

XXX school - Gender Diversity: Memorandum of Understanding - CONFIDENTIAL

Equality Act 2010

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.

Parties to agreement:

Date of agreement:

xxxxx School/college	Parent/Guardian	Pupil
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Agreements:

Date of social transition	(ie 'Recommend a Tuesday, allowing general message to other children on Monday, specific message on Tuesday')
Chosen name	
Chosen pronoun	
Changes to school documentation	(i.e. 'Recommend that Unique Pupil Number is not changed at this point. All day-to-day documents (school books, register name etc.) changed.'')
Uniform requirements	
Toilet and changing facilities	
Disclosures: to whom, by whom, how and when. Peers Other pupils School Staff Governors Parents	(ie' General message about difference/gender identity to Year x and Year x classes on the Monday before. Specific messages about XX (young person) on Tuesday. No other message to other year groups. 'need to know' staff update re pronouns /loo use etc on X date Staff diversity awareness training scheduled for X Who responsible for briefing cover staff Recommend general message to staff/governors (with info sheet) Parents – standard info sheet-(given only if questions are raised.)
Attendance implications	(ie 'Attendance at future clinic appointments will be supported').
Response to enquiries: School Community Press intrusion	Standard info sheet Initial period, Be aware of risks to children outside of school gates of press intrusion- not just the child concerned, but other children whom press 'may assume'

A review of this document may be requested by any of the parties. Otherwise its effectiveness will be monitored by standard school processes. (Parent/Teacher communication; Progress reviews etc.)