

Safeguarding Bulletin

Hugh Baird
COLLEGE 



Hugh Baird College is committed to supporting all their students and this includes those covered under the nine protected characteristics outlined in the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Over the next few weeks you will be receiving information about all of these protected characteristics but this bulletin focuses on transgender.

What does transgender mean?

If a person wants to start the process, is currently in the middle of the process or has already started a process of changing their gender either from male to female or female to male. This can be physically or simply by living their life as the opposite sex.

People who do not wish to transition permanently to a new gender role, but who identify as the opposite sex can also be identified as transgender. If a person chooses to have a permanent fluid identity but doesn't not wish to undergo treatment to change sex they are still considered transgender.

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What will College do to support these students?

Hugh Baird encourages all students who are struggling with their gender identity or who has decided to live life as a member of the opposite sex to come and speak to a member of staff. We can support you during your journey by discussing issues such as:

- Changing your name and updating college records
- Informing your Tutors and friends
- Accessing community support groups

We will make sure you have access to facilities where you feel comfortable, for example access to toilet facilities for your identified gender. Or if you feel more comfortable we will arrange for you to access non sex facilities such as disabled toilets.

Most importantly we will make sure your decisions are respected and that you are comfortable to carry on with your studies.

What should you do to support your friends or classmates?

If you witness a friend in your class who has started to change gender by wearing different clothes or by showing signs of physical change such as growing a beard or a change to tone of voice, be supportive! This is a difficult and complex time in your friend's life and you should make sure that you make it as stress free as possible.

It is also important to remember that it is against the law to discriminate against transgender people. Here are some examples of things that you should support your class mate to do:

- Access toilets as their identified sex, so a male transitioning to a female would use the female toilets.
- Feel comfortable in class, let them know you support their decisions. Don't be negative towards them.
- Respect their decisions and call them by their new name. Don't refer to them by their previous sex, for example he and she.

Lastly please remember that whether you are a student who has transitioned, thinking about transitioning, struggling with your identity, or simply wanting more information then come and visit the POD for some support.

Please remember if you have concerns regarding your own wellbeing or the wellbeing of another student then 'push the button!'