

GREAT CHESTERFORD C. OF E. PRIMARY ACADEMY



Two are better off than one, because together they can work more effectively.
Ecclesiastes 4:9

Gender Questioning Policy

Approved by the Full Governing Body 2024

At Great Chesterford C. of E. Primary Academy, we aim to provide the best possible education for each child within the context of a caring Christian community. Our values promote inclusion, respect and empathy whilst our broad and balanced curriculum inspires aspirational, lifelong learners. Our school values underpin all aspects of school life, including behaviour and relationships within our school. Our school values are: God's Guidance, Respect One Another, Excellent Behaviour, Aiming High and Tremendous Teamwork.

Our Golden Rule is: 'to treat others as you would like to be treated'.

Purpose

This policy is designed to provide an overview of our whole school approach in ensuring that children who are questioning their gender are supported and fully included within the school community.

At Great Chesterford C. of E. Primary Academy, we promote the welfare of all children whilst upholding our statutory duties regarding safeguarding. We aim to provide a respectful and tolerant environment where bullying is never tolerated and provide an inclusive environment for all pupils regardless of gender, religion, race, disability or aptitude.

For any pupil who is questioning their gender, discussions will be had with parents unless we believe this poses a safeguarding risk to the child.

Language and Terminology

The language used in this area has evolved over recent years and people use different ways to describe themselves. Appendix A shows a glossary of terms used to provide clarity at the time of writing this policy.

Legislation and statutory requirements:

The following legislation applies to this policy:

- Keeping Children Safe in Education (KCSIE) – DFE. This sets out the legal duties that must be followed to safeguard and promote the welfare of all children under the age of 18 in schools and colleges.
- Under the Human Rights Act 1998 (HRA) it is unlawful for schools and colleges that are public authorities to act in a way that is incompatible with Convention rights.
- The Equality Act 2010 applies to all local authority maintained and independent schools, including academies, maintained and non-maintained special schools, and institutions within the further education sector.
- A key provision of the Act is the Public Sector Equality Duty (PSED), which places a general duty on public authorities (including schools) to be proactive in addressing inequalities.

Links with other policies and documents:

This policy is based on the principles from the following documents:

- Gender Questioning Children – Non-statutory guidance for schools and colleges in England – DfE December 2023
- Flourishing for All: Anti-bullying Guidance for Church of England Schools – National Society for Education Church of England and Church of Wales September 2024

School related documents which relate to this include:

- Anti-bullying Policy
- PSHEE Policy

- The school's equality statement

Confidentiality

Gender is a protected characteristic, and it is the right of individuals to choose whether they wish to be open about their gender identity. Other pupils or parents of other pupils should not be informed without permission from the GQ pupil or their parents.

Staff working with a gender questioning child may be informed of the child's biological sex to ensure that they can safeguard that child against discrimination or bullying.

Registration of Name and Sex

For all schools, the information to be contained in a school admissions register is statutory and is set out in section 434 of the Education Act 1996 and subsequent regulations. The Education (Pupil Registration) (England) Regulations 2006 set out that the school is required to register each pupil's biological sex (along with their legal name, date of birth and other details). Parents can inform the school of their child's 'known name'.

Single-Sex Considerations

The following outlines our approach to single sex situations or spaces. Other situations may arise, and these will be decided on a case-by-case basis by the headteacher.

Residential Trips

In allocating sleeping arrangements such as dormitories, tents or shared rooms for school residentials, each child's biological sex is relevant. Safeguarding obligations set out in Keeping Children Safe in Education (KCSIE) must be met.

No child will be allowed to share a room with a child of the opposite sex. If a child questioning their gender does not wish to share a room with another child of the same sex, a suitable separate room will be made available. Showering and washing arrangements will also ensure that children are separated by biological sex.

PE including competitive sport

Sports and Physical Education is a key aspect of the National Curriculum and the physical and mental well-being of young people. Physical Education develops pupil's competence and confidence to take part in a range of physical activities that become a central part of their lives, both in and out of school. All pupils, regardless of gender or ability, have the same right to Physical Education.

With regard to gender questioning pupils at primary school, there should be reasonably few, if any, issues with regards to participation. When sporting events are organised by gender by the school (such as at sports day), the gender questioning child will be allowed to compete against children of their identified gender as for primary-aged pupils, it is not felt that there is any noticeable advantage / disadvantage. When participating in competitive sporting events organised by gender by external providers (such as the USSP), we will seek guidance from them.

Swimming including changing facilities

If gender questioning children participate in swimming lessons, they will be expected to change in a cubicle with children of their same biological sex or on their own depending on their preference.

Other facilities including toilets

From Year 2 upwards, the children have access to cubicles in single sex toilets. If a child does not want to use the toilet for their biological sex, they will be able to use the separate accessible toilet and washing facilities.

Children are rarely required to change in school. However, should this arise such as for a school play, children in Key Stage 2 will be separated by gender. A gender questioning child will have the opportunity to change with their biological sex or in the accessible toilet.

Single-sex Lessons

On occasions, children may be taught in single-sex lessons (such as during PSHEE when talking about puberty). Parents of the gender questioning child will be informed beforehand and a decision agreed as to how the child participates will be on a case-by-case basis.

Prejudice from parents

If parents express concern over the schools' actions in including gender questioning young people, then this will not affect the schools' actions regarding that young person.

The Equality Act can be referred to, as can the schools' equality statement. Any concerns should be handled in an informative and educative manner and without ever disclosing personal information and identities of gender questioning pupils.

Monitoring and Review

The implementation of this policy will be monitored by the Headteacher in conjunction with the Local Governing Body. It will be reviewed regularly and at least every three years.

Signed: <i>Amy Sargeant</i>	November 2024
Headteacher	
Signed: <i>Wazz Mughal</i>	November 2024
On behalf of the Governing Body	
Next review date:	November 2027

Appendix A: Glossary Of Terms

It is important to recognise there are a wide variety of terms that people can use to describe their gender identity and the terms people use may change over time.

Sex

This term is typically used to refer to biological status as male/female but may refer to genetics, anatomy, physiology or legal status.

Gender

The cultural constructions association with being male/female or other gender categories as distinguished from biological sex.

Gender identity

This is a sense a person may have of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their biological sex.

Gender questioning

A broad term that might describe children and young people who are asking questions about their biological sex and perceived gender identity. This is the current term used by the UK government.

Cisgender

This is a term used to refer to people who identify exclusively with their biological sex.

Non-binary

A gender identity which does not fit into the traditional gender binary of male and female.

Transgender Man

An adult man who was a biological female at birth but identifies and lives as a man.

Transgender Female

An adult woman who was a biological male at birth but identifies and lives as a female.

Social transition

A term often used to refer to a process by which people change their name, pronouns, clothing, or use different facilities from those provided for their biological sex.

Gender incongruence

A medical diagnostic term for a marked and persistent incongruence between an individual's experienced gender identity and their biological sex.

Gender dysphoria

A similar diagnostic term to describe gender incongruence of at least 6 months' duration, which is manifested by a number of criteria. The condition is associated with clinically significant distress or impairment in social or other important areas of functioning.