



gendered intelligence

increasing understandings of gender diversity

GOOD PRACTICE WHEN WORKING WITH YOUNG TRANS PEOPLE

(including those questioning
and exploring gender identity)

WORK IN EDUCATION



EVERYDAY PRACTICE

These points of good practice are important because you won't always know when trans people are around. Someone may be starting to question their gender; or they may already know they are trans but haven't told anyone. These good practice points support all trans people, including those who are not 'out'. Many of these actions have wider positive impact for everyone.

- When working with other people, start with gender neutral language until you know someone's choices
- Avoid arbitrary gendered divisions (e.g. 'boys on the left')
- Avoid reinforcing gender stereotypes (e.g. Boys play football, girls do ballet)
- Challenge and stop HBT related bullying, including comments or 'jokes'
- Challenge and stop inappropriate questioning/ asking about anatomy
- Champion your trans person's rights

PROVIDING SUPPORT WITH SOCIAL TRANSITION

In addition to the everyday good practice elements, there are some extra things to consider in the specific situation when someone transitions in your setting. These points of good practice are key to ensuring young people have a positive experience of transition.

- Involve the trans person – what are their wishes?
- Ask, listen, respect - use people's chosen name, pronoun, title
- Recognise and apologise for mistakes and move on

- Take confidentiality seriously - not 'outing' people unnecessarily
- Provide access to clothing/ uniform/ sports kit that corresponds to the person's gender identity and/or those that the young person wishes
- Ensure full access to experiences (trips, sports, social activities)
- Provide access to toilets / changing facilities that corresponds to the person's gender identity and/or those that the young person wishes

THE WIDER SETTING

All of the above points of good practice sit within the wider context and ethos of your educational setting. These underpin good practice and give you firm foundations to fall back on if needed, so those need to be trans inclusive too.

- Create a supportive environment where the person feels emotionally and physically safe
- Make sure your policies and procedures cover trans people, including what happens if someone transitions when part of your educational institute
- Provide a named support person to go to with worries
- Encourage / support your staff with education and training on equality, diversity and inclusion issues
- Get support from your local authority and cluster leadership as well as local and national third sector provision

ABOUT GENDERED INTELLIGENCE

Gendered Intelligence consists of a team of skilled trainers, facilitators, youth workers and qualified teachers. Some of the team hold doctorates in the area of transgender studies and/or have a lived experience of being trans. We have a working and in-depth knowledge of the wider trans community and of the young trans community in particular. Gendered Intelligence is a registered Community Interest Company. The company is Limited by Guarantee under Companies House regulation, and is not for profit. For more information about us visit our website.

Gendered Intelligence provides a non-judgmental service that supports all educational settings to develop and improve their trans inclusion and gender diversity good practices.

Contact us to find out more:

E mail: education@genderedintelligence.co.uk

Telephone: 0207 832 5848

Website: genderedintelligence.co.uk

Office address: VAI, 200a Pentonville Road,
London, N1 9JP

Company number: 06617608