

Supporting Trans & Gender Questioning Pupils

Helping professionals, parents and carers to:

- Understand issues that gender questioning young people may encounter.
- Develop confidence in supporting LGNTQ+ community.
- Recognise how to support both at home and in collaboration with educational settings.

*"Trans and non-binary inclusive practice requires understanding and challenging long accepted ideas of sex and gender"
(Mermaids)*



Developing a positive sense of gender identity is an important part of growing up for all children and young people.



A legal background

- Under the Equality Act, 2010 schools must have due regard, and take care, to:
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.
Advance equality of opportunity between people who share a protected characteristic and those who do not.

Under GDPR the child owns their own data from the age of 13, however, (section 3, Children Act 1989) requires that schools record the child as provided by the parent, so on that basis they also require preferred names to be confirmed by parents.

A young person who is gender questioning may ask for people to refer to them as a different name but does require parent consent to change their name on official documentation.

A setting could support the parents and young person to work towards an understanding of each other's feelings and open communication.

Some terminology:

- **Gender identity** - gender identity is informed by how one sees oneself
- **Gender neutral** - avoids bias towards a particular sex of social gender
- **Gender fluid** - Gender identity is not fixed
- **Non-binary** - Non-binary people may identify as having no gender,
- **Cisgender** - Sex assigned at birth matches their gender identity.
- **Intersex** - person who may have biological attributes of both sexes
- **Sexual orientation** - Gender identity is different to sexual orientation
- **Transgender** - a person who does not identify with their birth gender
- **Questioning** - Exploring gender identity and sexual exploration
- **Transition** - An individual takes steps; legally, medically or socially
- **Queer** - LGBTQ+ have re-claimed this word to refer to someone denoting or relating to a sexual, or gender identity that does not correspond to established ideas of sexuality and gender
- **Autigender** - A term for when a person perceives that their experience of gender is influenced by their autism

Helping children and young people thrive

Impact on a young person:



- Attendance and school engagement.
- Low mood, poor self-esteem and feelings of anxiety.
- Reluctance to use school toilets, changing room and showers
- Reluctance to do physical activity in school, particularly if it strongly related to their birth gender.
- Possible victims of bullying.
- Adopting self-harming behaviours.
- May attempt to conceal physical development.

"The coming out process can be time consuming and emotionally challenging. This process can be gender affirming when transgender people are supported in doing so"
Transcare.ucsf.edu



It's ok to be learning; we may not get it right all of the time!

How to support

Use of pronouns & names

Clarify the student's preferred pronouns; they/them he/him she/her. These may change – be led by your young person.

Some children may wish to choose a name in-line with their gender identity. Although they may not have changed it legally, we all have a right to choose the name by which we would like to be known to others. This is important that we work together on this to support the young person.

Use of gender neutral Toilets

Use of gender neutral Language

Respecting chosen pronouns

Assist them with making connections inside or outside of your community



Recognising that a young person may wish to wear clothes that identify with their chosen identity

Building an ethos of embracing & celebrating diversity

Speak about LGBTQ+ issues to help create an open environment

Resources:



Connect with **NESSie**

on:



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<https://transcare.ucsf.edu/guidelines/mental-health>

<https://www.mentallyhealthyschools.org.uk/>

<https://mermaidsuk.org.uk/>

<https://www.youtube.com/watch?v=qLYtj0sf6ec>

<https://thrive.wandsworth.gov.uk/kb5/wandsworth/fsd/service.page?id=MRR9KmL5f0w>

<https://www.stonewall.org.uk/supporting-trans-child-or-young-person-school-or-college>

For support, more tools and resources, please visit nessieined.co.uk

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