



TRANSGENDER POLICY - STAFF

Responsible:	Director
Date Reviewed:	January 2025
Review Period:	Annually
Approval Authority:	Governors
External Release:	Yes

Kingfisher Education Summer Schools are committed to providing a safe, supportive, and inclusive environment for all students and staff, including those who identify as transgender. This policy outlines our commitment to upholding the principles of equality, diversity, and non-discrimination in accordance with UK law.

Definitions

Transgender: An individual whose gender identity is different from the sex assigned at birth.

Non-Discrimination

Kingfisher Education prohibits discrimination based on gender identity, expression, or transgender status. No student or staff member will be treated unfairly or unequally due to their transgender identity.

Confidentiality

Information related to an individual's transgender status or gender identity will be treated with the utmost confidentiality. Disclosure will only occur with the individual's explicit consent, except in cases where safety and well-being may be at risk, and disclosure is required by law.

Name and Pronoun Usage

We respect and affirm the names and pronouns that individuals use to identify themselves. Students and staff have the right to be addressed by their chosen name and pronouns. Kingfisher Education will update internal records accordingly.

Restrooms and Changing Facilities

Students and staff may use the restroom or changing facilities that align with their gender identity. A gender neutral / "accessible" restroom will also be available for anyone who prefers additional privacy.

Accommodation

Kingfisher Education needs to give careful consideration as to ensure equality of opportunity whilst ensuring the welfare, health and safety of all students and staff.

Whilst Kingfisher Education is not obliged to offer individual bedrooms or permit transgender individuals to stay in boarding houses that align with their gender identity rather than their biological sex, where reasonably practicable, we will endeavour to do so. Where this is not possible, Kingfisher Education will explore any possible adjustments to prevent the individuals from being excluded or experiencing any disadvantages. Please note, there are very few single rooms in our boarding houses, so that bathroom arrangements must be considered carefully.

Any concerns will be addressed on a case-by-case basis to ensure the safety and comfort of all individuals.

Safeguarding

Kingfisher Education's standard safeguarding policies are applicable and not limited to transgender students alone. As with any safeguarding issue, it is essential to evaluate risks with a child centred approach, ensuring that any actions taken do not intentionally put the individual at greater risk of harm.

Harassment and Bullying

Kingfisher Education has a zero-tolerance policy for harassment and bullying, including any related to gender identity. Anyone who witnesses or experiences harassment or bullying is encouraged to report it to the **Centre Manager or Welfare Manager**.

Medical and Health Care

Health care and medical support should be provided to transgender students and staff without discrimination. Kingfisher Education will uphold medical confidentiality to ensure privacy is respected.

Training and Education

Kingfisher Education will provide training and education to staff members to ensure understanding, respect, and sensitivity regarding transgender issues.

Grievance Procedures

Kingfisher Education has established a grievance procedure to address any issues that may arise. Students and staff can report any concerns to the Centre Manager or Welfare Manager for resolution.

Compliance with UK Law

This policy is in accordance with the UK Equality Act 2010, which prohibits discrimination on the grounds of gender reassignment. Kingfisher Education is committed to complying with all relevant UK laws and regulations.

Review and Updates

This policy will be reviewed regularly to ensure it remains current and effective in promoting inclusivity and equal treatment for transgender individuals.

Kingfisher Education is committed to fostering an environment where all individuals are treated with dignity and respect, regardless of their gender identity. This policy lays as a foundation for upholding this commitment and ensuring a safe and inclusive experience for everyone in our summer school program.