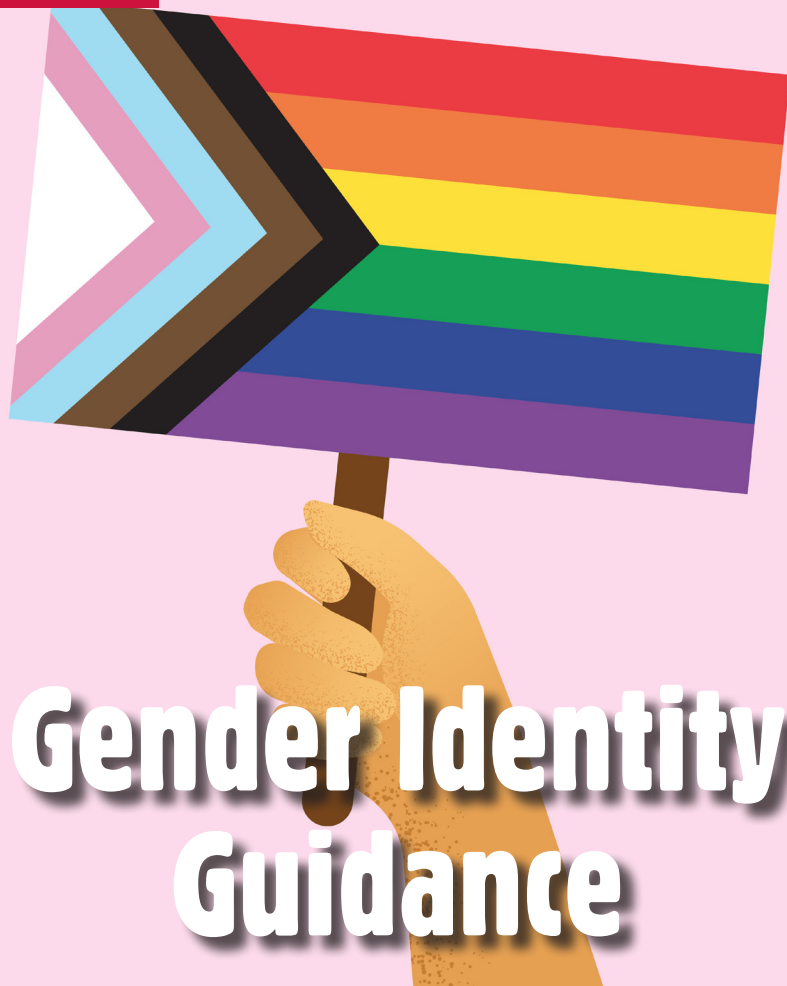




KENT
SCOUTS



Gender Identity Guidance

**Resource
Pack**

Introduction

Scouting is open to all and welcomes young people and adults, regardless of their gender.

The Equality Act 2010 protects trans people from, discrimination, whether or not they are taking medical steps to transition. It means The Scouts, have a legal duty to ensure trans people do not experience poor treatment, bullying or discrimination and that they have equal opportunities to participate.

This means making sure that we remove barriers and make adjustments so that trans members can access Scouting just as easily as anyone else.

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 safe, inclusive Scouting.

This pack is a resource to use when providing support to a transgender person.

Covered within are the following subjects:

- Umbrella terms.
- Key definitions.
- Pronouns.
- Gender dysphoria and euphoria.
- How to ensure that your troop is inclusive.
- Supporting a young person.
- Safeguarding and data protection.
- Supporting a leader.
- Planning activities and camps.
- Useful links for young people.

Umbrella Terms

This section will go through some of the most common gender identities: what the definition is for those gender identities as well as where they fall under umbrella terms.

Starting with umbrella terms this is just a general explanation, however, some non-binary people might not feel that they identify with transgender. Gender identity is a personal thing and is unique to every person.

If you have any questions about someone's gender identity, the best course of actions is to firstly make use of any written resources you might have access to as an alternative to questioning someone directly about it. This is because as an individual their gender identity is personal to them and them alone.

Key Definitions

Cisgender -

Someone whose gender matches that of the sex they were assigned at birth. Often shortened to Cis.

Transgender -

An all-inclusive umbrella term for people whose gender identity does not line up with the gender they were assigned at birth. Often shortened to trans.

Non-Binary -

Someone who does not fit into the binary of gender norms.

Intersex ~

People who are born with some combination of both male and female genitalia.

Genderqueer -

Someone who identifies outside the gender binary.

Bigender -

Someone who identifies with two genders, this could be both female and male or another combination of genders.

Gender fluid -

Someone who feels their gender identity changes over periods of time or even within certain environments.

Agender -

Someone who doesn't have a gender.

Demiboy -

Someone who partially identifies as a man or boy, regardless of their assigned gender at birth. They may or may not identify as another gender in addition to feeling partially a boy or man.

Demigirl -

Someone who partially identifies as a woman or girl, regardless of their assigned gender at birth. They may or may not identify as another gender in addition to feeling partially a girl or woman.

Pronouns

Gender Euphoria and Dysphoria



What are Pronouns?

Pronouns are how people choose to refer to themselves. Examples of the main pronouns used are:

- He/Him/His
- She/Her/Hers
- They/Them/Theirs
- or some people may choose to be referred to by their name.

Alternative pronouns include:

- Xe/xir/him
- Xe/xem/xyr
- Ze/zir/zim
- Ve/vem/vis
- E(y)/eir/em
- Hir
- Sie

Why are pronouns important?

Pronouns are something we use every day, often without thinking. Using the wrong pronouns for someone can be harmful, especially if this happens frequently.

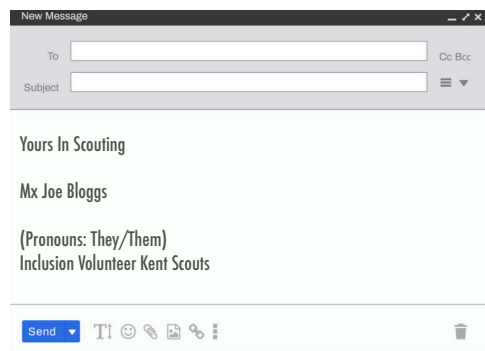
Do not use the incorrect pronouns for someone just because it's more convenient for you, this is rude and transphobic.

What can you do as an ally?

Always ask people what their pronouns are, never assume.

If you do make a mistake, apologise, correct yourself and move on, the more fuss you make the more uncomfortable and hurtful it can make be for the trans person.

Another thing you can do as an ally is put your pronouns in your bio/email signature This makes transgender people feel less isolated.



Gender/Body Euphoria

This is a term that describes the feeling of comfort, certainty, joy, or excitement about your body or identity. It can be the delight of seeing your post-op body for the first time, but it doesn't have to be that earth shattering.

Gender dysphoria is not the opposite of euphoria as you can experience both at the same time or one without the other.

Gender Dysphoria

This is a term that describes a sense of unease that a person may have because of a mismatch between their biological sex and their gender identity. This sense of unease or dissatisfaction may be so intense it can lead to depression and anxiety and have a harmful impact on daily life.

Trans young people may have dysphoria about their appearance or physical abilities. Some may feel uncomfortable taking part in activities that require physical contact or wearing certain clothing, such as swimwear for water-based activities.

Not every trans person experiences gender dysphoria and euphoria, however this doesn't make their experience or gender any less valid.

How to ensure that your troop is inclusive

- Don't assume everyone is cisgender.
- Consider the language used within your Section. Avoid gender stereotypes. The misuse of 'gay' as a negative is common. This may lead young people to equate their feelings as something to be kept secret or wrong.
- Be vigilant for signs of homophobic bullying and language; this should not be tolerated.
- Act as a role model or an ally. Leaders who are open, offer positive messages, and challenge Transphobia, will make a real difference in creating a more inclusive environment.
- A young person's gender identity should not determine sleeping arrangements for nights away.
- Allow young people to express their identity freely.
- Don't split young people by gender to do activities.
- Use the young person's correct gender, name, and pronouns. If you do make a mistake, don't worry but be sure to correct yourself, apologise and move on.
- Make sure their identity doesn't become a talking point.
- Look out for any signs of bullying and tackle transphobic bullying like any other type of bullying.

Supporting a Young Person

The first step to supporting any young person who tells you they are trans is to listen without making any judgements or assumptions.

The next step is to ask if there is anything they might need to make them feel comfortable and included in the section.

The young person may talk about:

- What pronouns or name they would like to use, and when to use them (this may not be all the time).
- Whether, when and how they might like to share anything with other members in the section.
- Which toilets and facilities they would like to use.
- Where to find information or support outside of Scouting.

Trans young people should be able to use the toilets or facilities of the gender they identify as. Talk to the young person about which facilities they would like to use at regular meeting places and on residential trips.

Remember most young people would prefer privacy when using facilities.

These practical ideas will help you to make sure everyone feels comfortable:

- Providing gender-neutral toilets wherever possible.
- Re-labelling one set of toilets, or an accessible toilet, as gender-neutral.
- Using venues with self-contained or individual toilet and shower cubicles that can be used by anyone.
- Designating a private changing space for anyone who needs to use it.
- Creating partitions using sheets or screens in changing areas so that all members can have privacy.
- Developing a rota so that everyone can have private bathing/bathroom time.



Safeguarding and data protection

If a young person tells you that they are or thinks they might be trans, reassure the young person that you will not share this personal information with anyone without their permission unless you have concerns for their welfare or safety.

Doing so could not only be distressing for that young person but, importantly, would put you at risk of breaking data protection laws.

Confidentiality should always be viewed inline with Scouting's Yellow Card safeguarding code of practice.

Parents don't need to be informed about a young person's gender identity, and nor should anyone disclose that information without the young person's explicit permission as this would be breaking data protection laws (the same goes for adult volunteers). Even with the young person's permission, it is not the parents right to know, and the young person should not feel pressured in any way to share their gender identity. You can direct parents and carers to the Inclusion and Diversity pages and the Scouting's Equal Opportunities Policy. Let them know that as a leader your priority is to make sure that all members feel welcome, comfortable and included in Scouting and that we often make adjustments for different young people as part of this.

If you are unsure about a specific situation, worried about a potential data breach or just need further advice or guidance, you can contact the Scout Information Centre on **0845 300 1818** or info.centre@scout.org.uk.

As with all young people, it is a safeguarding issue if a trans member is being abused, harassed or discriminated against. Being trans in and of itself is not a safeguarding risk and must not be treated in that way.

Supporting a Leader

- Respect the person's rights and privacy.
- Reassure the person that you will support them and ask how you can do this. Don't be afraid to ask questions.
- Be sensitive and empathetic; remember the volunteer may be worried about your reaction or have had negative responses in the past.
- Do not share information about the person's gender identity or transstatus, unless at the specific request and agreement of the person. Doing so will put you at risk of breaking the law.
- Ensure you use the person's preferred name and pronouns. If you're unsure, ask. Deal with any mistakes sensitively and simply correct yourself.
- You can, if needed, seek support, information or guidance without revealing the person's name/identity.
- Support and discuss with the volunteer how best to respond to any questions or comments from other volunteers or young people.

To support a volunteer who is transitioning you might discuss a range of options including:

- Remaining continuously at the same Section / Unit, and if so how and when to communicate any changes to other members.
- Taking a break for a number of weeks or months, and returning to the Section/Unit as a different gender.
- If the volunteer is uncomfortable remaining within the same Section/Unit, they may wish to move to a different Section/Unit, starting their new role in a different gender.

Remember to update all communication and records to the volunteer's correct name and pronouns. You don't need to ask for proof or documentation of any kind to do this.

Planning activities and camps

When planning trips to make sure all members feel included you can:

- Make a range of different sleeping options available to all members, including mixed-sex accommodation, single and multiple occupancy tents or dorms, compartment tents with single rooms in them that a young person could discreetly use.
- Speak to the young person discreetly about what would make them feel comfortable and included. Avoid making assumptions about what this will look like, but be aware that having access to a private space may be important.
- Ask who they would be happy to share accommodation with.
- As with any young person, Ensure that you are aware of any medication they are taking. Ask the young person who they wish the leader responsible for this to be and do not share this information more widely.

Hormone replacement medication may be required during long camps and/or international trips. Adequate storage will be required as will the ability to dispose of any needles safely and appropriately for trans members, it may be useful to create a plan to record any agreed adjustments, being mindful of confidentiality. Some young people will have made similar arrangements for school trips which could be a useful starting point

When planning trips abroad, be aware that some countries actively discriminate against trans people. You will need to consider this in any international planning. For further information, please contact the Information Centre 0845 300 1818.

Useful Links

Switchboard LGBT+ Helpline

Information And Confidential Support For LGBT+ People.

"We're Here To Help You With Whatever You Want To Talk About". Contact Us By Phone, Chat Or Email. Run By LGBT+ People. Supportive and Non-Judgemental.

Call 0300 330 0630 or go to <https://switchboard.lgbt/>

BeYou Project

The BeYou Project connects young people in Kent who are lesbian, gay, bisexual, trans, non-binary or are questioning their sexual orientation and / or gender identity. We offer a safe, welcoming and non-judgemental space where young LGBT+ people can meet to socialise, have fun and help each other.

E-mail beyou@porchlight.org.uk or go to

<https://thebeyouproject.co.uk/>

AKT

AKT supports LGBTQ+ young people in the UK experiencing homelessness or living in hostile environments to find safe homes, employment, education or training and to celebrate their identities in order to improve their life outcomes.

Call 020 7831 6562 or go to <https://www.akt.org.uk/>

Mind Out

MindOut is a mental health service run by and for lesbians, gay, bisexual, trans, and queer people. We work to improve the mental health and wellbeing of LGBTQ communities and to make mental health a community concern.

Call 01273 234839 or go to <https://mindout.org.uk/>



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Get In Touch

Have a question about this booklet and/or its subject matter?

Please contact us at inclusion@kentscouts.org.uk

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KENT SCOUTS
Inclusion Team