

School Trans Friendly Audit

This audit tool aims to create a gender-affirming place for transgender, gender non-conforming and questioning students and staff:

Governance/ school management					
Audit Point	Evidence	Action Needed	Progress		
			 	 	
1. Does your Mission statement mention and cover LGBT equality strands?					
2. Do you have specific strategies and policies that mention and support LGBT pupils?					
3. Do you record, respond to and monitor Homophobic, Biphobic and Transphobic bullying, harassment and hate incidents?					
4. Do you celebrate difference and foster good relations between different groups?					
5. Do you have nominated staff members available to support and respond to gender questioning/ transitioning pupils					
6. Is there clear guidance on what language is acceptable/unacceptable in school including homophobic and transphobic language?					

Management of employees

Audit Point	Evidence	Action Needed	Progress		
7. Do you have a gender reassignment policy for staff?					
8. Have staff been trained to identify and respond to incidents of LGBT bullying?					
9. Have staff been trained on gender stereotyping and gender questioning young people?					
10. Have staff been trained/ experienced in meeting diverse LGBT pupils needs?					

Management of pupils

Audit Point	Evidence	Action Needed	Progress		
11. Do you have a pathway to support gender questioning pupils including those beginning or going through the gender confirming process (medical or social)?					
12. Is the school uniform gender neutral and does it allow for pupils to dress according to their preferred gender?					
13. Is there a mechanism in place to record name and pronoun changes?					

14. Does your confidentiality policy also include gender confidentiality?					
15. Do you have gender neutral toilets available?					
16. Do you have a policy in place to support transitioning pupils that covers PE and changing rooms?					

Curriculum and learning					
Audit Point	Evidence	Action Needed	Progress		
17. Educational /residential trips are accessible to all gender questioning and Trans pupils and risk assessments are carried out in order to facilitate reasonable adjustments?					
18. Do your lessons value/ promote LGBT diversity?					
19. Does your SRE and PHSE include content that promotes inclusion, celebrates difference and raises awareness of LGBT?					
20. Are resources available to promote both LGBT and gender questioning pupils inclusion?					

Parent/ community involvement					
Audit Point	Evidence	Action Needed	Progress		
21. Do you actively work with parents and carers of LGBT pupils?					
22. Do you work with local and / or national LGB T organisations and community groups?					

Progress

Point			
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			

Point			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			