

Ufton's Transgender Statement

Introduction

At Ufton Court we recognise that gender is an important part of an individual's identity and developing a positive sense of gender identity is part of growing up. Ufton Court is committed to providing an inclusive experience for all those who visit and stay with us, and this includes providing support where necessary to those individuals who wish to take or are taking steps to present themselves in a gender different to their biological gender.

This statement forms part of Ufton Court's wider Equality and Diversity policy.

Under the Equality Act 2010, 'gender reassignment', 'sex' and 'sexual orientation' are protected characteristics. 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.

The terms 'transgender' and 'trans' are used in this statement to cover the wide range of ways in which individuals may choose to express or describe their gender identity. Ufton recognises fully that there is a rich diversity of vocabulary that different stakeholders will prefer to use and have deliberately chosen a vocabulary that is suitable for use in practice in educational settings.

Ufton is committed to working with families and other agencies to ensure that the needs of all children and young people in our care are met and that everybody can achieve their full potential in the activities we offer and enjoy visiting us.

Where possible, Ufton will provide a gender neutral environment where everybody feels safe. We are committed to finding a solution that works for everyone and we will be guided by, but not led by, the individual(s), parents, carers and the educational setting. We are responsible for all children's safety and must be satisfied that we are achieving this.

This policy sets out what you can expect from us in terms of meeting the needs of transgender children who attend any of our Ufton History, Ufton Environmental and Ufton Adventure programmes.

Principles

- Individuals will not be denied access to activities or fair and equal treatment because of their gender identity.
- Ufton Court will respect the confidentiality of all individuals and will not reveal information without the prior agreement of the individual.
- Ufton Court will provide a supportive environment for those individuals who wish their transgender status to be known;
- Ufton Court welcomes and will wherever possible provide appropriate facilities for trans children and staff groups.

Visits to Ufton

Ufton will take a common sense approach to managing the inclusion of all children dealing with specific circumstances on an individual case by case basis. Ufton will treat each case sensitively, and will have close liaison with schools, individuals, families and carers through the visit process. In depth discussions should happen well in advance with any and all appropriate parties to ensure a successful visit.

Consideration will be given well in advance to any additional needs which may include having a parent or guardian accompany the student on their trip to ensure that the student is fully included.

The SAGE variables (Staff, Activity, Group, Environment) will all influence the wider context, as will the age, sexual maturity and gender identity of the individual and where they may be in any transition process.

Staff

Terminology and language can be confusing around Trans issues. Different individuals and organisations sometimes prefer different terms to identify themselves and the nature of being Trans. Ufton will liaise with the young person and their parents/carers to ensure staff use the correct gender, name and pronouns are used.

Ufton staff will report any incidences of transphobia and transphobic bullying to the Designated Safeguarding Leads.

Activity

The degree of participation in physical activities that a trans child or young person feels comfortable with will be discussed prior to any trip with them and if appropriate their parents or carers. Where a trans young person feels that they do not want to or cannot participate, alternative arrangements will be made where possible to allow for those pupils to participate in a more appropriate activity. Risk assessments can be carried out prior to trips in order to make reasonable adjustments which would enable the participation of trans pupils.

Group

Ufton will be both sensitive to individuals and also to the welfare and safety of the group. We expect schools to provide us with relevant information, confidentially, so that we are able to perform our duty of care to all children.

Environment

Residential visits may involve the most significant issues around accommodation and showers/toilet facilities and such issues will be carefully considered on a case by case basis.

As far as possible Ufton has made every effort to provide gender neutral shower and toilet facilities. Unfortunately due to the historic nature of some of our buildings it is not possible to offer such a solution across the board and there remain some single-sex facilities which are clearly identifiable

Ufton provides communal sleeping accommodation - residential accommodation which includes dormitories or other shared accommodation which for reasons of privacy may only be used by persons of the same biological sex. Ufton will do what it can to work with you to ensure that all

individuals are offered suitable residential accommodation to ensure they can fully enjoy their residential stay. Practical arrangements we may choose to take following discussion with you may include:

- Access to gender neutral toilets and showers
- Shared bedroom with other transgender young people or with friends where there is trust and understanding. Some trans children and young people may not feel comfortable doing this and in such cases alternative sleeping and living arrangements could be made.
- A separate bedroom with a parent/carer staying with their child
- organising changing areas sensitively so that the dignity, privacy and confidentiality of all young people is protected

Legislation

Legislation that informs the participation of Trans (including gender variant) pupils and students in schools and colleges include the Human Rights Act 1998, Gender Recognition Act 2004 and the Equality Act 2010.

The Human Rights Act 1998

The following Articles from The Human Rights Act 1998 support the rights and needs of Trans people to live their lives in their true gender.

- Article 8: right to respect for private life and family life
- Article 10: freedom of expression
- Article 14: the prohibition of discrimination

The Gender Recognition Act 2004

The Act is mainly concerned with the process by which a person can get a Gender Recognition Certificate, and correct their original birth certificate to match their true gender. This can only occur after a person reaches 18 years of age but is something that many younger people may aspire to.

The Equality Act 2010

The Equality Act 2010 ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics defined in the Act, one of which is Gender Reassignment (also known as Transgender).

Part 6 of the Equality Act 2010 makes it clear that the Act specifically refers to Schools and young people.

The Equality Act 2010 (2:1:7) states that; A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Review

This statement was produced by Ufton Court in 2019 and will be reviewed on an annual basis.