



## Moate Community School Transgender Policy

### **Rationale:**

This policy has been formulated to meet the emerging needs of the student population and to establish a systematic method of ensuring that transgender students feel safe and secure in our school. It also aims to reflect the school's mission statement characterised by an atmosphere of respect, in striving to promote the formation of each, individual in reaching fullest potential.

### **Transgender:**

Someone who identifies with a gender other than that which was assigned at birth

### **Legal Framework:**

- Equal Status Act 2000-2015
- Employment and Equality Acts 1998-2015

### **Aims:**

- To establish a protocol for assisting transgender students
- To outline the appropriate manner for dealing with students who make a disclosure
- To provide a concise and informative source of relevant information
- To detail a school wide approach in assisting students with their identity transition

### **School-Wide Approach:**

The following section outlines agreed protocols and procedures in aiming to assist students in a safe and supportive way:

- Religion and SPHE classes will use the curriculum to cultivate awareness among students.
- Teachers who are informed of a student's wish to transition or use an alternative pronoun - will deal with this in a safe, supportive, and sensitive way.
- Teachers will inform the relevant Year-Head if the student wishes to consider a name or pronoun change. This in turn will be relayed to school management for consideration.
- School management will contact parents in the first instance to discuss the disclosure or student's desire to change name or pronoun. During this time, teachers/SNA's will not agree to or implement any changes regarding name or identity in the classroom.
- Once parents/guardians have been informed - a transition plan will detail the timeframe and details pertaining to the relevant student.

### **Transition Plan:**

*Definition:* The transition plan is the term given to an agreed timeframe and set of protocols to assist students who begin the transition process. This plan will be student-specific and be agreed with parents/guardians in advance of dissemination to staff. The following details will be included in the student support transition plan:



- Acknowledgement that parents/guardians have been informed and agreed to the transition plan
- Details of the student's preferred gender/name/pronoun
- The agreed start date for the transition – on which date details will be updated on administrative systems (ePortal, teacher roll calls etc)
- A timeline for speaking to year groups or class groups
- The name of a support person/mentor who the student may choose to confide in will the need arise
- Arrangements pertaining to toilet and changing facilities – option of gender-neutral toilet facilities if requested
- Discussion on any changes to school uniform if deemed necessary
- Staff briefing – (see appendix 1)

### **Student Wellbeing and Monitoring Procedures:**

- Students will be assisted by their tutor, year head and guidance councillor who will monitor wellbeing during the transition period
- The school Chaplin will also be a pillar of support will the need arise
- The designated support-person is also pivotal in dealing with any issues that the student may have and may relay these to school management if required

### **Sources of Information:**

[www.teni.ie](http://www.teni.ie)

**Review Date:**

**Date:**

**Chairperson of the BOM:**



**Appendix 1 –**

**Staff Update on Student in Transition**

<b>STUDENT TRANSITION:</b>	<b>IN</b>	
<b>DATE:</b>		
<b>CLASS GROUP:</b>		
<b>PREFERRED NAME/PRONOUN:</b>		
<b>AGREED DATE ON WHICH NAME AND ADMINISTRATIVE DETAILS WILL BE ACTIVE IN SCHOOL</b>		
<b>DESIGNATED SUPPORT PERSON:</b>		
<b>OTHER RELEVANT INFORMATION:</b>		