in doubt, always use the term 'Trans'. There is a list of key words at the back of this leaflet.

WHAT DOES **THE LAW** SAY?

The Gender Recognition Act 2004 provides for people to have their change of sex **legally** recognised on their birth certificate. This is important for some official purposes, such as pensions or marriage certificates.

However, this doesn't mean that it is a pre-requisite for changing gender. Many trans people do not feel it necessary to gain a legal certificate to align with their lived identity. There is no requirement for trans people to **legally** change anything.

Section 7 of the Equality Act 2010 defines gender reassignment as a protected characteristic. This means that any person, at any point before, during and after their transition, has legal protection.

WHAT ABOUT PRONOUNS?

Pronouns are used to refer to individuals or others.

Pronouns are an important part of someone's identity, particularly for somebody who is transgender. The most commonly used pronouns are 'she/her', 'he/him' or 'they/them'. More recently, people have started to use pronouns such as 'xe/sir' and 'ze/zir', which transcends the context of gender (Stonewall, 2022).

It's important to understand that pronouns are a personal choice and may change over time.

Everyone deserves to be treated with kindness and respect. It is always good practice to ask somebody what their pronouns are rather than assuming.

WHAT ARE THE RISKS IF WE BREAK THE LAW?



If an employer is found to have discriminated against an employee, the employer can face unlimited fines, in addition to reputational damage (ACAS, 2017).

There are a number of ways that trans people can be discriminated against, categorised into 4 main types:

DIRECT DISCRIMINATION

This happens when a person is treated less favourably than another person because of a protected characteristic. For trans people, it would mean they are treated worse than someone who is not trans.

People who are not trans can also suffer discrimination too. Protections for direct discrimination cover many people. In addition to protecting those with a protected characteristic, it is also possible to discriminate against somebody who is thought to have the protected characteristic too. This is called discrimination by perception.

It is also possible for someone who is connected to a trans person to be discriminated against. This is called discrimination by association (EHCR, 2023).

WHAT ARE THE RISKS IF WE BREAK THE LAW?



INDIRECT DISCRIMINATION

This happens when people with a protected characteristic are disadvantaged by policies or practices. An example of this could be where a specific uniform policy is different for people of different genders. If the policy puts trans people at a disadvantage, it could be indirect discrimination (ACAS, 2020).

HARASSMENT

This happens when a trans person is made to feel degraded, humiliated or offended for anything to do with their gender reassignment. A recent survey by Stonewall found that over half of the people surveyed hid the fact they were LGBT for fear of discrimination (Bachmann & Gooch, 2018, page. 11).

VICTIMISATION

Victimisation happens when a person is treated unfairly because they made (or helped to make), or someone thinks they made, a complaint that was related to a protected characteristic (ACAS, no date). This can also occur once employment has ceased, such as withholding a reference of a trans person because of their protected characteristic (Ayling & Ali, 2021).

WHAT CAN **YOU**

DO TO SUPPORT TRANS PEOPLE?

BE KIND

Kindness is key. The process of transitioning is unique for each individual. As colleagues, you can support others by being kind.

LISTEN

If someone tells you that they are transitioning, or that they have transitioned, just listen. Refrain from making judgements or assumptions. If appropriate, ask questions and ask them how you can support them.

BE AN 'ACTIVE BYSTANDER'

Challenge any inappropriate behaviour that you see or hear. Sometimes, we have to challenge our own biases and views.

BECOME AN ALLY

Here at Tyndall High, we have a wonderful LGBTQ+ network. Get involved and become a champion for equality.

RESPECT PRONOUNS

Pronouns are a part of someone's identity. Take time to understand how people like to be identified and respect this.



WHAT CAN WE DO AS **A SCHOOL COMMUNITY** TO SUPPORT TRANS PEOPLE?

ENSURE THAT OUR POLICIES ARE INCLUSIVE

We are working hard with external agencies to ensure that our policies and guidelines are trans-inclusive. As a school community, we all have a role to play in ensuring we are promoting equality for all (ACAS, 2017). Whether this relates to standards of dress or toilet facilities, we must be inclusive.

LISTEN

As a school community, we must listen to the voices of all our staff and learners. The world changes and we must change with it. Our staff forum is a great place to share concerns or suggest ideas for improvement. If you'd like to remain anonymous, you can place written comments in the suggestion box at Reception.



WHAT CAN WE DO AS **A SCHOOL COMMUNITY** TO SUPPORT TRANS PEOPLE? **LEARN**

The school is providing equality and diversity training for all staff and stakeholders. The core training is mandatory for all staff and will be delivered on INSET days. We would encourage staff to complete the further training that is on offer, please speak to a member of the leadership team if you are interested.

PROVIDE PERSONALISED SUPPORT

Tyndall High School is committed to providing individualised support to staff who are transgender. You are encouraged to explore the support options available on the school's intranet page. These include an employee assistance programme and access to an external counsellor.

CELEBRATE AND EMBRACE DIVERSITY

We are privileged to have such a diverse community at Tyndall High School. We will be celebrating International Transgender Day of Visibility every year and will ensure that our curriculum celebrates and embraces the experiences of trans people in and out of our community.

WHERE CAN I GET **FURTHER INFORMATION?**

There are so many organisations and resources available to help and provide signposting. Please note that this is not an exhaustive list:

GIRES

Mindline trans +

Stonewall

The Beaumont Society

The Outside Project

Welsh Gender Service

In the first instance, please ask the HR team who will be more than happy to help.

KEY WORDS

Adapted from Stonewall (203)



Transsexual – Viewed as an historical/medical term for someone who's gender is not the same as it was at the time of their birth

Trans – An umbrella term that is more commonly used to describe people who do not identify with their sex at the time of their birth

Transitioning – The process that occurs when someone changes their gender

Ally – Someone who supports the LGBTQ+ community. Usually, but not always, this refers to someone who is heterosexual and not trans

Gender dysphoria – A term that describes the distress felt when assigned sex is different to gender identity

Gender – An expression of masculinity or femininity. Not to be confused with 'sex'

Sex – this is assigned to someone based on their genitalia and reproductive organs

Gender identity – A person's sense of their own gender, regardless of the sex they were assigned at the time of their birth

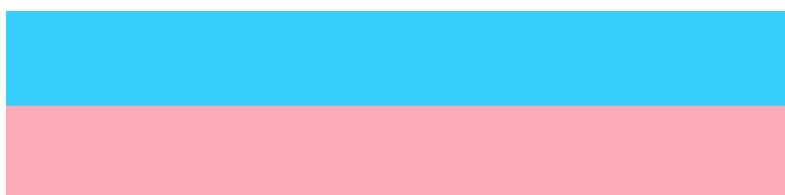
Gender reassignment – A protected characteristic under the Equality Act. An alternative term for transitioning

Non-binary – An umbrella term for someone who does not identify as either a man or a woman

Pronoun – Words that refer to someone e.g. 'she/her' or 'xe/xim'.



ESTD 1989



This leaflet is also available in Braille, large print, other languages and accessible formats from the HR Team.

HR@TyndallHighSchool.education.uk