

# COGNITA



**DOWNSEND**  
SCHOOL

## **Statement of Support for Transgender Students**

**September 2021**

## Statement of Support for Transgender Students

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- 1.1 As a school, we are committed to a policy of non-discrimination and the promotion of equal opportunity, fairness, justice and respect for all persons, in accordance with the Equality Act (2010). We aim to be a safe and inclusive learning environment for all students, family members and school staff. We understand that the expression of gender is an important aspect of an individual's sense of self and wellbeing, and we aim to support community members to express their own gender identity, whatever this may be.
- 1.2 The school recognises that each individual's circumstances and feelings are very different, and the support and any necessary accommodations made will therefore very much depend upon the person. Community members are therefore encouraged to enter into an open dialogue with the school about their individual needs (as is the case with all issues which may affect an individual's wellbeing and ability to learn).
- 1.3 The school will aim to follow the models of good practice set out in documents such as the ATL advice document 'Trans and Gender Questioning Pupils' and the East Sussex 'Trans\* Inclusion Schools Toolkit' (see [Resources](#)).
- 1.4 The school will make every effort to accommodate the needs of the individual, whilst also taking into account the needs of the whole community. Accommodations may include, but are not limited to:
  - Changes to uniform;
  - Amendments to changing and toilet facilities;
  - Changes to 'known as' name and personal pronoun usage; and
  - Decisions about if/who/how to talk to the school community.

This list is not exhaustive, nor exclusive, and it is important to stress that all adjustments will be agreed with the individual themselves, and decisions impacting upon their gender expression will not be taken unilaterally by the school.
- 1.5 The school reserves the right to seek advice from external agencies in support of the individual. Advice may include information on legal matters, medical and/or psychological advice and information from support groups.
- 1.6 Resources:
  - <https://gic.nhs.uk/>
  - <http://mermaidsuk.org.uk>
  - <http://genderedintelligence.co.uk>
  - <http://gires.org.uk>
  - [East Sussex Trans\\* Inclusion Schools Toolkit](#)
  - [ATL Advice – Trans and Gender Questioning Pupils](#)

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<b>Ownership and consultation</b>	
Document sponsor (role)	Group Director of Education
Document author (name)	Simon Camby
Consultation	Consultation with heads: Akeley Wood Senior School, Colchester High School, Huddersfield Grammar School, Hydesville Tower School, Long Close School, Meoncross School, North Bridge House Senior School, North Bridge House Canonbury, Quinton House School, Southbank International School Westminster Campus.  School Support Centre representatives: Alison Barnett (Safeguarding Adviser, Europe) and Susan Harrison (Group Head of Safeguarding Governance)

<b>Audience</b>	
Audience	All school staff

<b>Document application and publication</b>	
England	Yes
Wales	Yes
Spain	No

<b>Version control</b>	
Implementation date	September 2021
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<b>Related documentation</b>	
Related documentation	Safeguarding and Child Protection Policy