

Safeguarding Bulletin



During April, the college will be assessed for the **Navajo award** which is accredited to institutions seen to be making a positive contribution to understanding and promoting equality in the LGBT community.

Gender transition is a journey undertaken by an individual to change from their birth sex to their identified sex. For some, the process may simply be identifying themselves as a member of the opposite sex. For others, it involves significant physical change. If a person chooses to have a permanent fluid identity but doesn't wish to undergo treatment to change sex they are still considered transgender. People who do not wish to transition permanently to a new gender role, but who identify as the opposite sex are also identified as transgender. It is important to remember that **it is against the law to discriminate against transgender people**. Hugh Baird College is a Hate Crime Reporting Centre.

Hugh Baird College has a robust **Equality and Diversity policy** to ensure you are treated with sensitivity, confidentiality and respect. You are assured of support from our Student Services team, Retention & Progression team and your SPC. Our counsellors, Bernie and Sheila, are launching '**Transition**', a support group for anyone transitioning or who needs support to explore transgender themes with likeminded people in a safe environment. For more information, please call in to the Pod and ask to speak to Bernie or Sheila. Your enquiry will be treated with sensitivity and respect. For external support, visit New Beginnings, Armistead, Mermaids and YPAS.



On Thursday April 20th, Merseyside Police launched their '**Police with Pride**' rainbow patrol car to increase awareness of hate crime. The car will be used as a traditional response vehicle but will be also present at community events including LGBT events, Liverpool Pride, Homotopia and International Day Against Homophobia Transphobia and Biphobia.

What should you do to **support your friends**? If you witness a friend 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. Here are some examples of things that you should support your class mate to do:

- Access toilets as their identified gender
- Feel comfortable in lessons, let them know you support their decisions; don't be negative towards them
- Respect their decisions and call them by their chosen name. Don't refer to them by their previous gender pronoun

For more information, visit the link to **LGBT foundation**, to who the College subscribe, <http://lgbt.foundation/>

Remember, if you have concerns regarding your own wellbeing or the wellbeing of anyone else then 'Push the Button' or call in to The Pod to talk to someone about your concerns