

## CUR27 - Transgender Policy

<b>Policy Author:</b>	Head of Student Services	<b>Policy Owner:</b>	Vice Principal Funding, Systems Development & Operations
<b>Approval Date:</b>	December 2022	<b>Review Date:</b>	October 2025
<b>Purpose of the Policy</b>  <p>The purpose of this policy is to embed Weymouth College's good practice in the field of Transgender work and minimise any distress or disruption students, service users, staff and other users of the College. This policy informs staff, students and service users so that they can support, inform, protect and enable anyone questioning their gender identity to achieve their full potential whilst in education.</p>			

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## 1. Reason For The Policy

- 1.1. To support the college ethos of inclusivity and the enhancement of student experience.
- 1.2. The policy is required to ensure that all staff, students, service users and stakeholders are aware of the systems in place which support the college's Single Equality Scheme.
- 1.3. To foster empowerment and commitment among staff, students and service users to Equality, Diversity and Inclusion.

## 2. Policy Objectives

We aim to:

- Ensure staff and governors deal with Trans matters inclusively; benefiting from professional advice and guidance.
- Promote inclusion for all who use Weymouth College by improving services, facilities and resources for Trans students/service users.
- Empower Trans students/service users by providing a practical guidance to their experiences

## 3. Policy

The Equality Act 2010 ensures legal protection against discrimination in employment, education, the provision of services and the delivery of public functions, in relation to the nine protected characteristics defined in the Act, one of which is Gender Reassignment. The legislation lays down that a College must not discriminate against a student because of their transgender status. Discrimination can be direct or indirect. Indirect discrimination occurs when a provision, criterion or practice applies to everyone but puts a person with a particular protected characteristic at a particular disadvantage, and it can't be justified as a proportionate means of meeting a legitimate aim. Unlike most of the protected characteristics, such as sex, race and religion, but like disability, this protection works in one direction only – not being transgendered is not a protected characteristic. Colleges are therefore free to take special steps to meet the needs of Trans students/service users without being accused of discriminating against students and service users who are not Trans. There is no legal requirement, as there is for disability, to make "reasonable adjustments" for Trans students/ service users, but Colleges may take a similar approach to ensure that Trans students/ service users are properly catered for, and some of the possible steps discussed in this document are described as "reasonable adjustments". How this is done in practice may differ between curriculums, but should be worked towards, for the benefit of Students/ service users and those using the College facilities. The Public Sector Equality Duty (PSED), at section 149 of the Equality Act 2010 requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires due regard to the need to:

- Eliminate discrimination,
- Advance equality of opportunity,
- Foster good relations between different people

The duty for Colleges applies to all the protected characteristics except Marriage and Civil Partnership (According to the Equality and Human Rights Commission web-site (EHRC) "*Being married or in a civil partnership is NOT a protected characteristic for the further*

and higher education institution provisions” and as a consequence the college does not gather this information from its students/service users)

#### 4. Responsibility

- 4.1. All Heads of School are expected to implement the policy in full through their teaching teams and tutors
- 4.2. The Equality, Diversity and Inclusion Lead has the responsibility to ensure that resources and support materials are suitable and communicated effectively to staff
- 4.3. The College Governing Body has a responsibility to ensure that the College is complying with its requirements under the Equality Act 2010.

<b>Definitions:</b>	<p><b>Binding</b> – a F2M adolescent that is developing breasts may strap down their chest so that it is less obvious. This can be hot, uncomfortable and restrictive but very important to their psychological and emotional wellbeing. It might make sport/ outdoor activity difficult for them to participate in and could sometimes lead to breathing difficulties, skeletal problems and fainting.</p> <p><b>F2M</b> – Female to Male, a person that was identified as Female at birth but came to feel that their true gender is actually male.</p> <p><b>Gender</b> – the way that a person feels about themselves in relation to their physical and mental self; the basis of their identifying as male, or female, or neither, or either, both.</p> <p><b>Gender Dysphoria</b> – the medical condition that describes the symptoms of being transgender.</p> <p><b>Gender Recognition Certificate</b> – an official document presented by a Gender Recognition Panel that enables all official documents and records (including birth certificate) to be amended to the true gender of the individual thereby providing full legal recognition.</p> <p><b>M2F</b> – Male to Female, a person that was identified as male at birth but came to feel</p>	<b>Who Needs to Know?</b>	<ul style="list-style-type: none"> <li>• All curriculum and relevant support managers</li> <li>• All tutors</li> <li>• All students, service users</li> </ul>
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	<p>that their true gender is actually Female.</p> <p><b>Packing</b> – a F2M person may wear a prosthetic item in their pants that will give a ‘bulge’ in their trousers so as to appear more male.</p> <p><b>Sex</b> – the way a person’s body appears, sometimes wrongly, to indicate their gender.</p> <p><b>Transgender</b> – a person that feels the assigned gender and sex at birth conflicts with their true gender.</p> <p><b>Transitioning</b> – the process by which a person starts to live in their true gender.</p> <p><b>Trans</b> – a word used as an umbrella term to encompass all forms of Transgender, Transsexual, Transitioning etc</p> <p><b>Transsexual</b> – a Transgender person who lives full time in their true gender.</p> <p><b>True Gender</b> – the gender that a person truly feels they are inside.</p> <p><b>SMSC</b> – Social, Moral, Spiritual &amp; Cultural.</p>		
<b>Related Policies and Procedures:</b>	Single Equality Scheme	<b>Approval Date:</b>	December 2022
<p><b>This policy was approved and adopted by:</b></p> <p><i>Julia Howe</i></p> <p><b>Julia Howe</b> <b>Principal and Chief Executive Officer</b></p>			