



THE  
**LOUGHBOROUGH**  
Schools Foundation

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Title: Transgender Statement

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Approved By: Executive Committee

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Point of Contact (Reviewer): J W Doherty, Chief Operating Officer

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## **Loughborough Schools Foundation Support for Transgender students**

- LSF aim to be safe and inclusive learning environments for all students, family members, and school staff, including those who are transgender or gender fluid. We respect the right of all individuals in our community to express their own gender identity. LSF is committed to a policy of nondiscrimination and the promotion of equal opportunity, fairness, justice, and respect for all persons, in accordance with the Equality Act (2010)
  
- LSF understands that the expression of gender is an important aspect of an individual's sense of self and wellbeing and we aim to support community members in their own expression of gender.
  
- The schools recognise that each individual's circumstances are different and the support and any necessary accommodations made will therefore very much depend upon the person. Community members are therefore encouraged to enter into an open dialogue with the schools about their individual needs, (as is the case with all issues which may affect an individual's wellbeing and ability to learn).
  
- The schools will aim to follow the models of good practice set out in documents such as the ATL's Advice document 'Trans and Gender Questioning Pupils' (see Appendix) and the East Sussex 'Trans\* Inclusion Schools Toolkit'.
  
- The schools will make every effort to accommodate the needs of the individual, whilst taking into account the needs of the whole community. Accommodations may include (This list is not exhaustive, nor exclusive):
  - Changes to uniform
  - Amendments to changing and toilet facilities
  - Changes to 'known as' name and personal pronoun usage

- Decisions about if/who/how to talk to the school community
- Arrangements to attend another school in the Foundation (if desired)

- It is important to stress that all adjustments will be agreed with the individual themselves and decisions impacting upon their gender expression will not be taken unilaterally by the schools.
- Similarly, support for students, their families and staff who are peripherally affected by the situation will be available and adapted to meet the circumstances of the individuals involved.
- LSF schools reserve the right to seek advice from external agencies in support of the individual. Advice may include information on legal matters, medical and/or psychological advice and information from support groups.

**Resources:**

<http://mermaidsuk.org.uk>

<http://genderedintelligence.org.uk>

<http://gires.org.uk>

<http://www.mermaidsuk.org.uk/assets/media/East%20Sussex%20schools%20transgender%20toolkit.pdf>