

Creating a safe school for Trans students

The Transgender 101

Supporting Trans and Non-Binary Students.

The Legal Position

The Transgender 'debate'

The legal situation for Trans Students & Safeguarding

Are you woke or are you broke?



Aliagender

Demigender

Androgyne

Cisgender

Bigender

Genderfluid

Transgender

Graygender

Intersex

Genderflux

Agender

Pangender

Intergender

Non-Binary

Pansexual

Bisexual

Aporagender

Trigender

Polygender



What was the red herring?

What didn't belong on here?

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Demigender

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The Transgender 101




What does it mean?



Why all the terms?



What do you need to know?



Gender is assigned at birth...

Cis and Trans

Trans: The other side...

Cis: This side of...

Intersex...Non-Binary

Different things

Similar relationships



Agender: no gender/ genderless



Alia/Aporagender: defines gender as 'other' or apart from existing genders

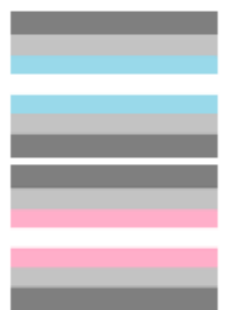


Androgyne: identifies as androgynous, gender-wise



Bigender: two genders; can identify as both, or move between the two

Cisgender: gender is same as sex they were assigned at birth



Demigender: feeling a partial, but not a full, connection to a particular gender identity (also called: demiboy, demigirl)



Genderfluid: moves between genders; their gender is not something that they or anyone can pin down and define



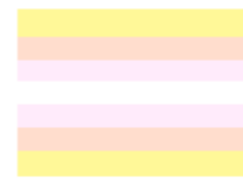
Genderflux: Having a gender that varies in intensity or degree over time; related to but distinct from genderfluid



Graygender: ambivalent about their gender identity/expression, but who identifies at least partially with a gender (defined or not) outside of the binary



Intergender: in the middle between the binary genders of female and male, and may be a mix of both; intended for **intersex** people to use



Pangender: experiencing a wide variety of genders; may feel that they experience genders beyond their ability to describe or beyond those which are currently recognized



Polygender: 'many genders'; experience multiple gender identities, either simultaneously or varying between them

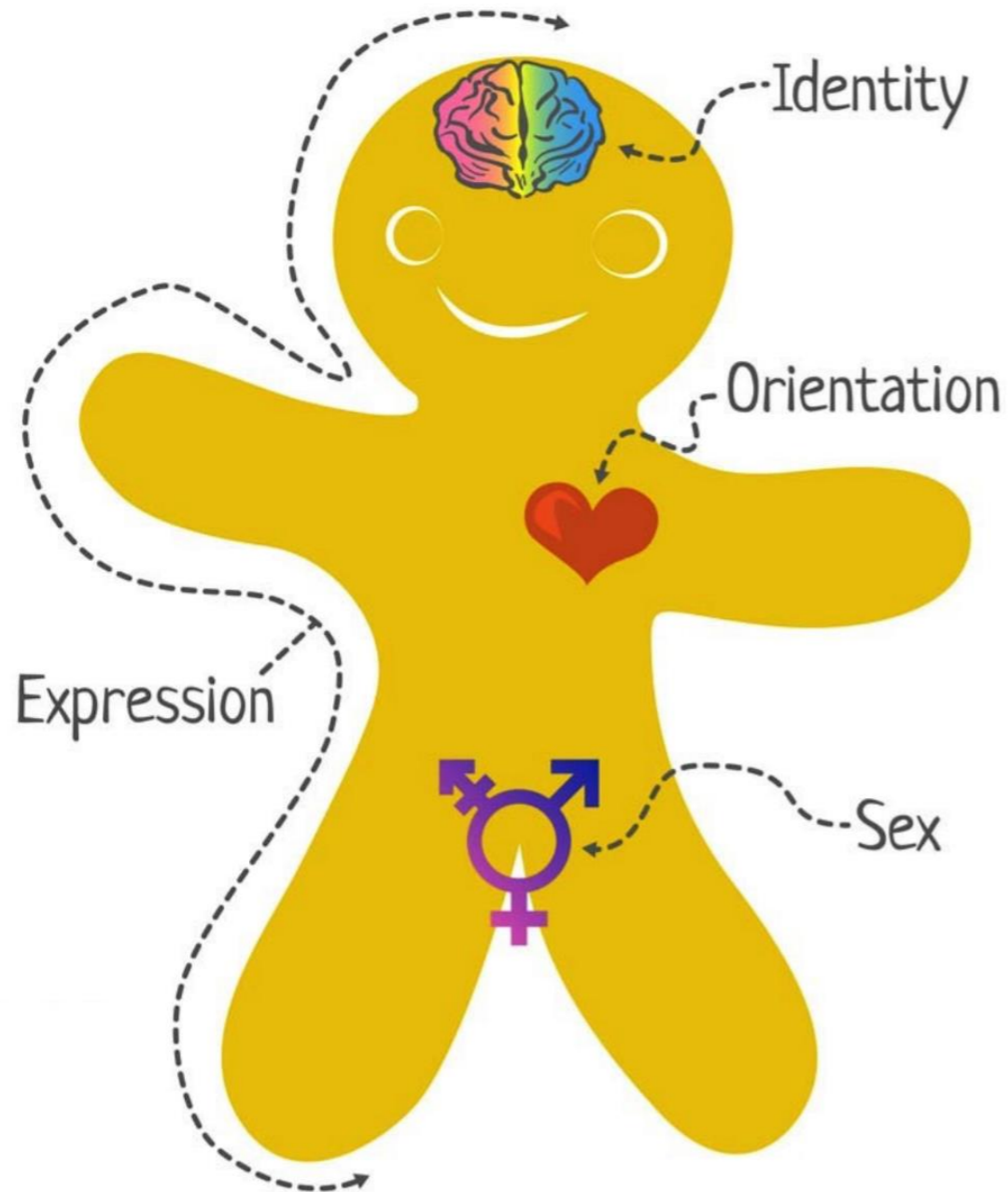


Transgender: self-identity does not conform unambiguously to conventional notions of male or female gender



Trigender: one shifts between or among the stereotypical behaviors of male, female, and a third gender

The Genderbread Person





Sex vs Gender

A mind map diagram with a central purple rounded rectangle containing the text "Sex vs Gender". Three purple lines radiate from the right side of the rectangle, extending towards the right edge of the image. The background is a light gray gradient.

Sex is an observable & material fact



But...Sex is complex!

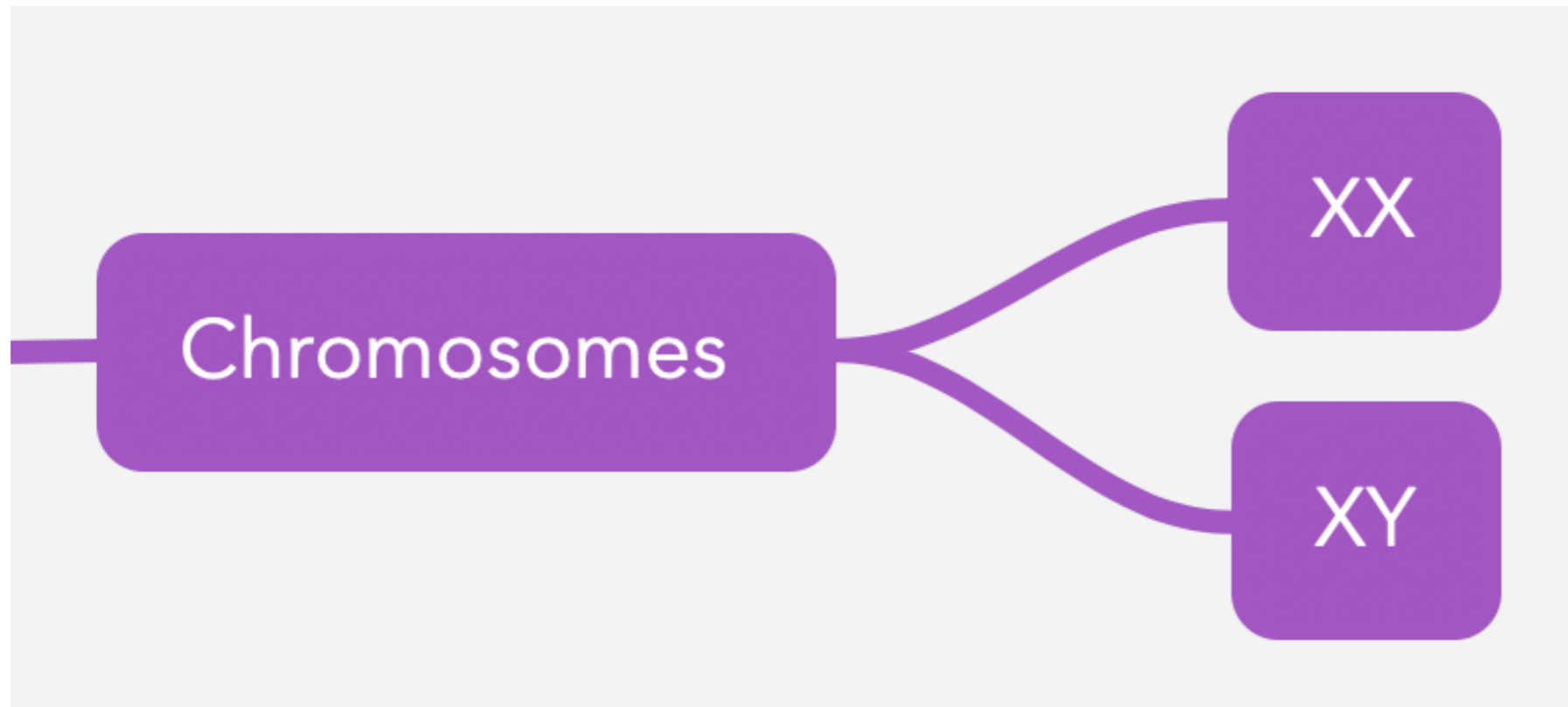
External sex organs

Internal sex organs

Chromosomes

Endocrine system (hormones)

Gametes



Endocrine system (hormones)

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graph LR; A[Endocrine system (hormones)] --- B[Testosterone]; A --- C[Oestrogen]; A --- D[Progesterone]
```

Testosterone

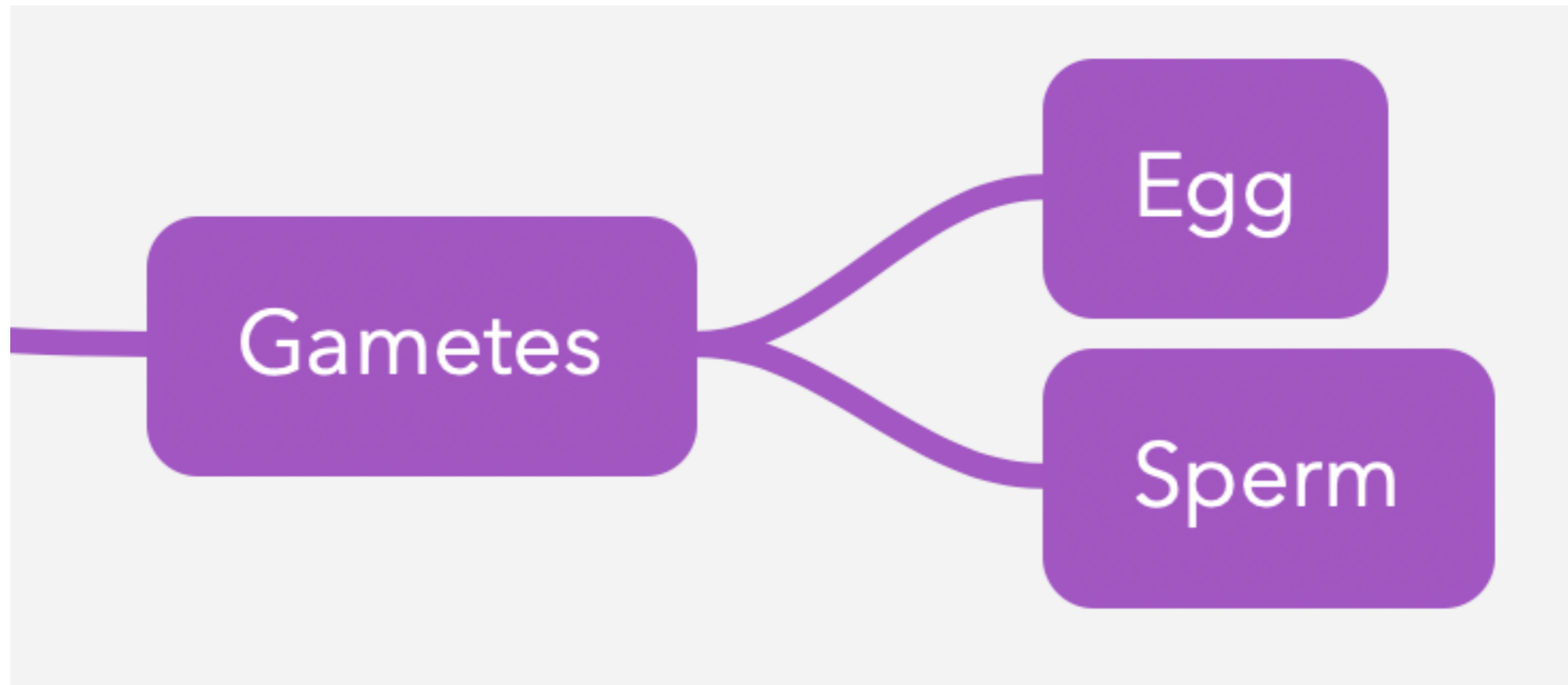
Oestrogen

Progesterone

sexism

The sex of your body
creates barriers and
oppressions in society

Misogyny



Sex is an observable &
material fact

Gender is socially
constructed...

FACTORS THAT DETERMINE SEX

The Gender Spectrum

A transgender woman is a person who was assigned male at birth based on her anatomy but who identifies as a woman.

A cisgender woman is a person who was assigned female at birth based on her anatomy and who also identifies as a woman.

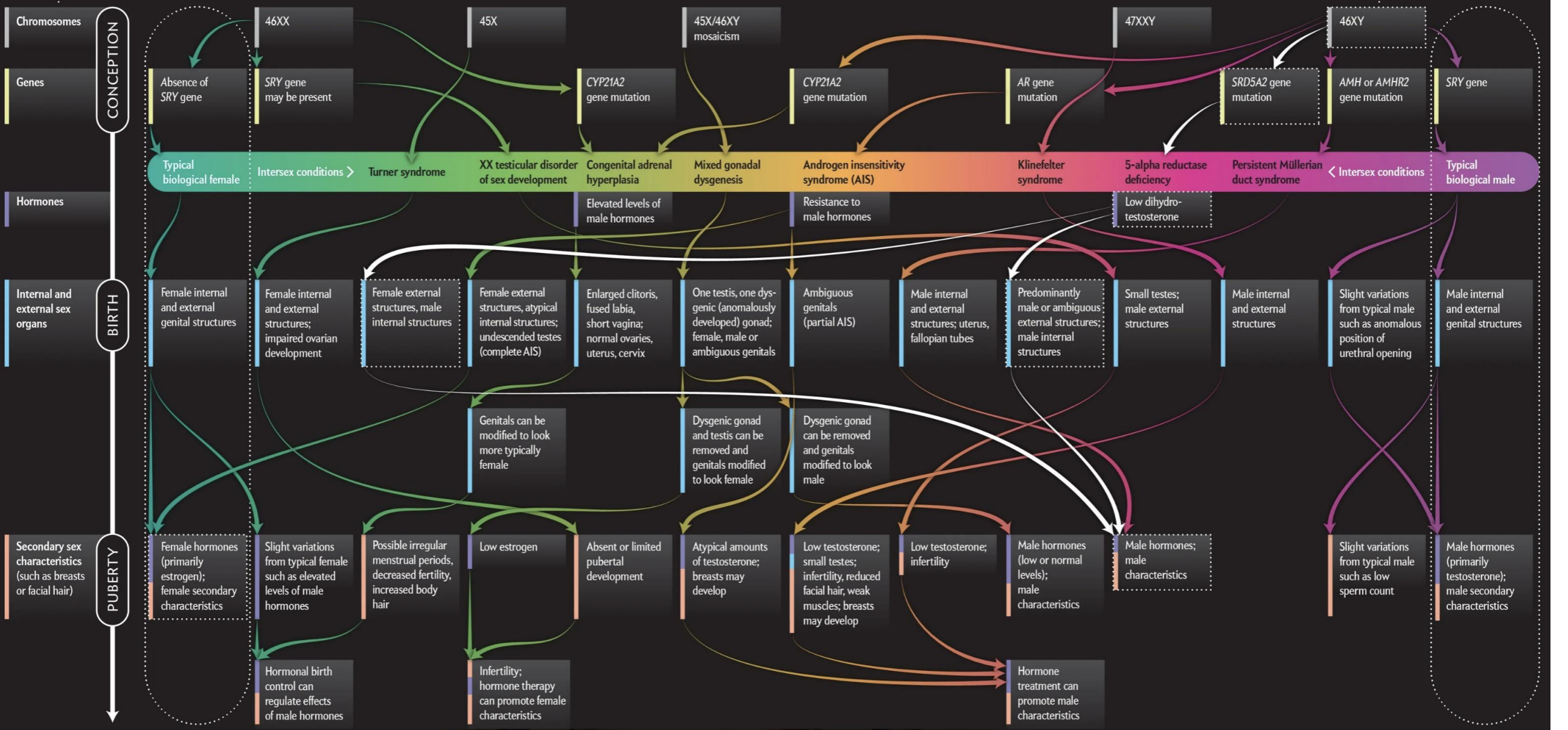
A nonbinary person is someone who identifies as neither completely female nor completely male. Such an individual may identify with both genders or neither gender, or they may be gender fluid, meaning their gender fluctuates between female and male.

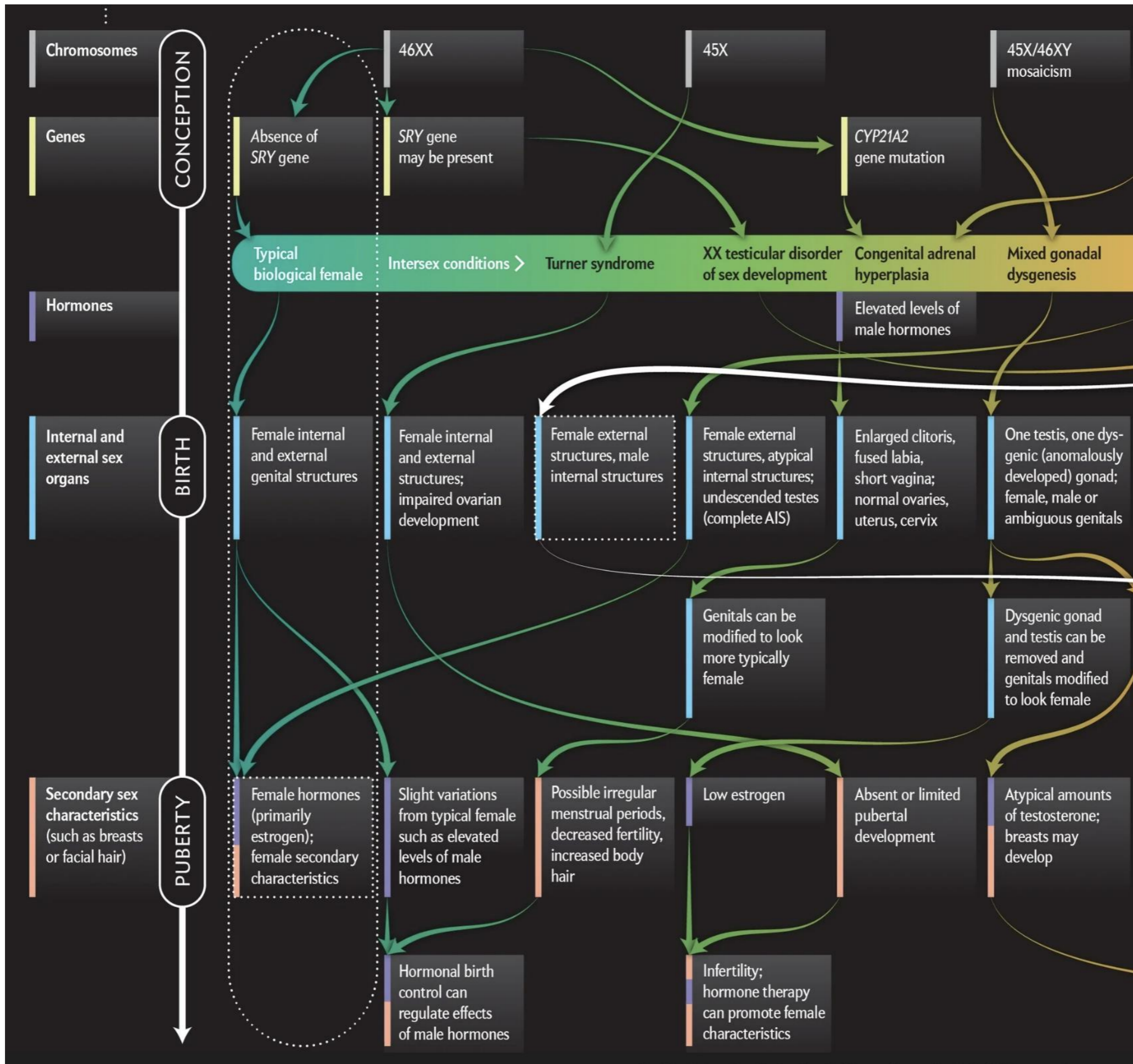
A transgender man is a person who was assigned female at birth based on his anatomy but who identifies as a man.

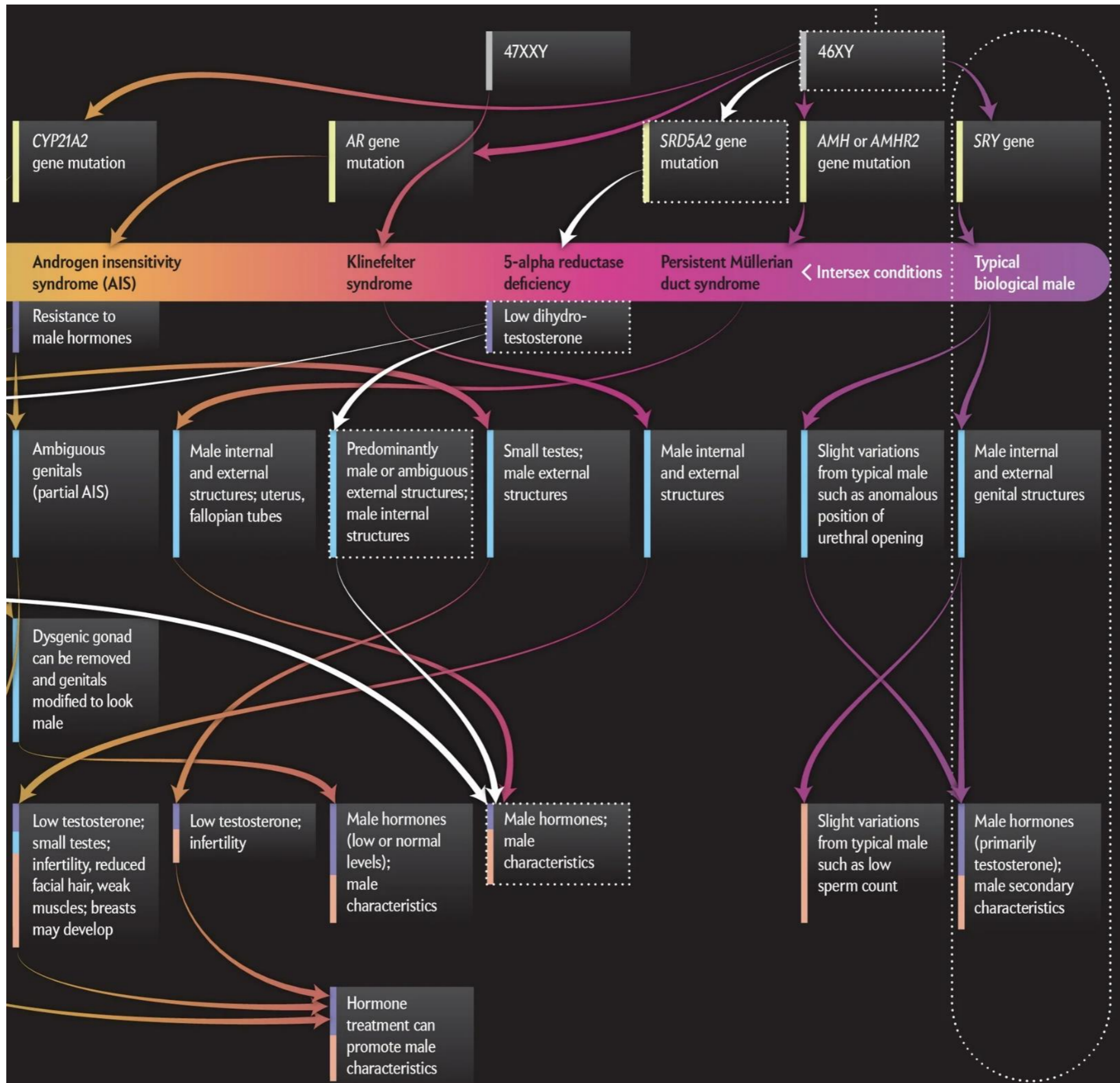
A cisgender man is a person who was assigned male at birth based on his anatomy and who also identifies as a man.

Sexuality refers to an individual's sexual orientation or to the kind of person to whom they are attracted. Sexuality is also a spectrum but is separate from both sex and gender.

5-alpha reductase deficiency is an intersex condition that can follow multiple pathways throughout development. Affected individuals have a chromosomal makeup of 46XY, like a typical biological male, but a genetic mutation causes a deficiency of the hormone dihydrotestosterone. Patients' external anatomy can vary, so an individual might be assigned to either sex at birth, but at puberty a surge of testosterone promotes male characteristics. As a result, patients who are raised as girls often end up identifying as male.

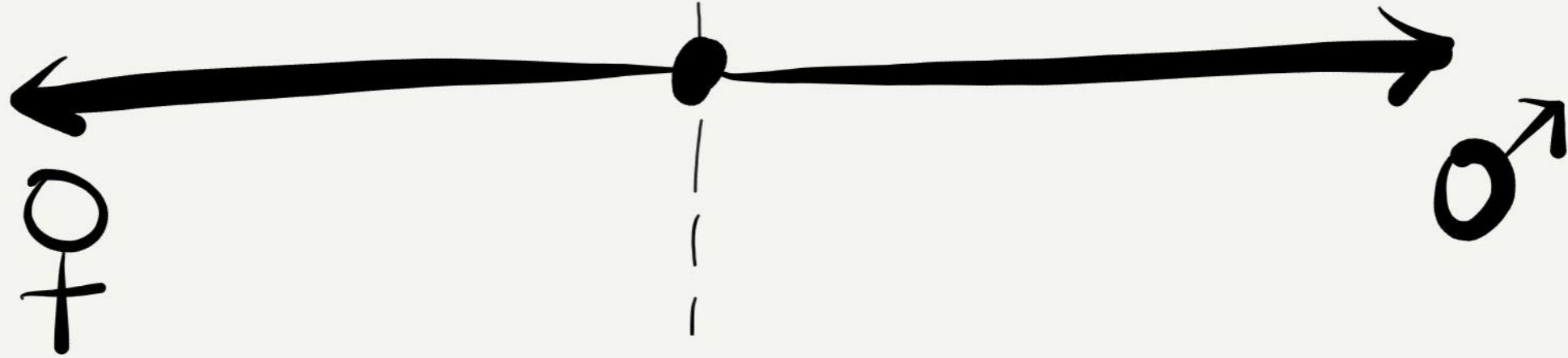






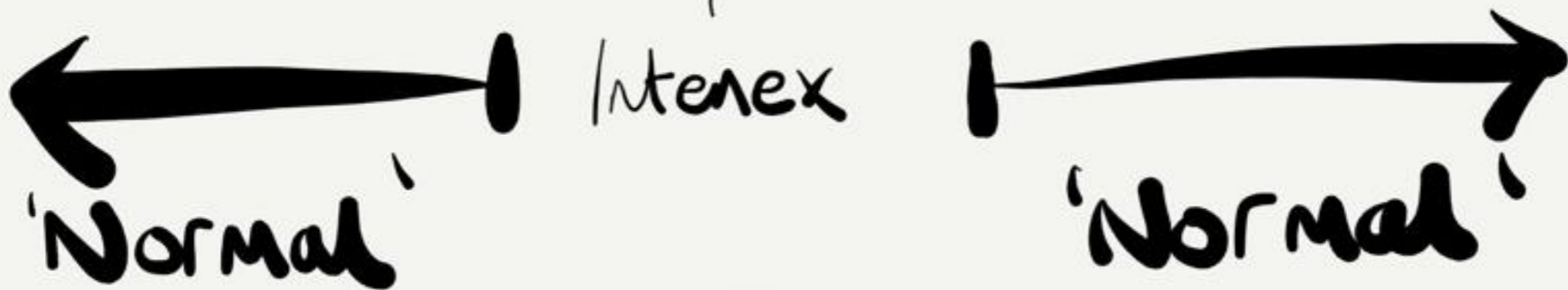
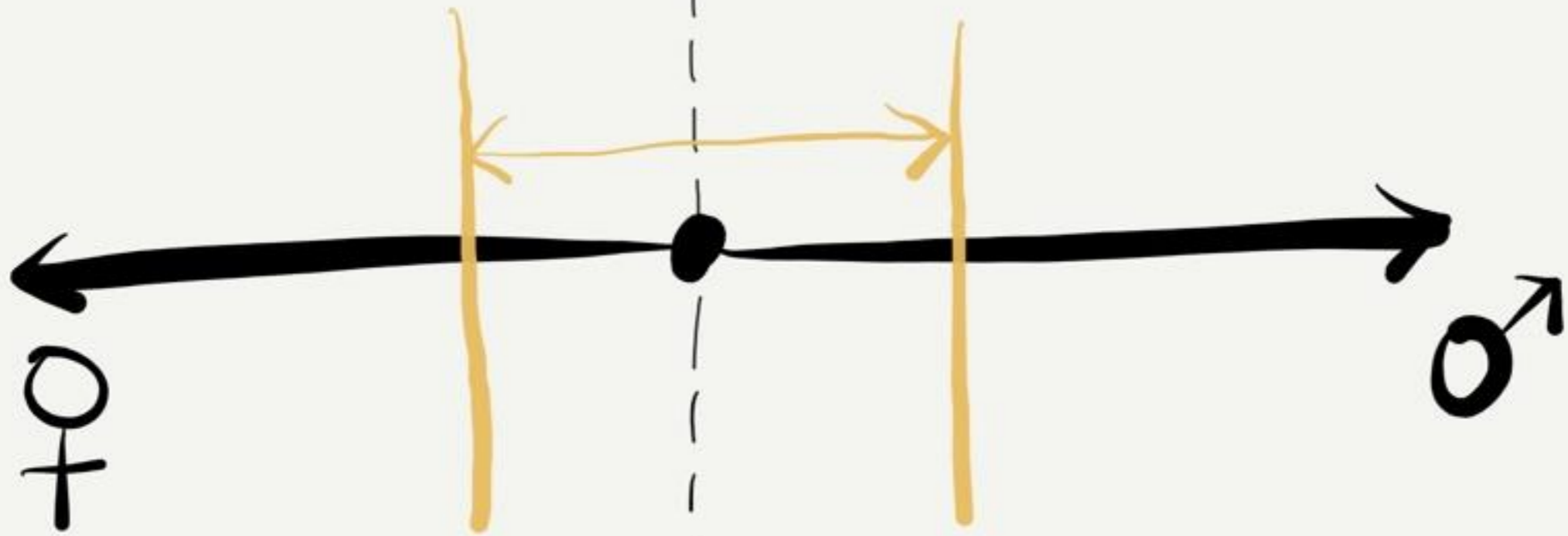
creates eggs

creates sperm




creates eggs

creates sperm







Gender is socially
constructed...

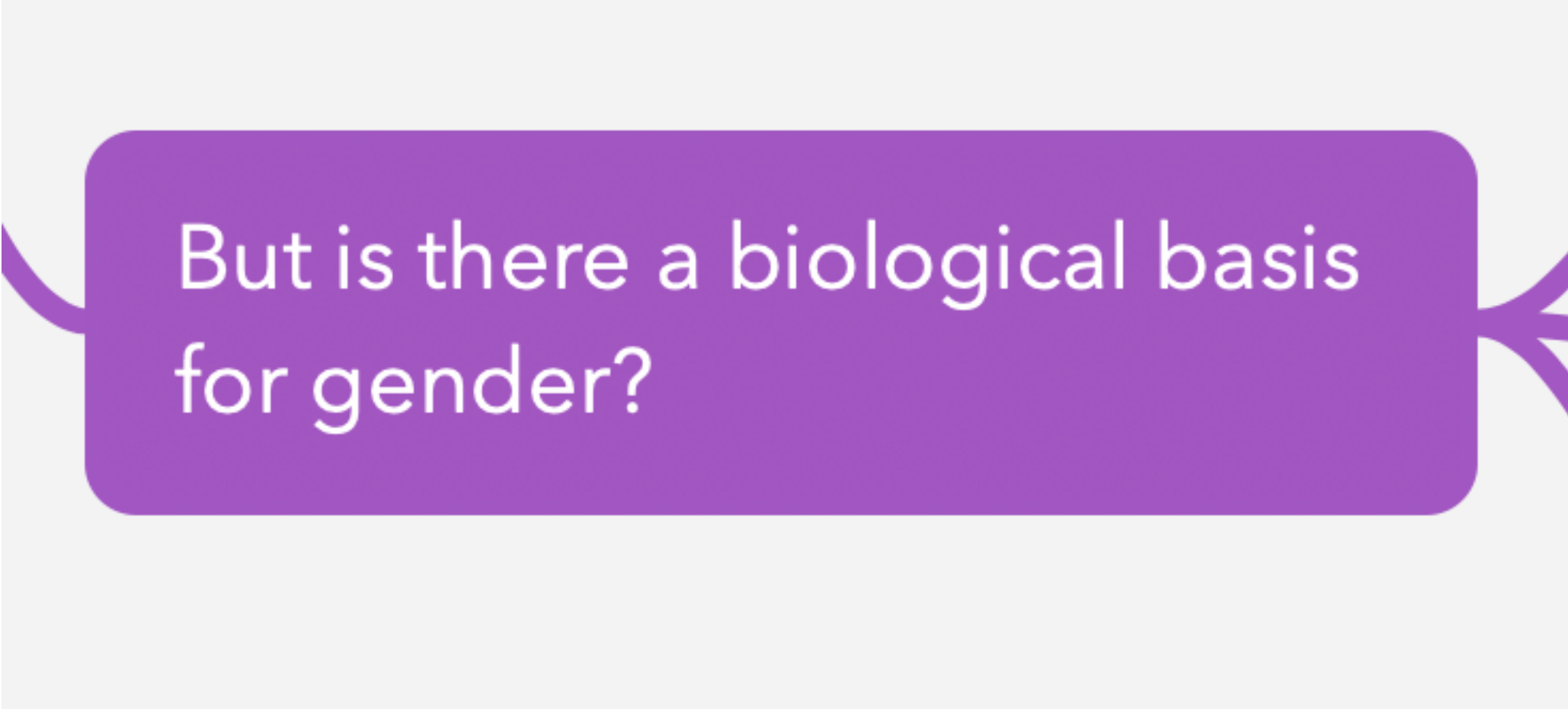
We are gendered from the start of our lives...

Parents

Families

Friends

Media & arts

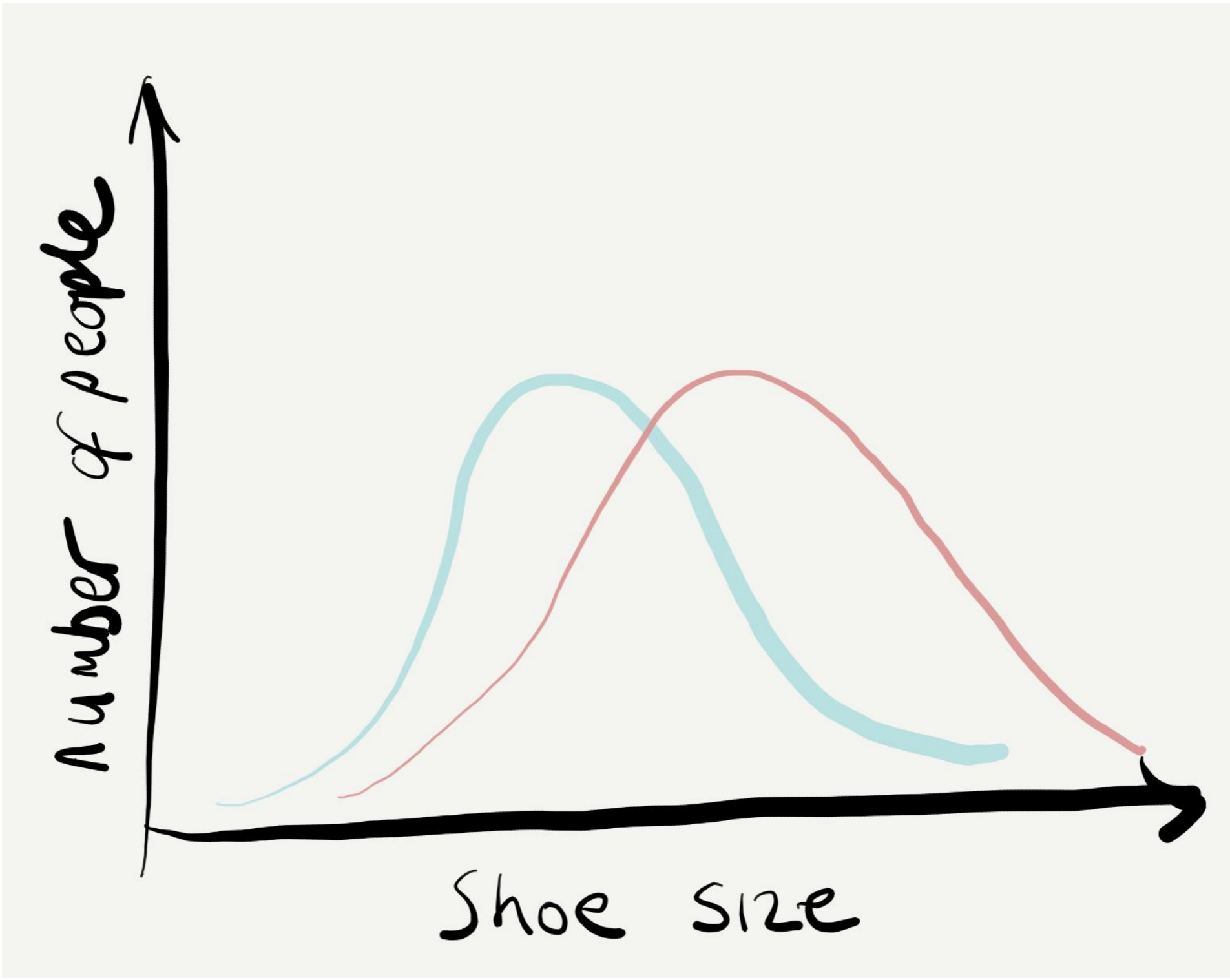


But is there a biological basis
for gender?

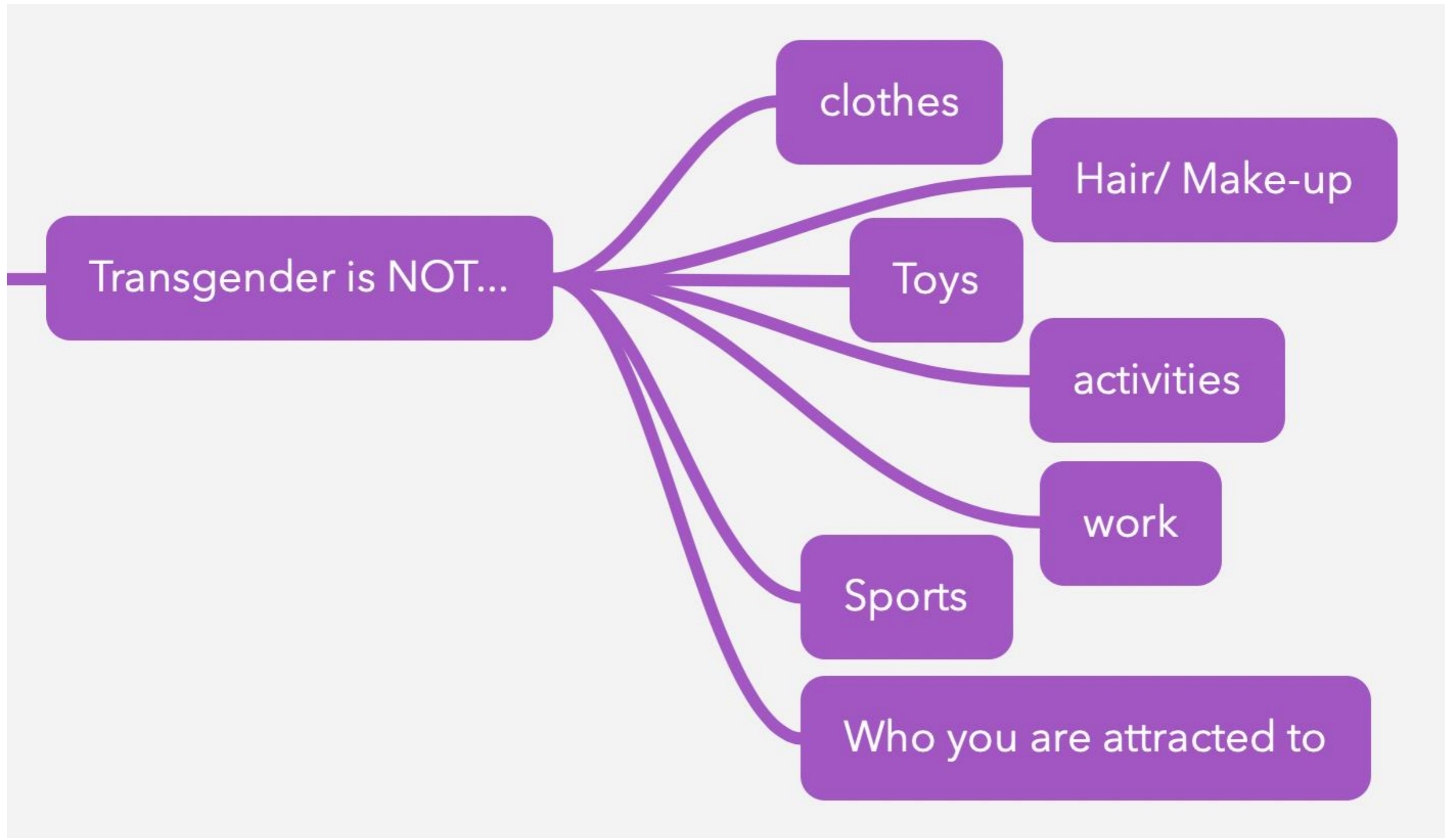
Most scientists say yes...

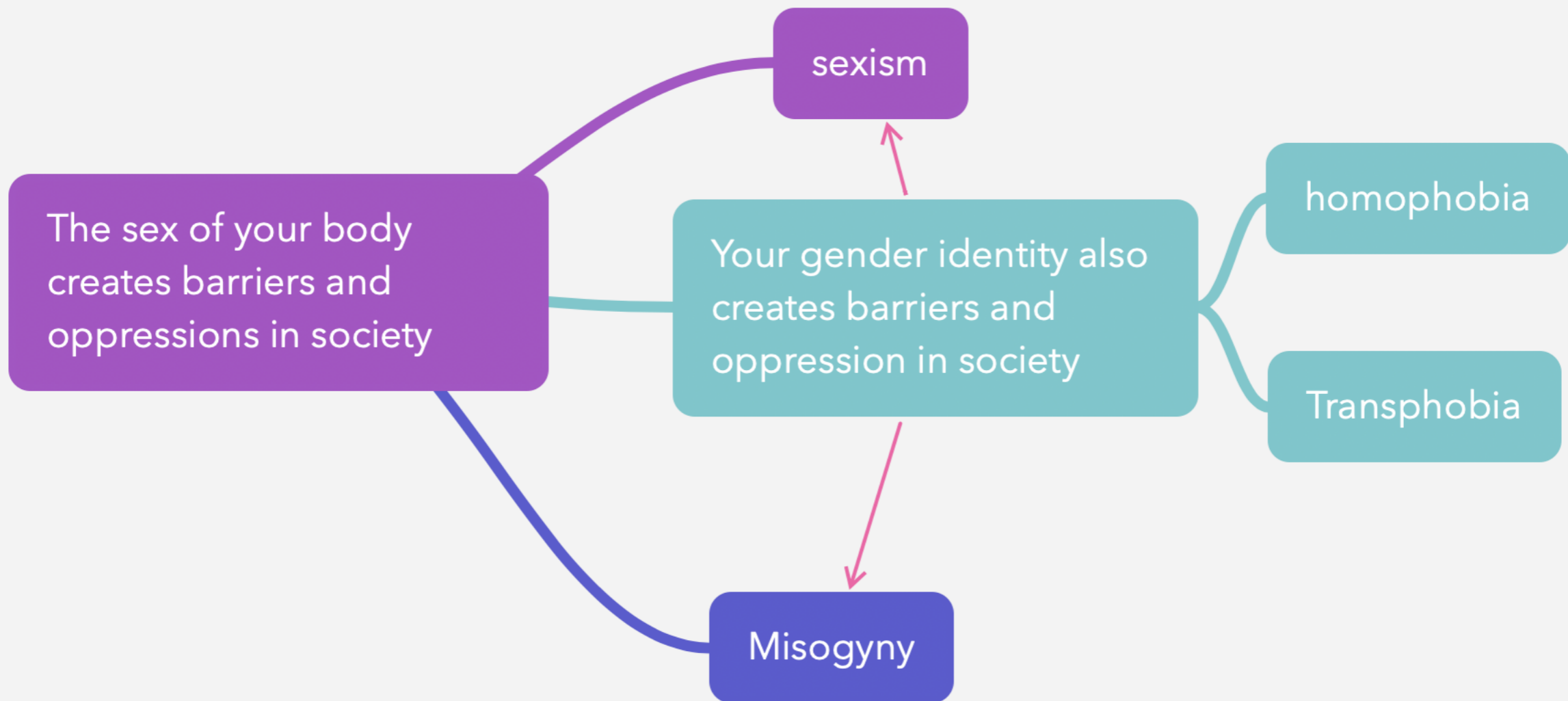
It isn't pink brain & blue brain

It doesn't actually matter

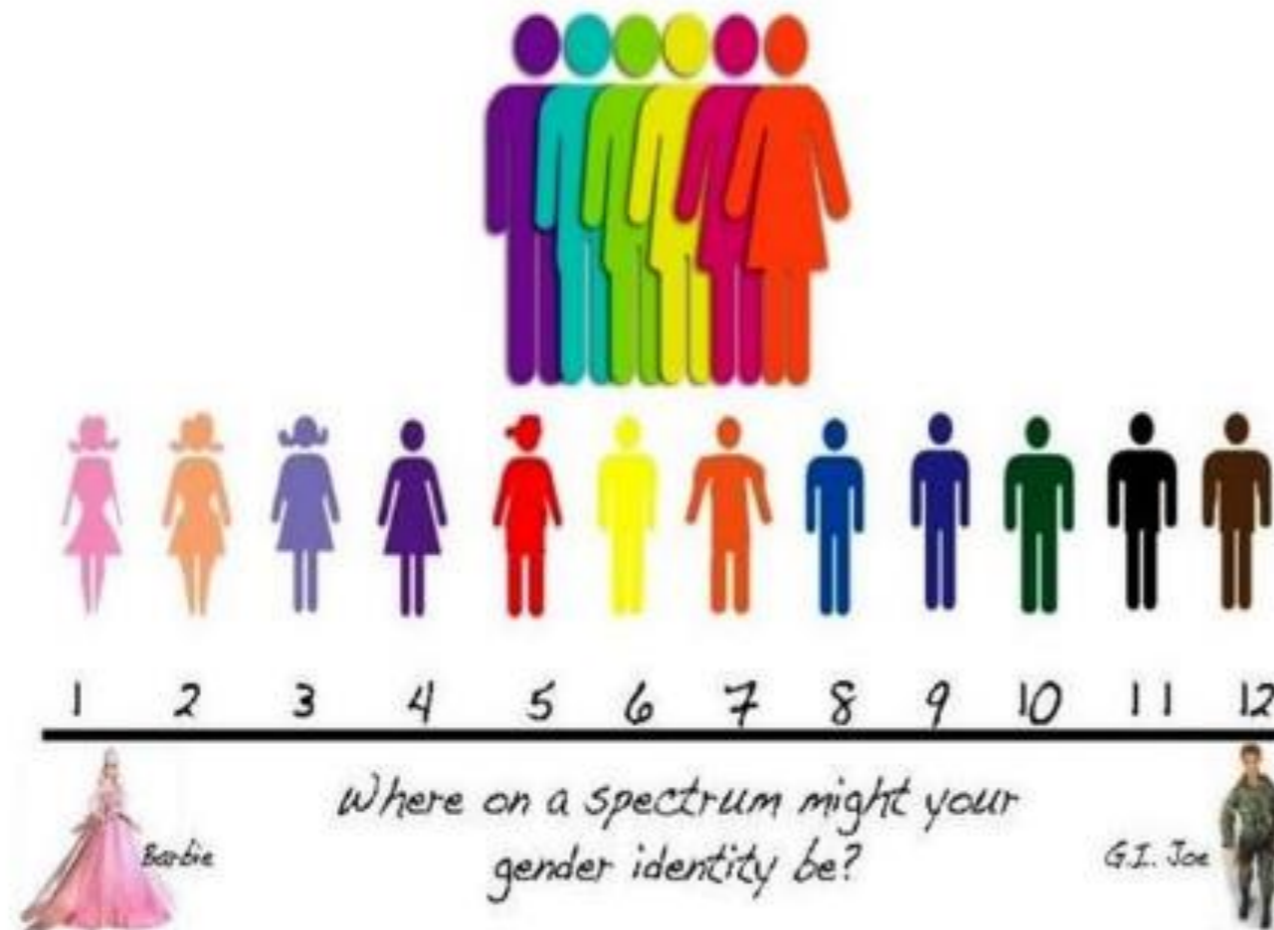


What about gender
stereotypes and sexuality?

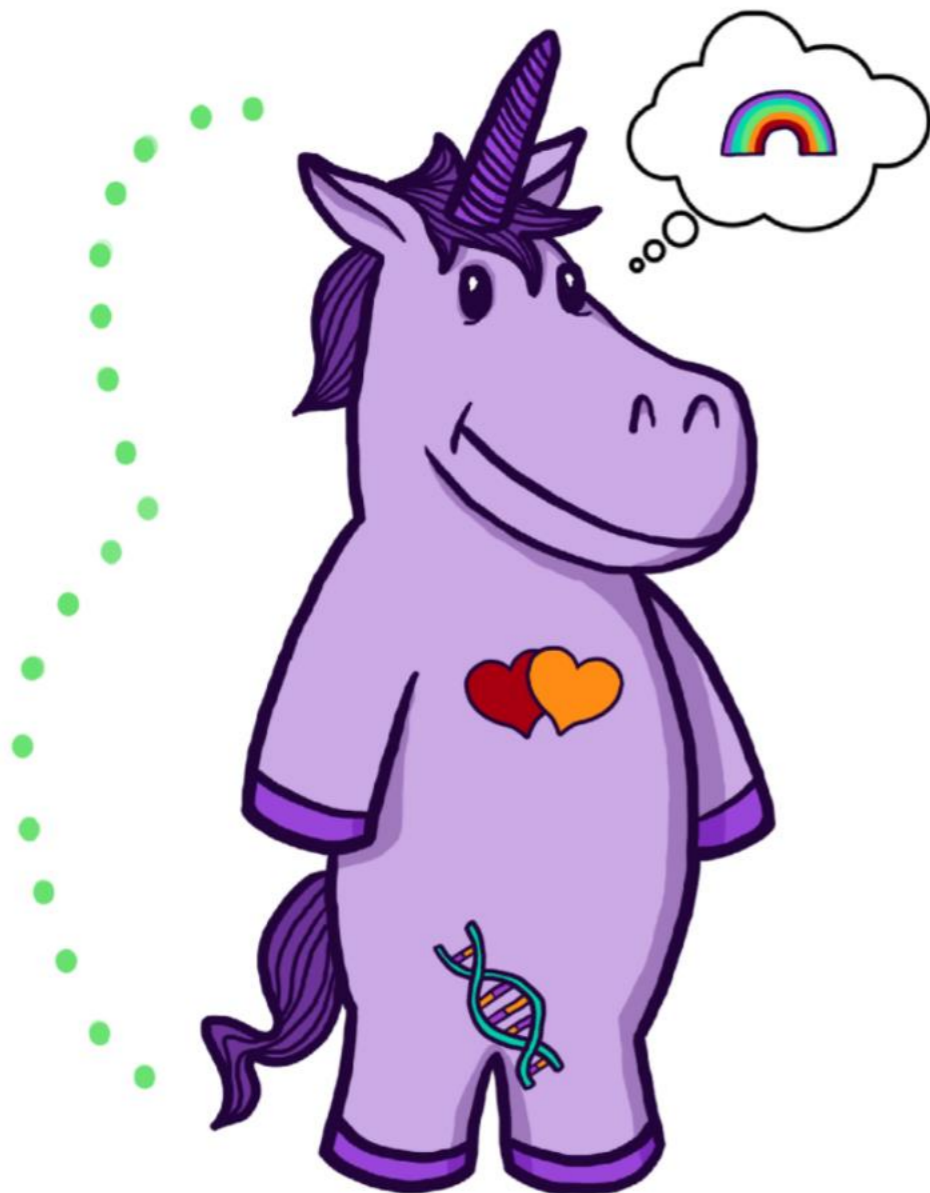




The Gender Spectrum



THIS IS NOT A
SCIENTIFIC
TOOL TO
DIAGNOSE
YOURSELF AS
TRANS OR
ANYTHING ELSE
FOR THAT
MATTER IT IS A
SIMPLE
DRAWING THAT
ALLOWS PEOPLE
TO DISCUSS HOW
GENDER
STEREOTYPES
SHAPE THEM
PERSONALLY!!!



Gender Identity

-  Female / Woman / Girl
-  Male / Man / Boy
-  Other Gender(s)

Gender Expression

-  Feminine
-  Masculine
-  Other

Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

Physically Attracted to

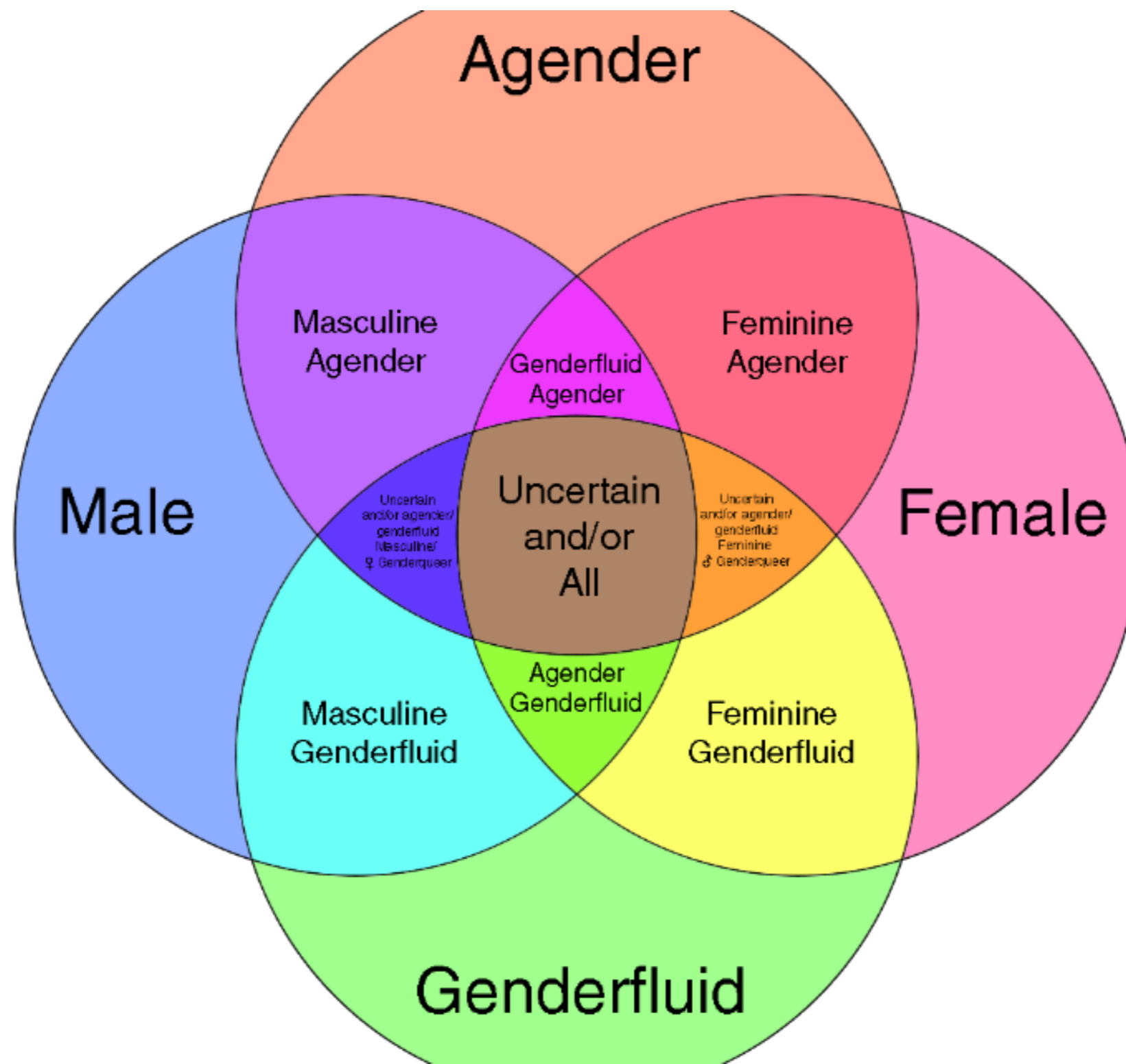
-  Women
-  Men
-  Other Gender(s)

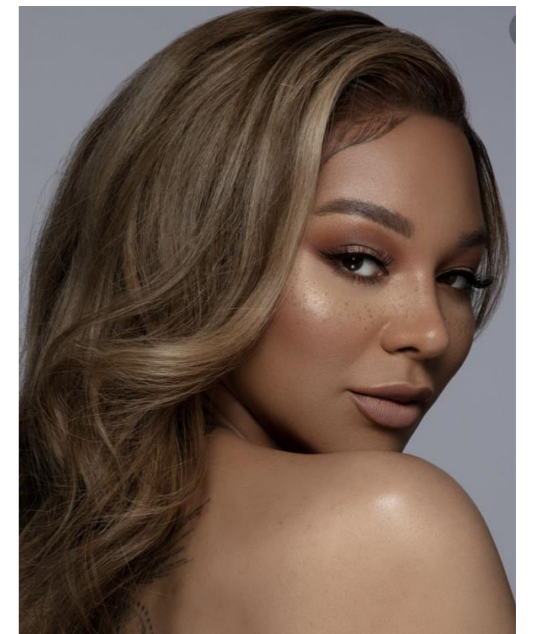
Emotionally Attracted to

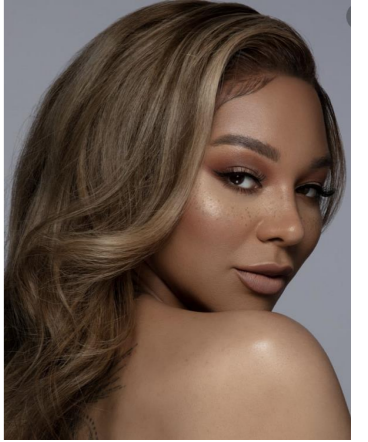
-  Women
-  Men
-  Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore









The Legal Position



Equalities Act 2010

Protection for Trans people as protected characteristic

With possible exemptions

The Equality Act 2010 says that you must not be discriminated against because you are transsexual, when your gender identity is different from the gender assigned to you when you were born. For example:

- a person who was born female decides to spend the rest of his life as a man

In the Equality Act it is known as gender reassignment. All transsexual people share the common characteristic of gender reassignment.

To be protected from gender reassignment discrimination, you do not need to have undergone any specific treatment or surgery to change from your birth sex to your preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one.

You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it.

The Equality Act says that you must not be discriminated against because:

- of your gender reassignment as a transsexual. You may prefer the description transgender person or trans male or female. A wide range of people are included in the terms 'trans' or 'transgender' but you are not protected as transgender unless you propose to change your gender or have done so. For example, a group of men on a stag do who put on fancy dress as women are turned away from a restaurant. They are not transsexual so not protected from discrimination
- someone thinks you are transsexual, for example because you occasionally cross-dress or are gender variant (this is known as discrimination by perception)
- you are connected to a transsexual person, or someone wrongly thought to be transsexual (this is known as discrimination by association)

A difference in treatment may be lawful if:

- an organisation is taking positive action to encourage or develop transsexuals to participate in a role or activity in which they are under-represented or disadvantaged
- the circumstances fall under one of the exceptions to the Equality Act that allow organisations to provide different treatment or services
- **competitive sports: a sports organisation restricts participation because of gender reassignment.** For example, the organisers of a women's triathlon event decide to exclude a trans woman. They think her strength gives her an unfair advantage. **However, the organisers would need to be able to show this was the only way it could make the event fair for everyone**
- **a service provider provides single-sex services.** If you are accessing a service provided for men-only or women-only, the organisation providing it should treat you according to your gender identity. **In very restricted circumstances it is lawful for an organisation to provide a different service or to refuse the service to someone who is undergoing, intends to undergo or has undergone gender reassignment**

What did it mean for me?

Change legal name

New NHS number and gender

Driving license

Bank accounts

Use single sex spaces

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graph LR; Root(( )) --- Toilets[toilets]; Root --- Changing[Changing rooms]; Root --- Refuges[Refuges]; Root --- Prisons[Prisons];
```

toilets

Changing rooms

Refuges

Prisons



The Transgender 'debate'

Trans women being a threat to cis women

Self ID means anybody can say they are a woman!

Trans women in Sport

Trans men are 'erasing lesbians'

Trans women erase women

Transgender contagion

Medicalisation of Trans kids

Regularly used for precocious puberty

Puberty Blockers delay puberty

After 16...

Cross sex hormones start the 'correct' puberty

The legal situation for Trans Students & Safeguarding

They should be treated as their gender in the same way as adults

The Equality Act 2010 in schools

Gender reassignment

3.3 Protection from discrimination because of gender reassignment in schools is new for pupils in the Equality Act, although school staff are already protected. This means that for the first time it will be unlawful for schools to treat pupils less favourably because of their gender reassignment and that schools will have to factor in gender reassignment when considering their obligations under the Equality Duty.

3.4 Gender reassignment is defined in the Equality Act as applying to anyone who is undergoing, has undergone or is proposing to undergo a process (or part of a process) of reassigning their sex by changing physiological or other attributes. This definition means that in order to be protected under the Act, a pupil will not necessarily have to be undertaking a medical procedure to change their sex but must be taking steps to live in the opposite gender, or proposing to do so.

A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society website](#).

Not only is there a moral obligation to support young trans and gender-questioning students in education, but there is a legal one too. The Equality Act 2010 prohibits discrimination of anyone with a protected characteristic. The protected characteristic of gender reassignment covers trans people.

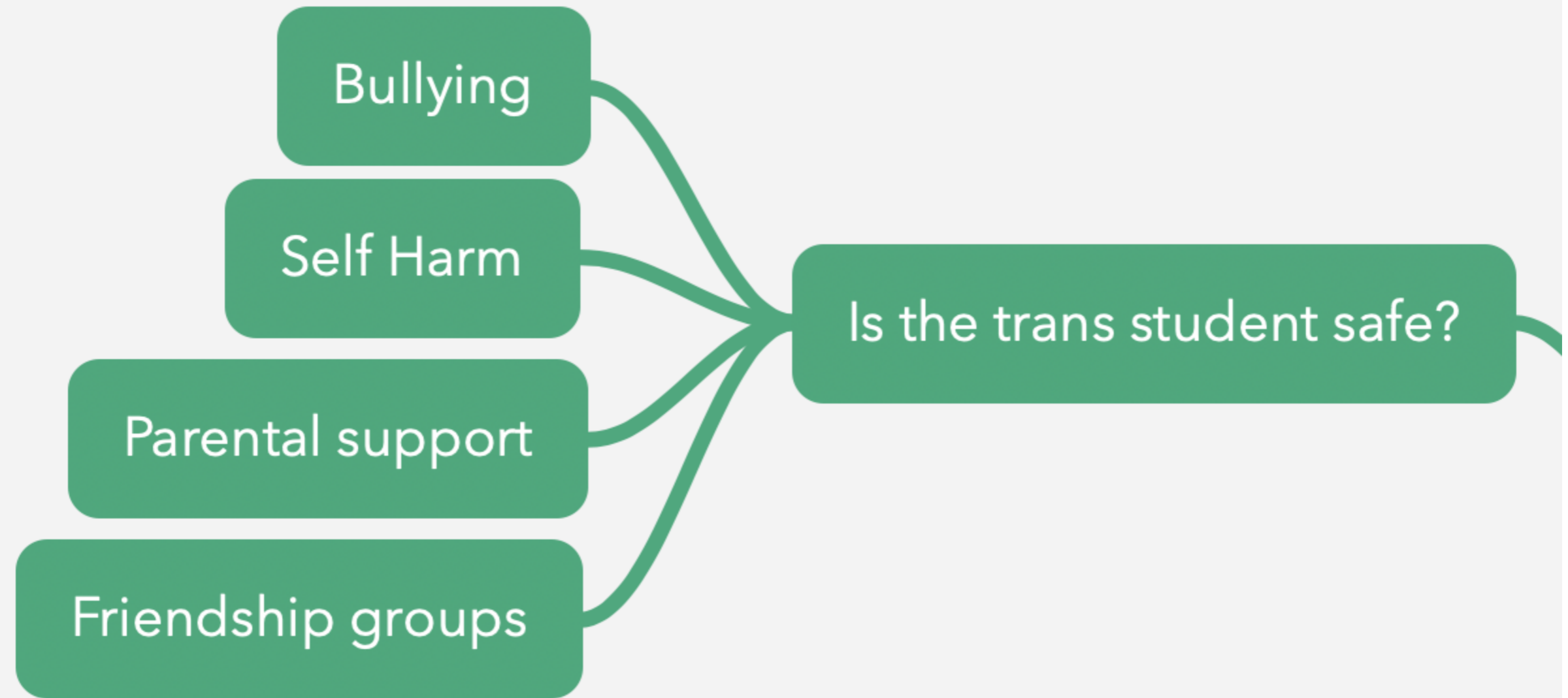
To be protected from gender reassignment discrimination, you do not need to have undergone any specific treatment or surgery. This is because changing your physiological or other gender attributes can be an entirely personal process rather than a medical one. You can be at any stage or part of a stage in the transition process – from proposing to reassign your gender to undergoing a process to reassign your gender or having completed it.

This means that students who want to use a new name, wear new clothes or ask for a new pronoun to be used are protected under the law, regardless of whether they have, or want to have, any medical treatment.

Schools and colleges must also consider gender reassignment when looking at their responsibilities under the Public Sector Equality Duty. This duty asks schools to proactively promote equality by thinking about their practice and changing it.



Safeguarding Questions





Are other students safe?



Creating a safe school for
Trans students

Affirm use of names and
pronouns



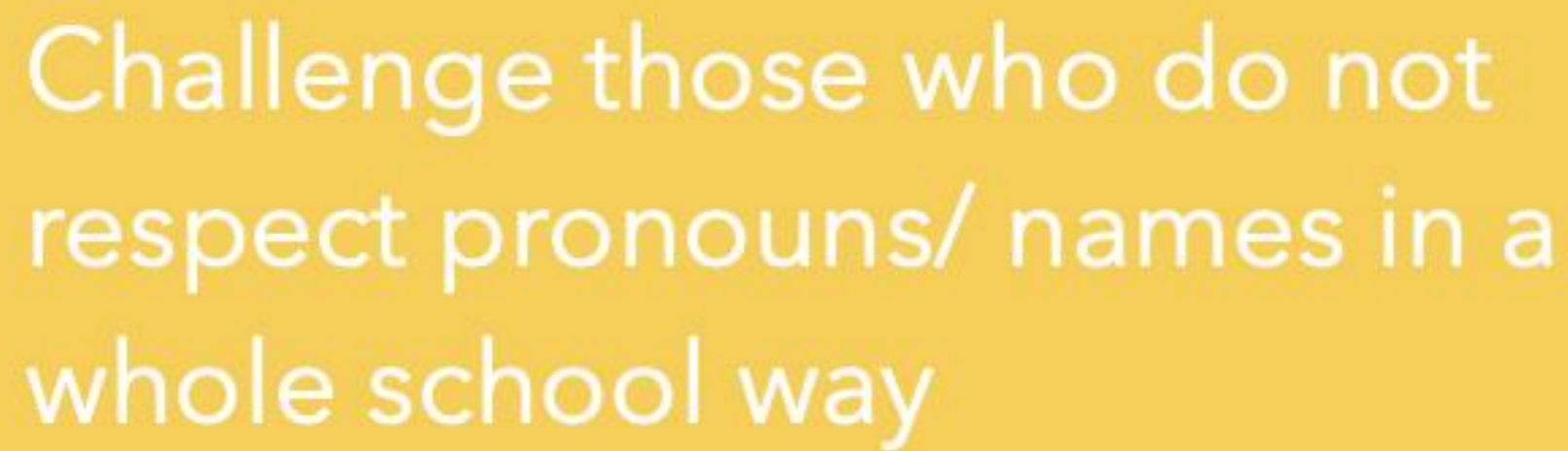
Changing pronouns for people
you know well won't be easy
and mistakes are easy to
make...

Don't make it into a really big deal...

Don't put the blame somewhere else...

Do apologise (quickly).

Do move on...



Challenge those who do not
respect pronouns/ names in a
whole school way

Treat transphobic language in the same way as racist language. (And homophobic language!)

Challenge gender
stereotypes everywhere!!!

Visibility, visibility, visibility!!!



LGBT+ networks



Confidentiality

Taken from the NEU Supporting Trans Students Toolkit

Whole school or college approach

- Do not assume you do not have any trans students. Many trans students are not out, and, because of a lack of knowledge of trans issues, students may not have the language to explain their feelings or identity.
- Make sure the issue of trans-readiness is discussed in a staff meeting and that every staff member feels supported if they want to ask questions and increase their knowledge.
- Acknowledge that there will be trans people within the school community as students, parents, carers, staff and governors.
- Ensure trans issues and transphobia are included within the school policy framework alongside LGB equality and sex equality.
- Use the curriculum and activities such as assemblies to challenge stereotypes based on gender and gender identity.
- Celebrate LGBT History Month, Transgender Awareness Week and Transgender Day of Remembrance.

In class

- Do not use boy-girl seating. This increases stereotypes about gender and girls and boys, and it could cause distress for trans students and non-binary students.
- Don't split into boy-girl teams for sports or quizzes.
- Keep up-to-date seating plans and registers for cover staff with preferred pronouns* and names.

** A student may choose to use different pronouns that are associated with their gender identity. For example, him/her/they*

Activate Windows
Go to Settings to activate Windows.

NEU guidance

<https://neu.org.uk/advice/supporting-trans-and-gender-questioning-students#creating-a-trans-inclusive-schoolcollege-why-wait>

My Genderation

<https://www.youtube.com/watch?v=sxMcGRZCz24>

<https://www.youtube.com/watch?v=Ww5FXRI9UEw>

<https://www.youtube.com/mygenderation>

TransActual

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

A podcast about my transition in school

<https://www.bbc.co.uk/sounds/play/p08h0hpx>

An hour long Youtube where a trans man and his cis partner explain why JK Rowling's long post was transphobic

<https://m.youtube.com/watch?feature=youtu.be&v=6Avcp-e4bOs>