

Appendix 1 Single Equality Policy Revised 2019

This appendix describes our current practice in relation to staff or pupils who chose not conform to one gender.

Children who do not wish to conform to their birth gender identity

In recent years we have had several children at the trust who have wished to identify with the opposite gender. As a primary school, we maintain the position that this is a question of personal identity, rather than an issue relating to sexuality. Sometimes these pupils will have the support of their family in this situation, sometimes not, but our aim at school is to remain inclusive and accepting, so enabling the child to feel able to express their personal identity in a healthy, open fashion.

This may mean changes to appearance and dress, that may have been previously associated with the other gender. Our approach in these situations has been to be led by the child, who in all cases to date, has not wished to draw attention to themselves or their differences from others, beyond the changes in dress or appearance. If, in future, we are faced with a different situation, we will, of course, adapt our approach and review this appendix policy accordingly.

Staff who are transgender or non-binary

Again, our approach here is to be inclusive. All appointments are made on the basis of merit and therefore we welcome applicants from all groups, including from those who are either transgender and non-binary.

If a staff member decides to come out as transgender or non-binary, our focus is supporting that staff member on their personal identity journey and minimising any disruption to children's learning or the smooth running of the schools. Each situation will be unique and how we communicate this to stakeholders will depend to some extent on the wishes of the person involved. (See Case History in Appendix 2 for more information)

However the trustees and the leadership of the Trust have agreed on the following principles:

1. The staff member should have the opportunity to tell their colleagues in their own way/words, should they wish to do this in advance of the changes taking place.
2. The school leadership is responsible for communicating the changes of name and appearance/dress to the parents and pupils and will do this at an agreed time. The changes will be described as a matter of personal identity rather than anything to do with sexuality, which is of course, irrelevant to professional life.
3. Care must also be taken to ensure that neither pupils or parents perceive these personal identity changes as in anyway linked to Relationships and Sex Education in school. This is especially important with KS2 children who, quite rightly, see their teachers as role models.
4. Agreement will need to be reached about the use of toilets at Marish as these facilities remain gender specific at the current time.
5. Timetable changes will be made so that these staff members are not put in the position of having monitor KS2 children of either gender whilst changing for PE or swimming, during their transition period.