

Transgender supporting information

Glossary

Transition

Transitioning can be expressed in two ways – social and medical. Usually social transitioning is a first step, sometimes it is a way of experimenting with gender identity. Not all trans people will choose to have a medical transition. Medical transition is usually done in partnership with a Gender Identity Clinic (GIC). The pupil may need to attend medical appointments pertinent to their transition. The school must not treat absence because of gender reassignment less favourably than they would treat absence due to sickness or injury. The same principle applies to time off for any surgery and convalescence. An understanding of some of the key stages of medical transition will enable school staff to be supportive.

Medical treatment is provided in a series of phases that include:

- A psychological assessment and counselling. Initially this would happen locally with a CAMHS worker who can then refer to a Gender Identity Clinic.
- Medication to block the production of the natural hormones that feminise or masculinise the body during puberty. This may be followed by prescribing hormones to masculinise or feminise the body.
- Gender reassignment surgery would not usually be carried out until a person is over 18 years.

Coming to terms with gender identity if someone is trans can be a difficult time for any person and starting the initial stages of medical transition can be particularly demanding for a young person and their family. It is a time where support could be needed and if a school has a counsellor they should be knowledgeable in trans issues and with the potential challenges the young person may face in school. Mental health can be impacted during transition for a multitude of reasons. Recognition needs to be given and adequate support must be in place around this.

Word/description Definition

Assigned sex	The sex you were assigned at birth and raised as.
Cisgender	A match between your biological sex and your gender. For example a female sexed person identifying with their female gender. Also a term for nontransgender people
Coming out	A process by which a trans person will tell friends/family/co-workers etc about their trans status.

Cross dresser	A person who dresses in the clothing of the opposite sex as defined by socially accepted norms. They enjoy wearing the clothes of the opposite sex occasionally, but they do not want to live their lives as the opposite gender and therefore do not seek hormone therapy or surgery. Cross dressers are also referred to by some as transvestites but this term is increasingly being seen as offensive by members of the trans community and cross dresser is the preferred term.
Deed Poll/Statutory Declaration	The means by which a person can legally change their name.
FTM/Transman/a Transsexual man	Someone assigned female at birth but who identifies as male.
FAAB	Female assigned at birth.
Gender	How a person feels in regard to male/female/neither/both. A cognitive process of recognising one's identity.
Genderqueer	A gender diverse person whose gender identity is neither male nor female, is between or beyond genders, or a combination of male and female.
Gender dysphoria	A recognised medical term which refers to the physical/mental/social discomfort of being perceived and living as one's assigned sex.
GIC	Gender Identity Clinic.
Intersex	A term for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of male and female.
MTF/Trans woman	Someone assigned as male at birth who identifies as a woman.
MAAB	Male assigned at birth.
Non-binary	To not identify within the binary male or female ideologies in Western society.
Oestrogen	Sex hormone which may be prescribed to some trans women.
Outed	When a trans person's gender status is made public knowledge without their consent. This can happen either by people deliberately talking about this person being trans or by careless violation of confidentiality.
Pansexual	A sexual or romantic attraction towards people of all gender identities including those that don't fit into a gender binary.
Passing	Being seen or read as the gender you present yourself as, e.g. a male identifying person being read as male.

Pronouns	He, him, his, she, her. Gender neutral - they, them, their, hir, sie, ey, zie.
Sex	Assigned at birth in relation to one's genitals, chromosomes etc.
Sexual Orientation	Attraction to people. i.e. gay, straight, bisexual, pansexual etc.
Stealth	Living in one's acquired gender without anyone knowing about one's trans status. A person may choose to be stealth in some areas of their lives but not others.
Testosterone	Sex hormone prescribed to some trans men.
To gender	To assign someone else a gender by noticing behaviour and body presentation.
Top surgery	Known term that trans men use when referring to chest surgery which produces a male contoured chest.
Transgender Person	A person whose gender identity is different from the sex they were assigned at birth. Some trans people will choose to transition socially and some will take medical steps to physically transition (with the help of hormone therapy and/or surgery) to live in the gender role of their choice.
Transgender Man	Someone who was born female but identifies as male. They will often change their name to one more commonly used by men, use the male pronoun ('he') and wear clothes that are typically worn by men. They will sometimes undergo medical procedures to change their physical appearance, for example taking hormones or undergoing surgery.
Transgender Woman	Someone who was born male but identifies as female. They will often change their name to one more commonly used by women, use the female pronoun ('she') and wear clothes that are typically worn by women. They will sometimes undergo medical procedures to change their physical appearance, for example taking hormones or undergoing surgery.
Transgender/Trans	An umbrella term which can be used to describe people who are: <ul style="list-style-type: none"> • Transgender • Transsexual • Cross-dresser • Neither male nor female • Androgynous • A third gender • Or who have a gender identity which we do not yet have words to describe.
Transition	What constitutes as transitioning may be different for many trans people, e.g. medical transition, social transition, etc.
Transphobia	Irrational fear, hatred, abuse etc. of trans people and people who do not conform to traditional gender norms.

Transsexual Person A person with a consistent and overwhelming desire to transition and fulfil their life as the opposite gender. Most Transsexual people actively desire and complete gender re-assignment surgery.

Legal context

The Human Rights Act 1998

The following Articles from The Human Rights Act 1998 support the rights and needs of trans people to live their lives in their true gender.

- Article 8: right to respect for private life and family life
- Article 10: freedom of expression
- Article 14: the prohibition of discrimination

The Gender Recognition Act 2004

The Gender Recognition Act 2004 is mainly concerned with the process by which a person can get a Gender Recognition Certificate and correct their original birth certificate to match their true gender. This can only occur after a person reaches 18 years of age but is something that many younger people may aspire to.

The Equality Act 2010

The Equality Act 2010 has strengthened and streamlined previous equalities legislation. Gender reassignment is one of the nine protected characteristics within the Act. Part 6 of the Equality Act 2010 makes it clear that the Act specifically refers to schools and young people. Gender reassignment is also included in the Public Sector Equality Duty.

The Equality Act 2010 provides protection against direct and indirect discrimination, discrimination by association, discrimination by perception, discrimination in cases of related absence from work, and all forms of harassment and victimisation.

The Equality Act 2010 (2:1:7) states that:

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

The act applies to employment, education and a range of other areas where discrimination may take place.

In order to be protected under the Act, a pupil will not necessarily have to be undergoing a medical procedure to change their sex, but they must be taking steps to live in the opposite gender or be proposing to do so.

Useful Sources of information

Charing Cross Gender Identity Clinic	http://www.wlmht.nhs.uk/gi/gender-identity-clinic/ Accepts GP referrals from all over the UK for adults with issues related to gender, most commonly gender variance associated with gender dysphoria
DfE – Preventing and tackling bullying 2017	https://www.gov.uk/government/publications/preventing-and-tacklingbullying
DRM – Diversity Role Models	https://www.diversityrolemodels.org DRM seeks to prevent homophobic and transphobic bullying in UK schools
Gallop	http://www.gallop.org.uk/ LGBT+anti-violence charity
Gendered Intelligence	http://genderedintelligence.co.uk Works with young trans people (ages 11-25). They offer a range of services including training sessions for professionals in organisations, schools and youth services as well as mentoring to any trans, non-binary or gender variant identified person.
GIDS – The Gender Identity Development Service	http://gids.nhs.uk GIDS is a highly specialised clinic for young people presenting with difficulties with their gender identity.
GIRES – Gender Identity Research and Education Society	http://www.gires.org.uk/ Improve the lives of trans and gender non-conforming people, including those who are non-binary and non-gender; Information for trans people, their families and the professionals who care for them
ILGA – International Lesbian and Gay Association	http://ilga.org . The world federation of national and local organisations dedicated to achieving equal rights for lesbian, gay, bisexual, trans and intersex (LGBTI) people across the globe.
LGBT Foundation	http://lgbt.foundation/ A national charity delivering a wide range of services to LGBT communities.
NTYN – National Trans Youth Network	http://ntyn.org.uk/ NTYN is a network of trans youth groups from around the UK and includes the youth workers who support them.
ParentZone – LGBTQ+Hub	https://parentzone.org.uk/lgbtq-hub Support and information from a range of experts to help both parents and young people on a variety of LGBTQ+ related issues.
Press for Change	http://www.pfc.org.uk Providing legal advice and support to trans and other gender variant people.
Rainbow Teaching	http://rainbowteaching.co.uk/

	Provide free support and guidance to teachers and school staff to challenge anti-LGBT+ bigotry in schools and to provide guidance on an LGBT+ inclusive curriculum.
Stonewall	http://www.stonewall.org.uk/ Stonewall works to achieve equality and justice for lesbians, gay men, bisexual and trans people.
Transwiki	http://www.gires.org.uk/the-wiki A comprehensive directory of the groups campaigning for, supporting or assisting trans and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families across the UK
UK Trans Info	http://uktrans.info/ Information and advice to individuals and organisations who are having particular issues.
UKIA – The United Kingdom Intersex Association	http://www.ukia.co.uk/ An education, advocacy, campaigning and support organisation which works on behalf of intersex people.