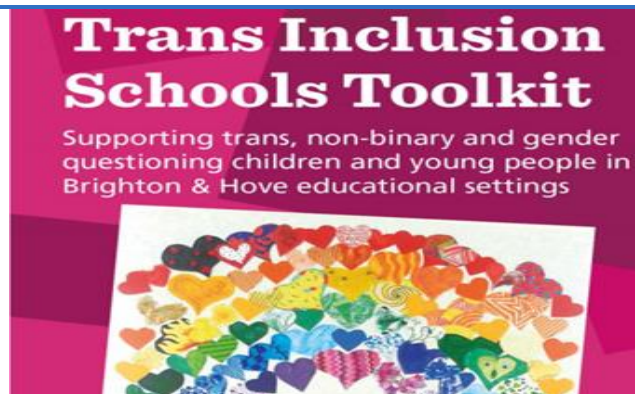


UK

Trans Inclusion Schools Toolkit



The Trans Inclusion Schools Toolkit covers the challenges schools may face in regard to trans inclusion and provides solutions to make schools and colleges understanding and positive towards transgender children and young people

Target groups: Schools and colleges (teachers and policymakers in Primary, Secondary, HE and VET)

Focus: To impact policy and help schools support transgender and gender questioning students, as well as preventing transphobia.

Objectives: The toolkit was created by Allsorts Youth Project, the Standards and Achievements Team and Brighton and Hove City Council in consultation with trans young people at Allsorts' trans youth group 'Transformers'. It was created as concerns were raised that young people were not being fully supported and although support for trans children should be embedded in school policies and curriculum, some schools find this challenging. As a result, this toolkit was developed in part by young people themselves to help find solutions to these challenges and provide a set of principles that all schools should follow.

Methodology: The toolkit is constantly being updated and was written to be completely transferable to the VET sector. It has been used both nationally and internationally, adapted by East Sussex County Council in 2014 for use in schools and colleges as well as in New Zealand. It was also reported to be the best trans-related guidance seen by the National Union of Teachers and therefore comes highly recommended.

The toolkit is an extensive document that breaks down preconceived ideas of gender and supports staff in becoming positive role models, and covers:

- Developing an understanding of trans and gender questioning young people
- Experiences of trans children and young people
- The legal context and Ofsted inspection process
- How to create a whole school approach
- How to support individual trans or gender questioning children and young people
- Managing specific issues (such as uniform, names, facilities, residential trips, medical intervention, working with parents and carers)
- How to support the whole school community and have a positive understanding of transgender people



- Support for schools and colleges in developing best practice

It also focuses on the role of gender because ‘in order to support trans people, you *have* to talk about gender identity’ (Ryan Gingell, Allsorts Youth Project).

As the toolkit is formatted in clear and distinct sections, it is easy to use and information can be extracted and used in the contexts that are most relevant. An action planning tool is also contained at the end of the toolkit which is clear, practical and easy to use. One of the main strengths of the toolkit is that it was created by young people to help others like them and is built upon anecdotal evidence so real experiences have been used to create this resource. One potential drawback from this is that not all experiences and scenarios can be presented here, but the toolkit is extensive regardless.

The toolkit is very accessible, being available in large print, easy read format, Braille, audiotape and CD, as well as in other languages.

Impact: The toolkit is helpful for general inclusion and increasing understanding about diversity and has been used on both national and international levels. However, sensitivities relating to gender identity mean that the exact number of people it has impacted is unknown – though they do get contacted by some trans learners and schools about the benefits of the toolkit. The main outcomes are that an inclusive environment can be created which is free from stereotypes, enabling young people to feel both safe and supported. The toolkit allows staff and students to voice their opinion and attitudes on these issues and opens up opportunities that these young people may not have otherwise had, allowing ‘young people to know that they can enter any career and will be valued regardless of gender’.

Conclusion: ‘Supporting young people to be the best they can be, regardless of their gender’ is the important message that everyone should be aware of and base their policies off, and this toolkit provides a framework so that young people know that adults will listen to them.

Education is vital for the future as ‘the more you educate young people, the more they will feel able to talk about their career goals’ and ultimately reach them – this toolkit helps to reduce barriers faced to attaining such success.

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<https://www.allsortsyouth.org.uk/resources/toolkits-booklets-guides>

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