



	Name of School	Koru Independent AP Academy
	Policy review Date	August 2026
	Date of next Review	August 2027
	Who reviewed this policy?	Shona Anderson
	Date approved by Governing body	September 2026

Supporting Gender-Questioning Pupils

1.Purpose & Scope

This policy outlines how Koru Independent AP Academy fulfils its statutory duties under **Keeping Children Safe in Education (KCSIE 2026)** and the Equality Act 2010 when supporting pupils who are questioning their gender identity.

- **Best Interests:** Koru Independent AP Academy focuses on providing a respectful, safe, and kind environment where the best interests and welfare of the child remain paramount.
- **Scope:** This policy applies strictly to pupils attending Koru Independent AP Academy and does not govern staff arrangements or the broader RSHE curriculum.

2.Core Principles

Koru Independent AP Academy takes a neutral stance to gender-questioning issues and focuses on providing a respectful, kind, safe and non-judgemental environment. We will avoid placing any pressure on the pupil to live or behave in accordance with their biological sex, or equally to live or behave as another gender.

- **No Active Initiation:** Koru Independent AP Academy staff will not initiate any action suggesting that a pupil change their gender or socially transition.
- **Bullying Prevention:** Bullying and harassment will not be tolerated from either staff or pupils. Any transphobic or sex-based bullying will be managed strictly under the school's Anti Bullying Policy and Equality & Diversity Policy.

3.Managing Requests for Social Transition

Social transition (including formal changes to names, pronouns, and uniform) is recognised as a significant intervention that can impact a child's long-term psychological outcome. Koru Independent AP Academy will take a rigorous, careful approach to all requests.

3.1 Parental Involvement

- **Mandatory Consultation:** Parents or carers must be involved in most cases where a child requests a social transition change.
- **Safeguarding Exception:** Koru Independent AP Academy will only withhold information from parents if doing so is strictly necessary to prevent a demonstrable, serious risk to the child's physical or mental safety.

3.2 Decision-Making Process

When a request is made, the Designated Safeguarding Lead (DSL) will complete a formal risk assessment considering:

- The age and maturity of the pupil.
- The views of the parents/carers.
- Any relevant clinical or psychological advice.
- The wider impact on the school community.

3.3 Names, Pronouns and Official Records

- **Official Records:** Koru Independent AP Academy is required to accurately record and maintain every pupil's biological sex on its management system.
- **Informal Names:** Informal names ('known as') will only be changed on internal daily registers after formal consultation with the pupil's parents.
- **Pronoun Requests:** Where pupils and/or staff feel unable to use the correct pronouns for a trans young person, they should be supported to address the student in a way that does not cause distress. Staff will not be compelled to adopt a child's chosen pronouns if it conflicts with their beliefs but must always interact with the pupil respectfully.

4. School Facilities and Sports

In line with absolute statutory safeguards, single-sex spaces are maintained based on biological sex.

Area	Policy Rule	Alternative Provisions
Toilets	Schools must not allow a child to use toilets or changing facilities designated for the opposite biological sex	Pupils uncomfortable using toilets assigned to their biological sex may access single-occupancy, self-contained toilets opening onto public corridors.
Changing Rooms	Pupils must not undress in front of members of the opposite biological sex.	Fully enclosed single-user cubicles or staggered facility timings will be explored where required.
School Trips	Overnight and boarding accommodation must remain strictly separated by biological sex.	Gender-questioning pupils may be allocated private single rooms, provided they do not share communal spaces with the opposite biological sex.

**PE &
Sports**

Where sports are single sex for safety or fairness, rules are absolute: pupils participate according to biological sex.

The school will ensure that no child feels unsafe or excluded from general physical activity.

Review Cycle

The Governing Body and the Senior Leadership Team maintain this policy. It will be reviewed annually or sooner if further updates are made to Department for Education (DfE) safeguarding or RSHE statutory guidance.