

GENDER IDENTITY PROCEDURE

Procedure Statement

Callywith College aims to support gender diverse students.

This procedure clearly sets out how we will create a safe and supportive learning environment that gives support and understanding to individuals who wish to take or have taken steps to present themselves in a gender different to that assigned at birth.

The college recognises that the period of transition can be very complex and difficult for an individual and wishes to act in a supportive and sensitive way to ease the transition period and beyond.

We support an inclusive trans-friendly workplace and learning environment, free from discrimination, harassment or victimisation, where all identities are treated with dignity and respect in the gender in which they choose to present themselves, ensuring that no prospective or current student will be treated less favourably on the grounds of gender identity or reassignment.

Background

Callywith College is committed to providing a safe and accessible learning environment where education and opportunities are inclusive allowing all individuals to access them free from prejudice and/or discrimination.

National statistics show that - an increasing number of people in the UK identify as trans, currently estimated at 1% by Stonewall (2022); - a large proportion of people who are trans or transitioning have experienced bullying and feeling unsafe.

Definitions

Agender Having no gender in terms of presentation, identity, etc.

Acquired gender The new gender of a person who has socially transitioned and had their gender reassigned and/or legally recognised. It is possible for an individual to transition and receive legal recognition of their acquired gender without medical assistance.

Bigender Identifying as both male and female, possibly moving between these.

Binary gender identity The classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine.

Cisgender (Cis) An individual who identifies with the gender they were assigned at birth.

Gender Gender consists of two related aspects: gender identity, which is a person's internal perception and experience of their gender (their sense of themselves as a woman, man or non-binary person) and gender role or expression (the way a person lives in society and interacts with others – how they express themselves in terms of voice, clothing, etc.).

Gender fluid Denoting or relating to a person who does not identify themselves as having a fixed gender, rather experiencing oneself as different genders over time.

Gender questioning Someone exploring their gender identity. **Intersex** Possessing any of several variations in sex characteristics including chromosomes, gonads, sex hormones or genitals that, according to the UN Office of the High Commissioner for Human Rights, “do not fit the typical definitions for male or female bodies”.

Non-binary gender identity Identifying as either having a gender which is in-between or beyond the two categories ‘man’ and ‘woman, as fluctuating between ‘man’ and woman’, or as having no gender, either permanently or some of the time.

Queer Term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community. Some LGBT people view the word as a slur, it was reclaimed in the late 80’s by the queer community who have now embraced it.

Sexual orientation Sexual orientation is different from gender identity, and the two are not related. Trans people, like any other people, can be heterosexual, lesbian, gay or bisexual.

Trans An inclusive term for those who identify themselves as transgender, transsexual or transvestite. The term ‘trans’ can be used without offence but should only be used as an adjective, for example ‘a trans student’.

Transgender Transgender refers to individuals who have a gender identity or gender expression that differs from their assigned sex.

Transitioning Transitioning is the term used to describe someone changing from one gender to another, with or without medical intervention.

Transphobia Negative attitudes, emotions, behaviours and structures relating to people on the basis of their being trans in some way, or otherwise not conforming to conventional gender roles.

Transsexual This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.

Transvestite or cross-dresser The terms transvestite and cross-dresser refer to someone who dresses in the clothing typically worn by the opposite sex. Generally, people who are transvestites/cross-dressers do not wish to alter their body and do not necessarily experience gender dysphoria.

LGBT and LGBTQI+ The acronym for lesbian, gay, bisexual and trans, if superseded with Q, I and +, it stands for Queer, Questioning, and Intersex, with the ‘+’ representing and embracing other identities.

Procedure statement

Students may:

- Declare their gender identity to the college and have the right to request changes to their MIS record at any time in terms of gender identification.
- Access support services at college if they are thinking of taking, wish to take, or have taken steps to change the gender identity they were given at birth.
- Elect to choose a “preferred name” through enrolment and study, although unless changed through deed poll, the birth name is recognised and used for official purposes.

- Be assured that programmes of study will educate and promote equality around gender identity and that any unfair, disrespectful or discriminatory behaviour will be dealt with by the college as part of the disciplinary process.

In relation to gender identity we:

- Recognise the right of every individual to choose whether to open about their gender identity and history.
- Respect the dignity of all students and their self-identified gender status and ensure that this is embedded in all aspects of our work with young people.
- Challenge any report of discrimination, bullying, harassment, or victimisation relating to gender identity and such behaviour will be dealt with under the Behaviour and Disciplinary Policy.
- Process the student's request to update their records, systems and documentation to accurately reflect their new gender identity, as appropriate.
- Store information provided by the student appropriately and in accordance with GDPR.
- Comply with the law in relation to the protected characteristics of gender reassignment that is in force in Great Britain and Northern Ireland.
- Use the student's 'preferred name', through enrolment and study rather than their birth name.
- Use the appropriate pronoun associated with the student's gender identity.
- Allow appropriate time off work or study for ongoing appointments.
- Provide gender-neutral toilet facilities.

Accessing support for students and staff

Any student wishing to transition or discuss their gender identity in confidence may do so with any member of the Student Services team. Staff may speak in confidence to the Human Resources and Employee Services team. All conversations regarding this will be handled sensitively and respectfully.

In exceptional circumstances, the support team may take the decision to break confidentiality, with or without the students' consent, if necessary, where in their professional judgement for example, there is a risk of the student harming themselves or being harmed, there is a risk of another being harmed, or if there are safeguarding issues.

Changes to personal data

Students need to notify their programme team administrator if they would like to make a change to how their gender or name is recorded by requesting a change of personal circumstances form.

Any student wishing to make changes can be supported to do this by a member of the Student Services team.