



Pocklington School Foundation

Gender Policy Staff Guidance

Policy Contact	M Davies, Deputy Head (Pastoral)		
Last Reviewed	September 2024	Next Review Due	October 2026



POCKLINGTON PREP SCHOOL
Gender Policy

Contents

Aims and Values.....3

Principles.....3

Statutory and Non-Statutory Guidance.....4

Education and Staff Training4

Revisions4

Appendix 1 Support Plan.....5



Aims and Values

'We offer incredible experiences inside and outside the classroom and believe in challenging and encouraging our students to seize opportunities that we go the extra mile to provide. These activities and our personalised approach to teaching and learning help to form the bedrock of our students' individual characters. We are a day and boarding Christian foundation that is academic and inclusive and a family school whose togetherness, care for each other and pride in our community is evident in our outstanding pastoral provision. At the very heart of our ethos lie our "Values and Virtues"; they drive all that we do at Pocklington and mean our students leave with a strong sense of personal and social responsibility along with the ability to shape their own future.'



Principles

At all times staff should demonstrate awareness and sensitivity to the specific needs of all pupils.

The school aims always to raise pupils' awareness of what is possible. All pupils, irrespective of gender, should be encouraged to follow their own interests. Pupils should be listened to and encouraged to study optional subjects related to their interest/choice/ability so as to raise their self-esteem. The school should not unduly influence the preferences of pupils when choosing optional courses: they should be informed of career opportunities to which optional courses may lead, but the choice must remain with the pupil. Subject and career opportunities should be promoted for their own worth and given equal importance.

All pupils should be encouraged to meet their aspirations. They have particular needs, both in the classroom and in the wider school community. It is important to have a range of activities available to pupils so that they can thrive in an atmosphere in which they feel secure, while being challenged to fulfil their potential.



POCKLINGTON PREP SCHOOL Gender Policy

Provision for Transgender Pupils: The school will endeavour to work closely with all pupils affected by policies and decisions relating to gender, and with their parents, on a case-by-case basis. We will work to find sensitive, pragmatic solutions which ensure that every pupil is kept safe, the privacy and dignity of every pupil is respected, and that all are enabled to access education and participate fully in the life of the school.

Statutory and Non-Statutory Guidance

To ensure Pocklington School's Aims and Principles with regard to Gender related matters are met, staff should be directed to the following publications for more detailed guidance:

- [Keeping Children Safe in Education \(DFE, September 2024\)](#)
- What the Independent School Standards Say About Provision by Schools for Transgender Pupils (ISBA & BSA, June 2022)
- [Gender separation in mixed schools - Non-statutory guidance \(DFE June 2018\)](#)

The guidance set out in these publications should appropriately inform policy and practice in both day and boarding school. Relevant DFE guidance can be found by following the link above. As stated in Keeping Children Safe in Education (DFE 2024), government guidance on gender questioning children is still under review.

Where appropriate, the relevant pastoral lead, with the support and direction of the Head of Student Wellbeing (also DSL) should work with pupils and their families to draw up supportive plans and risk assessments, tailored to the specific needs of the pupil. These should be made available to staff as appropriate. (see appendix)

Education and Staff Training

Students: Issues relating to Gender are covered in the PSHE curriculum and may also be covered by visiting speakers and in assemblies.

Staff: There is a designated, trained member of staff who also guides policy and education.

Following the appointment of two Equality and Diversity Officers (September 2023), and in keeping with the Foundation's commitments, the Foundation is planning a review of issues relating to Equality, Diversity and Inclusion with a view to informing positive and significant change.

Revisions

Updated August 2018 – Pastoral Director

Reviewed August 2019 - Pastoral Director

Reviewed August 2020 – Deputy Head (Pastoral)

Reviewed and updated August 2021 – Deputy Head (Pastoral)

Reviewed October 2022

Reviewed October 2023 – Deputy Head (Pastoral)

Reviewed September 2024 - Deputy Head (Pastoral)



Appendix 1 Support Plan

(*please ensure this, and future SP updates are added to CPOMS)

Student:	Form:	HoM:
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Staff with pastoral involvement:

Summary:

Significant medical needs:

Are medical staff aware? YES NO

Student's preferred staff contact for support:

Is the student involved in SP process? YES NO
Are parents involved in SP process? YES NO

Agreed support measures including procedure for student / staff to follow in case of concern:

Date:

SP review date:

Name of case manager/
staff member completing SP: