**Blackpool Music School**

**March 2024**

**Transgender equality statement**

Blackpool Music School is committed to equality of opportunity and values and respects the diversity of all its employees and customers.

We understand and respect that there can be differences between assigned sex and gender identity and expression, and we value the unique contribution of all staff and customers, including individuals who identify outside of the gender binary.

We have a zero-tolerance approach to discrimination, victimisation or harassment on the basis of a person’s gender identity.

We aim to provide a welcoming and supportive environment for people to be who they are, irrespective of their gender identity. We will also seek to provide a supportive environment for people who are considering, undergoing or who have undergone transition, as provided for under the Equality Act 2010.

Transgender is an umbrella term and there are many different identities that fall under this term, including trans men, trans women, inter-sex people, people who cross-dress on an occasional basis and other people who may identify as neither male nor female (non-binary). A non-binary person is somebody whose gender identity does not fit into the gender binary of male or female. A non-binary person may consider themselves to be neither male nor female, or both, or sometime male and sometimes female. They will sometimes prefer to refer to themselves using non-gendered pronouns, such as “they” or “ze”.

A “gender fluid” person is someone who fluctuates between more than one gender or between having a gender and not having one. A person may identify as a male, female, neutral, non-binary, or a combination of identities, depending on the day. It is not related to a person’s sexual orientation.

People have the right to self-identify and many people reject the whole idea of binary tick-boxes and describe themselves in non-binary, or more wide-ranging terms such as pan-gender, poly-gender, third gender and gender queer.

Through our related policies and procedures, Blackpool Music School will strive to support all transgender people who either work for us or who receive a service from us, ensuring that our staff are well trained and supportive. We will seek to ensure that explicitly gendered language is not used in a policy if it is not needed and will provide guidance for our staff on how to use trans friendly pronouns.

Blackpool Music School will treat anybody’s gender identity with dignity and respect, regardless of the law. Although “gender reassignment” is one of the nine protected characteristics as provided for under the Equality Act 2010, we aim to go above and beyond the protection of people undergoing gender reassignment. We have extended our commitment by supporting and protecting transgender employees and customers from harassment, discrimination and victimisation which has occurred or is occurring due to their gender identity. This will include people who do not live full time in their preferred gender, those who do not intend to undergo gender reassignment and intersex people (born with a wide range of natural variations in sex characteristics that do not fit the typical definition of male or female.)

Signed:

 Chairperson

 Blackpool Music School Date: