**Example school policy**

Our school policy guidance is in line with the Equality Act, 2010 and serves to create a positive experience for Trans, non-binary and gender exploring people who are a part of our school community.

This policy will reference the School of Hard Knocks Inc project good practice guide which was developed with Trans non-binary and gender exploring pupils and school staff in SOHK partner schools in Wales.

**Teaching and learning/behaviour**

Our school actively discourage unnecessary grouping or seating by gender, whilst making clear how single gender groupings will be sensitively managed when deemed necessary to support learning or needs of a particular group.

Our practice will encourage approaches which are:

* inclusive
* representative of the community
* prevent and challenge:
	+ sexism
	+ homophobia
	+ biphobia
	+ transphobia

Our school will provide safe spaces for the school’s LGBTQI+ community and its allies.  Our school will also invite feedback from our LGBTQI+ community about their experiences in school. We will listen and make changes where possible, based on feedback from our trans, non-binary and gender exploring community.

Our school will appoint an inclusion champion (or champions) from within our student body who will have allocated time to feedback to a senior member of the school leadership team who is the named staff member with responsibility for inclusion.

**Anti-Bullying Policy**

All incidents of transphobic or homophobic bullying will be identified, addressed and recorded in line with the schools anti-bullying policy. This data will be monitored and used to inform further action and learning to improve the experiences of trans, non-binary and gender exploring students at the school.

All school staff will receive training on how to challenge LGBTQI+, inparticular transphobic bullying and are committed to taking action In line with the anti-bullying policy when incidents are reported or witnessed.

Specific sessions on LGBTQI+ and transphobic bullying will be included in the PSE programme.

**Physical Education/Sport Activity Policy**

Our school is committed to ensuring trans, non-binary and gender exploring students have access to inclusive, informed and safe PE sessions.

Our approach to PE will always be to centre the needs of the individual and ensure they feel empowered and safe to take part.

Our school will work with individuals on a case by case basis to discuss and present options for them in terms of participation, grouping and changing facilities and empower them to choose how they participate in PE.

Our school will communicate our intention and approach to creating inclusive PE provisions where possible to the school community, as is outlined in the INC Guide.

Our school will use the SOHK INC guide, training and signposting to ensure we maintain good practice.

**Visibility**

Our school will use the good practice outlined in the INC Guide to ensure trans visibility throughout the school community and curriculum. When we need further support, we will work with local partner organisations to ensure best practice in representing trans and non-binary experiences.

We will take every appropriate opportunity to celebrate the LGBTQI+ community, which will include but not be limited to Pride month, Trans Visibility Day, LGBT History month.

**Uniform Policy**

We will ensure our school uniform policy meets the need of our trans, non-binary and gender exploring students as per Welsh policy.

**Facilities**

We will ensure inclusive facilities are available at our school wherever possible i.e. non gendered toilets, toilets for all genders,  private changing spaces.

Where inclusive non gendered spaces are not available we will provide and communicate options with the students and empower them to choose the most suitable option.

please see the INC guide section on Making school facilities inclusive.

**Safeguarding, Confidentiality, Data Protection**

We are committed to:

* Not ‘outing’ trans or non-binary members of the community without their permission
* Ensuring space on school registers to include chosen pro nouns and preferred name
* Understanding that being trans is not a safeguarding issue
* Providing a named, informed LGBTQI+ champion staff member
* Not dead naming students
* Calling out bad practice, discrimination or bullying

**Intersectionality**

We will not make assumptions that all Trans experiences are the same. We Believe it is equally important to understand and address all factors that could be contributing to each individuals’ experience at our school.

Please see the Inc guide for more information and good practice on intersectionality.

**Training for staff**

We will ensure all staff receive training on the School of Hard Knocks INC guide.

**Engaging with parents**

We will engage with parents as per the good practice set out in the ‘Engaging with parents section of the INC guide.