

Trans Inclusion Statement

Woodcraft Folk strives to be open and accessible to all, welcoming children and young people under the age of 21 years to participate in our group activities, camps and outdoor adventures. For more than 90 years Woodcraft Folk has welcomed all children, young people and adult volunteers to participate in group activities and camps regardless of their gender identity.

Everyone has a gender identity. Research suggests that children begin to have a sense of their identity between the ages of 3 and 5.

Woodcraft Folk groups and leaders should adopt the following principles when supporting trans and gender variant children and young people to participate in group activities:

- Avoid seeing the child or young person as a problem and instead see an opportunity to enrich group learning
- Challenge gender stereotypes and norms on a wider scale; consider gender as a spectrum and take a non-binary approach to gender. Gender is an important part of our identity and developing a positive sense of gender identity is part of growing up
- Listen to the child or young person and their parents and carers and wherever possible follow their lead and preferences
- Avoid where possible gender segregated activities and where this cannot be avoided allow the child or young person to access the activity that corresponds to their gender identity
- Work on transphobia links closely to work on challenging and preventing sexism, homophobia and biphobia – ensure that the group is aware of this in terms of challenging of prejudice and bullying
- Encourage young people in our groups to look upon positive trans role models in society and do not only focus on how a trans person will be a ‘victim’ (although it can happen).

No child or young people should be made to feel that they are causing problems or that they owe anything to their group in return for being treated with the equality they deserve and are legally entitled to.

Woodcraft Folk is committed to inclusion and encouraging diversity and will:

1. Welcome all children, young people and adults regardless of gender
2. Challenge gender stereotypes
3. Educate children and young people on gender identity
4. Support young people to explore gender identity
5. Undertake demographic monitoring to monitor inclusion levels
6. Share good inclusive practice
7. Offer guidance to group leaders (guidance which has been developed with and will be reviewed by trans children and young people)

For more information about inclusion and equal opportunities please see:

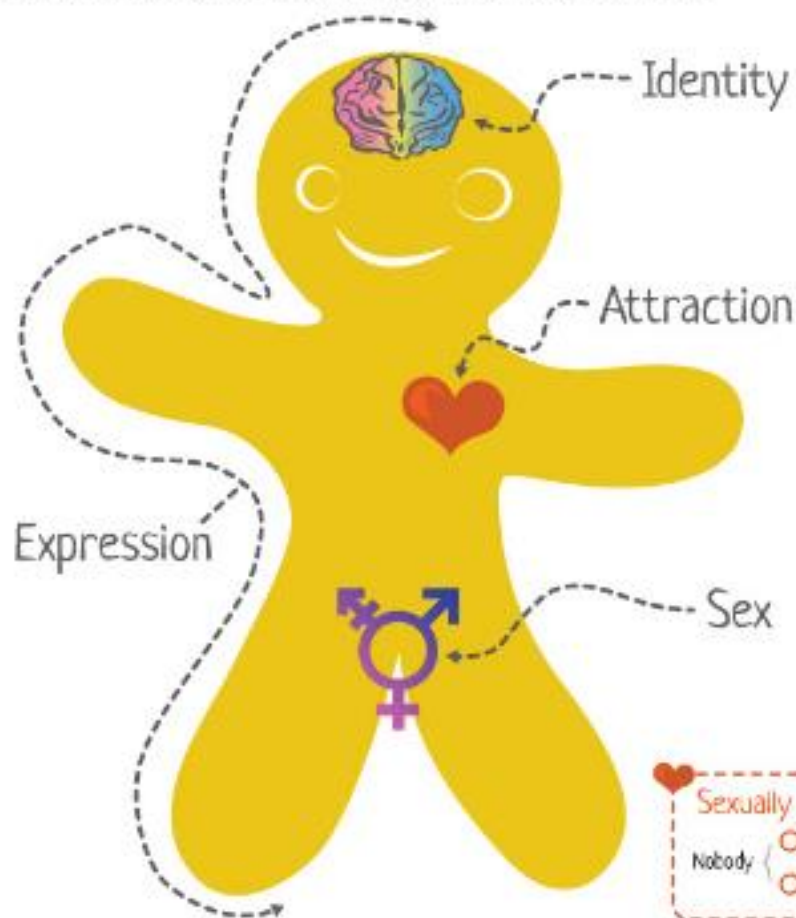
- Equal Opportunities Policy
- Inclusion partnerships
- Trans guidance
- Behaviour Management Guidance

Nb: *Trans* is an umbrella term for people whose gender identity, expression or behaviour is different from those typically associated with their assigned sex at birth.

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like Inception, Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more; in fact, that's the idea.



Put a point on both continua in each category to represent your identity, combine all ingredients to form your Genderbread.

4 (of infinite) possible plot and label choices

Gender Identity

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Woman-ness

Man-ness

Indicates a bit of which of the two.

Gender Expression

The ways you present gender, through your actions, dress, and demeanor, and how these presentations are interpreted based on gender norms.

Feminine

Masculine

Biological Sex

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness

Male-ness

Sexually Attracted to

Nobody

Women/Females/Femininity

Men/Males/Masculinity

Romantically Attracted to

Nobody

Women/Females/Femininity

Men/Males/Masculinity

In each grouping, circle all that apply to you and plot a point, designating the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>

Leader Guidance: Trans background

What does 'trans' mean?

An individual may feel that their biological sex (their body) does not match up with the true gender they feel inside. For example, someone who feels that they are a male may be trapped in a female body. They may be diagnosed with Gender Dysphoria or Gender Identity Disorder, which is a recognised medical condition.

The person may live or be considering living in their true gender; going through what is known as transition, to being known by a different name, wearing different clothes and/or concealing parts of their body. The person may or may not decide to have gender reassignment surgery, to permanently alter their body to match the gender with which they identify.

A person may call themselves transgender, transsexual or trans. However, they may simply live as their acquired gender and not want others to know they are trans. Don't worry about getting things wrong, sensitively ask the individual how they would like to be addressed.

A person may choose to apply for a Gender Recognition Certificate (GRC), as a legal recognition of their acquired gender.

What does 'transition' mean?

Transition can be social and/or medical and will be different for different people. It may start by a young person being known by a different name, changing their hairstyle, wearing different clothes and/or concealing parts of their body. The young person may or may not decide to have treatment or gender reassignment to change their body.

A medical transition is when a person permanently alters their body to match their true gender. This is usually a complex process that takes place over a long period of time, varying between individuals, and is agreed by medical professionals. They may be prescribed hormones and/or undergo surgery.

It is important to remember that gender dysphoria is a medical condition, rather than a lifestyle choice. If someone identifies as trans this does not mean they automatically suffer from gender dysphoria, many trans people are comfortable with their bodies and do not suffer severe distress, however some do.

What is the law?

People who identify as trans have a right to be treated as the gender with which they identify, regardless of what (if any) medical or legal steps they have taken. So if a young person wishes to transition from male to female or female to male Woodcraft Folk leaders should respect their right to do so and seek to engage them within the group under their gender identity.

Gender reassignment is a protected characteristic under the Equality Act 2010, whether or not the person is undergoing or has undergone medical treatment. This means that as with disability, organisations have a duty to make reasonable adjustments to ensure that trans people can access services, including attend Woodcraft Folk groups and activities.

Other gender identity differences

A person may feel they do not relate to the concept of binary gender and define themselves as non-binary: an umbrella term for gender identities which are neither entirely male nor entirely female. Non binary people may choose to use binary pronouns, singular they pronouns, or another pronoun such as ze, xir, e or others. Ask the person how to use their pronouns, practise, and if you make a mistake – apologise, correct yourself and move on to cause least embarrassment for everyone.

Another person may have a gender identity which often changes, not necessarily between the binary genders (male and female). This is known as gender fluid.

It's best to simply ask an individual about their name and pronoun, it generally isn't necessary to know what precise gender they identify as.

A young person is going through or considering gender reassignment / transition; what does this mean?

The young person may decide they want to either permanently alter their body or their appearance to match their true gender. Young people may be prescribed medication to stop puberty from progressing, or hormones to allow their body to develop in the way of their true gender. Later on, the young person, then might undergo surgery to change their bodies to match their true gender. This whole journey is known as gender reassignment or transition, and is usually a complex process taking place over a long period of time, varying between individuals. Be aware that this experience can be very stressful and the process might be confusing for the young person.

What are some of the challenges faced by young people who identify as trans?

Puberty: Puberty can be a very difficult time for all young people, but even more so for young trans people, as their body is changing physically in a way that contradicts their true gender. Drugs may be prescribed to 'block' puberty. Young people who are developing breasts may strap down their chest, to make it less obvious. This is called 'binding' and it is important to respect the young person's decision to do this. <http://genderedintelligence.co.uk/projects/kip/genderex/flatchest> - guidance on how to bind safely

Prejudice and discrimination: Unfortunately, people who are trans often experience prejudice and discrimination, much of which is unlawful and is covered by equality legislation. Young people may have experienced or be experiencing transphobic bullying.

Emotional wellbeing: People who are trans are more likely to experience mental health issues or have low self-esteem, often due to prejudice and discrimination they may encounter. They may not have told their families or they may be facing hostility from them.

Supporting trans young people

There are many things Woodcraft Folk leaders can do to support trans children and young people, one is to simply talk and listen to the individual about how they wish to be supported to engage in group activities.

The following guidance is based on advice and good practice from a range of organisations who specialise in supporting trans young people.

As group leaders how do we make our group inclusive?

- Avoid gender stereotyping (e.g. boys like football, girls like the colour pink).
- When addressing the whole group, gender neutral terms will help to support an open and inclusive environment. For example, use "hello everybody" instead of "hello gentlemen" or talking to a group of females as "ladies".
- Don't split young people by gender in any activity
- Allow young people to express their identity freely and don't make assumptions.

Gender identity should be a part of the groups education programme, challenging stereotypes and providing a safe space for children and young people to discuss their concerns and express their ideas around gender and identity. You might find the IFM [Rainbow Resources](#) a useful tool.

If you have a member of your group who is questioning or seeking to change their gender identity it is important to recognise their right to be treated as their true gender irrespective of what stage they are at. This might involve calling them by a different name, using their preferred pronouns or accommodating them with other young people of their true gender.

How can I support a young person who is trans or questioning their gender identity?

- Be led by the young person, and, where supportive, the parents/carers. Be aware of the possibility that parents/carers may have their own prejudices or may be unaware of how the young person feels
- Listen to and accept what the young person is telling you, without judgement. Reassure them and explain that there are other young people who have these feelings. Refer on to organisations like Mermaids if needed
- Be vigilant at looking for signs of bullying. Treat this in the same way as any other bullying, following our Behaviour Management guidance
- Find out whether or not the young person is happy for others to know that they are trans. Respect the young person's rights and privacy, and reassure of complete confidentiality; do not tell others without their consent
- Don't ask for information about what medical treatment they have had unless you need to ask for a valid reason
- Ensure when addressing the young person that you use their preferred gender, name and pronouns. Deal with any mistakes sensitively, remember to always apologise, correct yourself and move on.
- If the young person changes their name / gender during their time in Woodcraft Folk, ensure you change current and future records. You do not need any evidence or proof to do so
- It is important to treat the young person as they wish to be treated, whilst protecting them and all young people from vulnerable situations. Don't let their gender identity become a frequent talking point

Will I need to adapt activities?

Possibly although no more than you would when considering the needs of all your group members, For example:

- If you have young people who are binding their chests, monitor them carefully during particularly physical activities and hot temperatures. There is a chance that the binding could cause discomfort or even impair breathing, and it may be necessary to subtly offer more breaks – realise that the young person will usually be the expert on their own bodies and will know when they need a break. Do not cause unwanted attention towards them during an activity.
- Special considerations will be needed around water-based activities such as swimming. Plan ahead and discuss with the young person/parent in advance
- Be aware that the young person may want to wear layers of clothing to conceal their body
- Trans young people like many young people may wish to get changed in private, so consider using leisure centres with cubicles; however trans young people have the legal right to use the facilities of the gender with which they identify.

What about safeguarding trans young people?

There are no issues under child protection or safeguarding law or practice specific to trans children and young people aside from what is in place to keep all children and young people safe. For example, there is nothing that would prohibit trans children and young people using the changing rooms or toilets which reflect their gender identity.

You should however be mindful that a trans child or young person is vulnerable and may experience transphobic bullying.

What toilets should the young person use?

- It is the young person's legal right to use the toilets of their choice
- Always be led by the preferences of the young person, around which facilities they feel most comfortable and safe using. If using the accessible/disabled toilet is the young person's preferred option, refer to and label toilets appropriately (e.g. 'unisex/accessible toilets' rather than 'disabled')
- Be aware that young trans people may have a lot of anxiety around using toilet facilities, and may even avoid using the toilet or drinking. This can lead to ill health, so it is important to be aware of this and provide reassurance if needed, reminding them that they can use whichever facilities they find most comfortable and at any time.

What about nights away, camps and trips?

- A young person should not be excluded from residential activity and have the right to be supported to participate equally.
- Discuss options well in advance with the young person and others involved, whilst protecting the young person's right to privacy. The principle is to make sure that everyone is comfortable with the arrangements. Be sensitive to the needs of the young person; avoid making them feel singled out or not respected.
- As with all young people, confirm whether the young person is on any medication that they will need to take.

- Consider having one named Leader who is aware of the young person's biological sex and any treatment/medication they are on, who could provide support if medical treatment is needed. Ask the young person who they wish the leader to be; regardless of the leader's gender.

How can I manage the sleeping arrangements?

There is no law stating that young people must be split by gender for sleeping arrangements. Woodcraft Folk recommends splitting under and over 18s, unless they are from the same household. Woodcraft Folk do not encourage children and young people to sleep on their own or in pairs.

Many groups decide how to divide groups based on their camping equipment, with some Districts preferring small groups in 3 or 4 person tents and others using large bell tents or marquees for the whole group to sleep together. There are advantages and disadvantages for both approaches. Sleeping arrangements should be carefully planned, assessing the needs and ages of the young people, and any risks.

A trans young person may be binding their chests or wearing very tight underwear to flatten themselves. The chance to privately remove this clothing overnight is very important.

Some options to consider, risk assess and discuss with the young person/family, are as follows:

- Sharing with other young people of their true gender (or their biological sex if they would prefer), either in large or small tents with their trusted friends.
- Large tents with various sleeping compartments, discretely allocating the young person their own compartment for privacy.
- Having their own tent / room.

A simple approach would be to ask all young people who they wish to share with – asking each young person to pick two friends, whilst promising that they may not get both but you will do your best to match them with at least one of them.

What about toilets, showers and changing facilities?

Wherever possible, select a venue that has separate shower and changing cubicles for everyone's use, and unisex toilet facilities (see guidance around toileting above). Monitor the young person during the event to check that they are not avoiding drinking or using toilets. They may wish to use the facilities when everybody else is busy doing a different activity.

What do I need to consider when organising international events?

Be aware that some countries are not as open as the UK, legally and culturally. Some may even have laws which make it illegal to be part of the Trans community. Check the laws for the country before you plan a visit. Consider any border crossing checks e.g. airport security screening and that their passport may be in a different name to their preferred name.

Is there anything else I need to consider?

Be aware that young trans people can sometimes attract a lot of unwanted media attention. In the event of enquiries, make sure 'no comment' and 'no access' are your first responses. Make sure that they are not photographed or identified by name in any way.

How do I respond to any volunteers or young members in my group or District who are not inclusive of trans members?

Volunteers should be reminded of their commitment to our Equal Opportunities Policy and they should be supported to change their practise. Often, a lack of awareness or understanding can be to blame, and some education may be needed. This could involve discussion, or it may be useful to arrange an awareness raising session in your District. If their discriminatory behaviour does not change please refer to Woodcraft Folk's guidance on managing behaviour.

Children and young people should be reminded of their group agreement and of Woodcraft Folk's aims and principles to welcome all.

It is the responsibility of all adults to act as role models by celebrating diversity and creating an environment in which all Members can enjoy and participate positively in Woodcraft Folk activities.

Trans: Supporting adult volunteers

Woodcraft Folk is committed to diversity and inclusion, and is open to all people regardless of their gender identity.

How can I support a volunteer who is trans?

- Respect the person's rights and privacy.
- Reassure the person that you will support them and ask how you can support them. Don't be afraid to ask questions.
- Be sensitive and empathetic; consider how you may feel if you were born with a body that did not match your gender. The individual may have had negative experiences in the past and their mental health may have been affected by this.
- Don't treat the person differently - treat them as a member of what they consider to be their true gender.
- Ensure when addressing the person, that you use their preferred name and pronouns. If you're unsure, ask. Deal with any mistakes sensitively and simply, and correct by use of the person's preferred name. Apologise, correct yourself and move on.
- Do not share information about the person's gender identity history or trans status, unless at the specific request and agreement of the individual.
- Do not comment on the person's appearance, in relation to their acquired gender, unless they specifically ask for your opinion.
- Be prepared for any questions or comments from other volunteers or young people.

What facilities should the person use?

The person has a right to use the toilet facilities of their acquired gender. However, if they are not comfortable with this (particularly if they have recently transitioned) and they may wish to use a unisex toilet (e.g. accessible / disabled toilet) instead.

What do I need to think about when planning trips or events?

Be aware that some countries are not as open as the UK, legally and culturally. Some may even have laws which make it illegal to be part of the trans community. Check the laws for the country before you visit, and plan ahead. Consider any border crossing processes e.g. airport security screening.

How does this affect their membership application?

Be aware that Woodcraft Folk collect gender identity information as part of its ongoing demographic monitoring – this information is optional but every member can choose to describe their gender as: Woman, Man, Trans, non-Binary, other, prefer not to say.

As part of the DBS system all applicants are asked to state any previous names they have been known by and the current online DBS system only provides two gender options. If the individual does not wish to list their previous names they can apply for a DBS directly by contacting the Membership and Groups Officer who can deal with the individual application separately. The online DBS system will be adding more gender identity options during 2017.

It is a criminal offence for anyone acquiring information about a person's gender recognition history in an official capacity, to disclose this to another person, without consent of the person (Gender

Recognition Act, 2004).

How can I support someone undergoing gender reassignment or transition during their role?

A current adult volunteer may inform you that they will be changing their physical appearance, from their birth gender to their acquired gender. Careful preparation and planning is needed, to support the volunteer.

We would recommend a private discussion with the volunteer, to discuss how they would like to proceed and how you can support them. You can discuss a range of options, as appropriate, including:

- remaining continuously at the same group
- having a break for a number of weeks or months, then returning to the group as the opposite gender
- if the person is uncomfortable remaining within the same group, they may wish to move to a different group, starting their new role in their acquired gender
- being open with all group members and sharing their experience

It may be appropriate to plan (alongside the volunteer) a discussion with young people or parents/carers. In this case, we recommend the following is considered, when working together to determine the best course of action:

- Current awareness of the group involved and the characteristics / dynamics of the young people, parents, etc.
- Who the person is comfortable confiding in
- Keeping the volunteers thoughts and feelings at the centre

It is important to update all communication and records as soon as possible, to the correct pronouns and name. You do not need to ask for proof for their records to be altered.

How do I respond to any volunteers or young members in my group or District who are not inclusive of trans members?

Volunteers should be reminded of their commitment to our Equal Opportunities Policy and they should be supported to change their practise. Often, a lack of awareness or understanding can be to blame, and some education may be needed. This could involve discussion, or it may be useful to arrange an awareness raising session in your District.

Children and young people should be reminded of their group agreement and of Woodcraft Folk's aims and principles to welcome all.

It is the responsibility of all adults to act as role models by celebrating diversity and creating an environment in which all Members can enjoy and participate positively in Woodcraft Folk activities.

Trans: Further information

Gender Trust: Charity supporting trans people and all those affected by gender identity issues, and awareness raising.

Website: <http://gendertrust.org.uk>

Email: info@gendertrust.org.uk

Telephone: 01527 894 838

NHS Live Well™ webpages: Information and personal stories around health and wellbeing for Trans people.

Website: <http://www.nhs.uk/LiveWell/Transhealth/Page/Transhealthhome.aspx>

GIRES: Gender Identity Research and Education Society

Website: <http://www.gires.org.uk/>

Includes free e-learning <http://www.gires.org.uk/elearning/new/player.html>

Mermaids: Offer information and support for young people, family members, professionals and others who are worried about a child or young person. Run by a support group of parents/carers. The website includes a free booklet on young people's experiences (PDF).

Website: <http://www.mermaidsuk.org.uk>

Email: info@mermaidsuk.org.uk

Telephone: 020 8123 4819

Gendered Intelligence: Community interest company, focused on educating about gender diversity, within young people's settings.

Website: <http://genderedintelligence.co.uk/>

Trans Media watch: Help and advice on media intrusion for trans people and groups that support them

<http://www.transmediawatch.org/people.html>

Allsorts Youth: Brighton based youth project that provides a range of support services for LGBTU young people. Includes a trans youth group called 'Transformers' and 1-1 support for trans and gender questioning young people

<http://www.allsortsyouth.org.uk/wp-content/uploads/2014/02/Trans-Inclusion-Schools-Toolkit.pdf>

Actoon for Trans Health: A Manchester based group which seeks to improve trans people's access to healthcare.

Website: <http://actionfortranshealth.org.uk/>