

Gender Identity

| For what age? | At what level? |
|-------------------------------|--|
| Primary and Secondary Schools | Universal, targeted and more targeted (Wave 1-3) |

Why do staff need to know about gender identity?

Stonewall estimates that that around one per cent of the population might identify as trans. No matter whether you are a primary, secondary or special school or a PRU, you will encounter pupils who are trans or who are questioning their gender identity.

It is also important to remember that gender reassignment is a protected characteristic under the Equality Act 2010. Schools have a legal duty to ensure that they eliminate discrimination and advance equality of opportunity for any pupils with this protected characteristic. Under the same piece of legislation, schools have a duty to foster good relations between pupils who have the protected characteristic of gender reassignment, and those that don't. Furthermore, Ofsted inspects on how schools comply with the Equality Act 2010, and how they prevent and tackle issues such as transphobic bullying and abuse.

We know that:

- 64% of trans young people are bullied at school because of their gender identity and/or their perceived or actual sexual orientation
- 41% of LGBT young people report that their school say transphobic bullying is wrong
- 77% of LGBT young people have never learnt about gender identity and what 'trans' means at school
- 33% of trans young people are not able to be known by their preferred name at school
- 58% of trans young people are not allowed to use the toilets they feel comfortable in
- 84% of trans young people have self-harmed
- 45% of trans young people have attempted to take their own life
- 92% of trans young people have thought about taking their own life

Stonewall, School Report 2017

How can I access training?

Training on gender identity can also be accessed through the following organisations:

Stonewall, the national LGBT charity, offers a range of age-appropriate resources and training for primary and secondary schools wanting to learn how to create a trans-inclusive school.

- [Stonewall website](#)

Mermaids directly support gender diverse and trans children and young people, as well as their families. They can also deliver tailored training in schools.

- [Mermaids website](#)

Gendered Intelligence specialise in supporting trans young people under the age of 21. They also deliver training for school staff and workshops for students.

- [Gendered Intelligence website](#)

Local support groups in Northamptonshire

There are three LGBTQ youth groups that support trans and gender questioning young people in Northamptonshire:

The lowdown run *OUT THERE* LGBTQ youth group for young people aged 13 -17 on a Friday evening in Northampton.

- [The Lowdown support services webpage](#)

Youth Works runs Hide and Seek LGBTQ youth group for young people aged 14-18 on a Monday evening in Kettering.

- [Youth Works Northamptonshire youth group webpage](#)