

# Transgender Statement

Birkenhead Sixth Form College values all its students and staff equally. It will neither practice nor allow any discrimination based on gender identity. Recognising the existence of transphobia in society, the College will ensure the following:

- Staff and students will not be denied fair and equal treatment because of their gender identity.
- Transphobic abuse, harassment and bullying (e.g. name-calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour, intrusive questions) are serious disciplinary offences and will be dealt with under the appropriate procedure.
- Staff will not be excluded from employment, promotion, or any employee benefit because of their gender identity.
- All areas of the curriculum and resources will be monitored to ensure that they don't rely on gender stereotypes and that they don't contain any transphobic material.
- Staff or students who wish it to be known that they are transgender will be provided with a supportive environment. However it is the right of the individual to choose whether they wish to be open about their gender identity. To 'out' someone, whether staff or student without that person's permission is a form of harassment and will be treated as such.
- Assumptions will not be made that partners are always of the opposite gender.
- Transgender issues will be included in equality training.
- Staff and students will be provided with a confidential procedure for reporting transphobic bullying.
- Complaints of transphobic abuse will be monitored through the Complaints and Bullying and Harassment Procedures.
- Staff undergoing medical and surgical procedures related to gender confirmation will receive positive support from the College to meet their particular needs during that period.
- Transgender staff and students come from diverse backgrounds and the College will strive to ensure that they don't face discrimination either on the grounds of their gender identity or with regard to other aspects of their identity (e.g. race, age, religion, disability, belief or sexuality)

The College aims to create an environment in which all staff and students, whatever their gender identity, feel equally welcome and valued and one in which transphobic behaviour is not tolerated.