



People who may not identify as male or female - advice

People who feel that the sex/gender they were assigned at birth does not match or sit easily with their sense of self may use other ways to describe themselves.

Some young people don't identify as 'male' or 'female' or may not feel happy using either 'male' or 'female' facilities. Providing 'gender neutral' facilities – irrespective of how they identify as can help create a more inclusive environment for everyone. Equally some young people may not be keen to change / undress in front of others.

Focus on the common language you use every day:

- With individuals – ask for their name, pronoun, or title
- With groups – avoid using collective gender specific terms e.g. 'boys', 'ladies'
- Start with gender neutral language e.g. "Hello, everyone," or "Hey, team." You'll want to avoid "Hey, guys", or similar phrases, since "guys" is typically masculine.
- Use the name they wish to be known as now even if this is different to their birth name – this is known as deadnaming and be very hurtful and offensive to the individual.
- Listen, don't label
- Be led by the person – ask if you need to
- Mistakes? Don't over-worry; apologise and move on
- Challenge inappropriate language
- Be an ally and help foster equality

There are various descriptions for people's identify or genders taken from <https://www.brook.org.uk/your-life/gender-a-few-definitions/> and <https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms>

Cis, cis man or cis woman

Describes a person whose gender identity is the same as the gender they were assigned at birth.

Trans / 'Gender Reassignment'?

Describes anyone whose gender is not the same as the gender they were given when they were born.

"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." (Equality Act 2010, Section 7)

Non-binary

Someone whose gender doesn't fit into the gender binary. It is a term that is an

identity, and it is also an umbrella term for various gender identities such as genderqueer, bigender, gender fluid and pangender.

Gender dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.

This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender fluid

This describes someone whose gender is not fixed; their gender may change slowly or quickly over time and can switch between different gender identities and expressions. Each gender fluid person's experience of their gender is unique to them.

Gender neutral

Lots of things are 'gendered', which means they are associated with masculinity or femininity. If something is gender neutral, then it means it is not associated with a gender, which means it has no limitations to use that are based on the gender of the person using it.

Intersex

This describes a person whose biology doesn't easily fit into the 'male' or 'female' sexes.

Pangender

'Pan' means 'all' and describes someone whose gender is made up of several different genders. A pangender person may consider themselves a member of all genders.

How can we help

- Involve the person – what are their wishes, how do they identify, what do they want to be called?
- Make some announcements if they would find that supportive etc.
- Create a supportive environment where the person feels emotionally / physically safe; assign a named support person (if they feel that is helpful and needed)
- Make the necessary changes:
 - Use the person's new name, pronouns, and title
 - Update records / documentation / ID / email
 - Provide access to appropriate toilets / changing rooms
 - Enable access to medical appointments

From Mermaid Trans Inclusion school's toolkit made the following suggestions that can apply to all people

Toilets

Children and young people have the right to access the toilet that corresponds to their gender identity. Single gender toilets can cause issues for children and young people who do not identify with a gender binary such as boy / girl.

Any child or young person who has a need or desire for increased privacy, regardless of the underlying reason (disability, trans, non-binary, faith) should be provided access to a single stall toilet, but no child or young person should be required to use such a toilet.

Ideally and where funding and space allows; Performance/Modelling Settings should provide a mixture of access to toilets that includes:

- Single gender toilets
- Blocks of floor to ceiling toilets that can be used by all, with sanitary bins in each cubicle ('toilets for everyone')
- Accessible single toilets.
-

Performance/Production settings will want to discuss with the person, pupils, and students and if appropriate their families which toilet provision they would feel safest using.

Performance/Production settings may be concerned about the responses of some parents and carers to pupils using the toilets or changing rooms that correspond to their gender identity and persons responsible for productions can reassure themselves and the wider community that this is supported by the Equality Act and not in any way a safeguarding issue.

When a parent or carer raises a concern about the safety of their child when spending time in the company of a identified child/young person or staff member, support work should be aimed at answering the question 'how can we make your child feel more safe?' rather than compromising the rights of the other person.

Changing Rooms

The use of changing rooms by children/young people should be assessed on a case by- case basis in discussion with the children/young people. The goal should be to maximise social integration and promote an equal opportunity to participate in any type of performance, ensuring the safety and comfort, and minimising stigmatisation of the child or young person.

In all cases, children/young people should have access to the changing room that corresponds to their gender identity.

Any child or young person who has a need or desire for increased privacy, regardless of the underlying reason, should be provided with a reasonable alternative changing area such as the use of a private area or with a separate time to change.

Any alternative arrangement should be provided in a way that protects the child or young person's ability to keep their identity confidential.

Many cis children and young people can also feel uncomfortable when changing and it is important to ensure that these are safe environments for all by challenging underlying attitudes and bullying behaviours.

Where other changing rooms are used this may need more chaperones are employed to ensure that all the children are appropriately supervised.

Other options that could be considered are:

- Children arrive in a base costume that they can put their main costume on when they arrive.
- Cubicles / curtains in changing room for all children
- Reviewing equalities policies and or providing training for staff, cast and crew.
- Chaperones stepping out of the changing room (but standing outside the door) whilst children are changing
- Limiting the number of adults in changing rooms.

Names on licences

Stage name have often been recorded on licences along with the child's birth name. Some LA have decided to use the name the child currently uses if this is different to their birth name. It is not LAs role to highlight to a production company that a child or young person has changed their gender or identity and they have a right to confidentiality.

We are aware that some parents and or children fear not getting roles or being typecast in certain roles only. However, we strongly advise parents and children / young people to speak with the production to ensure that appropriate support in place if needed.

Other resources

Stonewall www.stonewall.org.uk

Mermaids www.mermaidsuk.org.uk