



GENDER IDENTITY POLICY

ODBST Level 1 Statutory Policy:	ALL Schools require this policy with no changes allowed to core text. No changes are necessary to personalise this with school name and branding, as this is a Trust level policy for use, without change, by all schools, except where a school contact is required as identified in the content of the policy. LGBs will note adoption in LGB meetings. Review will take place at Trust level, and schools will be notified of updates and review dates as necessary.
Other related ODBST policies and procedures:	Safeguarding and Child Protection Policy RSHE Policy Equality and Diversity Policy SEND Policy
Committee responsible:	School Effectiveness Committee
Approved by:	School Effectiveness Committee
Date Approved:	January 2026
Review Date:	January 2030

1 Objectives

1 Approved January 2026

ODBST Trustees seek to ensure that all pupils and adults are valued, respected and able to flourish. This policy is based on the key principles in which our schools respect and accept pupils and staff, regardless of age, gender, race, sexuality, religious beliefs, disability or academic ability. Trustees recognise that children and young people may explore their identity, including gender identity, as part of their personal development and recognise that this is sometimes a sensitive and contested area. Our responsibility is to provide a safe, respectful and supportive environment in which all can learn and grow.

Trustees recognise that within our ODBST community, pupils, staff and families may hold differing beliefs about gender and identity, including those informed by faith or non-religious worldviews. All are entitled to express their views respectfully; no one should face prejudice or hostility for holding or not holding a particular belief.

2.Scope

- ODBST Trustees
- Local Governing Body
- Headteacher
- Teaching staff
- Support staff
- All school staff
- Pupils
- Central Office Staff
- Contractors/Service providers
- Users of the school site and buildings
- Parents

3.Relevant Legislation

- Education Act 1996
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- School Information (England) Regulations 2008
- Equality Act 2010
- The Education (Independent School Standards) (Attended) (England) Regulations 2014
- Education Act 2011
- Keeping Children Safe in Education
- Relationships, Sex and Health Education Guidance 2024
- Gender Guidance for Schools, Draft only, 2023
- The Church of England's 'Flourishing for All' (2025)

4.Date of Review

The policy will be reviewed as required by the Board of Trustees of ODBST once current government guidance becomes formalised, as well as feedback from ODBST staff and schools and in any event, by November 2028.

5.General Principles

5.1 Definitions

- Where the term “relevant body” has been used in legislation this refers to the Board of Trustees of ODBST. In this document the term Trustees is used for simplicity.
- The term “Proprietor” is also used to refer to Trustees of ODBST.
- Unless indicated otherwise, all references to “teacher” include the Headteacher.
- Unless indicated otherwise, all references to staff include teaching and support staff.
- All references to “parent” include the parents, carers and any other person with parental responsibility.

5.2 Delegation

The Trustees have chosen to delegate its functions to Local Governing Bodies and Headteachers as set out in this policy.

5.3 Monitoring and Evaluation

The Local Governing Body and Headteacher will monitor the operation and effectiveness of the policy and deal with any queries relating to it. The Director of Education/Executive Safeguarding Lead will quality assure the implementation of this policy. The Oxford Diocesan Bucks Schools Trust (ODBST), through the School Effectiveness Committee, will monitor any concerns or complaints raised in relation to the policy on an annual basis.

6. Gender Reassignment

6.1 Gender reassignment applies to anyone who is proposing to, or who has begun to, transition even if they have not had medical treatment.

6.2 Trustees expect that:

- any pupil who expresses questions or concerns about their gender identity will be treated with kindness, respect and confidentiality;
- schools will ensure that pastoral support is in place and that decisions are made in the best interests of the child;
- schools will not automatically adopt a child’s preferred pronouns or new name without consulting with parents;
- schools will record all decisions around gender reassignment individually and as a safeguarding record, using CPOMS; a single approach will not be taken and each case will be considered individually, with records detailing the decision making process and those involved in it.

7. Curriculum

All ODBST schools will teach a clear, age relevant and purposeful RSHE curriculum as per the expectations set out in the ODBST RSHE policy.

Teaching should be factually accurate and not promote contested views about gender identity as fact. Teaching should be sensitive to individual pupil backgrounds and be supportive of pupils with SEND, ensuring that they have understood the key messages accurately.

Schools must ensure that staff receive training to handle related discussions with care and to recognise when pupils may need support or safeguarding intervention.

8. Preventing bullying and discrimination

Bullying or discrimination related to gender identity, gender expression, or perceived gender will not be tolerated by the ODBST.

The ODBST Anti-Bullying Policy makes clear that everyone has the right to learn free from fear, intimidation or ridicule. Any concerns around bullying will be managed through the Anti-Bullying policy.

The school will educate pupils on respect, kindness and difference through our RSHE and collective worship, promoting understanding while acknowledging differing beliefs held by families and faith communities.