

# Transition of a Teacher in School

## Legislation:

Schools fall under the Public Sector Equality Duty (Equality Act 2010): they must eliminate discrimination; provide equality of opportunity; and foster good relations between minority groups and others. Religion or belief may not be used to discriminate against lesbian, gay, bisexual or gender variant/trans/ non-binary/non-gender people. The Human Rights Act 1998 also protects dignity, privacy and rights of self-expression.



## Recommended Memorandum of Understanding (MoU):

Confidential, informal document; access restricted: protects the staff member and clarifies the school's obligations. To be signed by the Head Teacher or other appointed person and the teacher who is planning to transition: the MoU is a flexible document to be reviewed from time to time and amended as necessary.



## Important changes and actions should be scheduled:

**Date:** Transition (change of gender role) agreed with teacher;

**Name and gender-marker (pronoun) change:** This includes documents and records, (keep secure any hard copy or IT documents with old name/pronouns). Reissue any certificates (N.B social name change does not require anything other than the person's expressed intentions, however, a Deed Poll or Statutory Declaration may help to facilitate correction of documents.



**Disclosures:** To whom, by whom, how and when? Plan with the teacher whether they wish to handle communication personally or prefer other selected person; what support do they need; will it include other teaching staff, pastoral staff, any medical or other staff; governors; school pupils and parents?



## Only give information when *necessary*; respect confidentiality and privacy

e.g. in a very large school, only relevant pupils and their parents need to be informed.

**Support:** Appoint mentor or point of contact for teacher; signpost other support groups; see directory of groups [www.TranzWiki.net](http://www.TranzWiki.net); **GIRES** at [www.gires.org.uk](http://www.gires.org.uk)



**Time out:** Teacher may need clinic and other appointments associated with transition. This may require support. The Royal College of GPs has free e-learning for the teacher to see what GPs should provide; see <http://elearning.rcgp.org.uk/gendervariance>



**Press Intrusion:** Prepare generic equality statement to be issued if necessary. Alert office staff who respond to telephone calls, so that confidentiality and privacy is not breached;

**Toilet and changing facilities:** Ensure that these are immediately available in line with new gender presentation, and the teacher's wishes; never *oblige* a trans person to use unisex or accessible toilets, even as an interim measure, unless they choose that option;



**Curriculum:** Introduce equality and human right concepts: Equality Act and Human Rights Act in lessons tutorials.

Use e-learning at: [http://cs1.e-learningforhealthcare.org.uk/public/GEV/GEV\\_01\\_001/story.html](http://cs1.e-learningforhealthcare.org.uk/public/GEV/GEV_01_001/story.html)

See also lesson plans and ppt lessons for pupils: [www.gires.org.uk/education/classroom-lesson-plans](http://www.gires.org.uk/education/classroom-lesson-plans) ;

Primary level: Penguin stories; middle school: Peter's Story (parent is trans); and middle and senior school, The Gender Question.



**Training:** All academic staff, and other staff should have training in this topic (e-learning if necessary: [http://cs1.e-learningforhealthcare.org.uk/public/GEV/GEV\\_01\\_001/story.html](http://cs1.e-learningforhealthcare.org.uk/public/GEV/GEV_01_001/story.html) and service providers such as canteen staff must abide by equality and diversity code:

**Literature:** e.g. generic leaflets for library, notice boards etc; signposting e-Learning;

**Code of Conduct:** Prominently display generic policy, covering all protected characteristics;

**Celebrate diversity:** Facilitate LGBTQI group meetings, and run events such as LGB&T History Month (February) for pupils as well as staff.

