



Talking Out
Ltd

INCLUSION OF TRANS AND NON-BINARY YOUNG PEOPLE POLICY

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Talking Out

Purposes

The purpose of Talking Out Ltd is to offer children and young people who stammer a safe and welcoming environment with fun activities where the children and young people can grow and learn. Whether this be through Talking out Ltd's activities or through other independent groups working in partnership with Talking Out Ltd.

Aims

- To provide activities for children and young people who stammer to help them develop from childhood into adulthood and to provide support for them.
- To enable the children and young people to express themselves.
- To assist the children in integrating into the community.
- To help children/young people appreciate the diversity of their cultures.

Services

Talking Out Ltd's services include, but are not limited to, the Talking Out Residential and Talking Out Online and Talking Out Online Mini groups.

Staff

Talking Out Ltd carries out activities in partnership with other organisations. All staff working during these activities are expected to work within this policy. This includes, but is not limited to:

- Talking Out Ltd Staff
- Independent Speech and Language Therapists
- Active Training and Education (ATE) Staff
- North Yorkshire Outdoor Learning Service
- Speech and Language Therapy Students
- Volunteers
- Representatives from funding organisations (e.g. Charities)

Scope of this policy

This policies applies to all activities run by Talking Out Ltd and describes the steps taken by Talking Out Ltd to support trans and non-binary young people to access their services.

Language Used and Definition of Terms

There is no perfect umbrella term to describe the many different experiences of gender that people have. In this policy we will use the terms outlined below:

Binary

When discussing gender, the term binary is used to describe the concept of there being 2 genders: man and woman. For the most part Western society is structured around a binary concept of gender.

Cisgender/Cis

Someone whose gender identity matches the sex they were assigned at birth.

Non-binary

Someone who does not identify as a boy/man, or a girl/woman.

Pronoun

The way people refer to themselves and one another. E.g. She/He/They/Zir.

Trans

Someone whose gender identity does not match or sit easily with the biological sex they were assigned at birth. This term is often considered an umbrella term to describe anyone who feels this way. However, in practice, it is sometimes used in ways which exclude, or ignore the experiences of non-binary people.

Trans boy/man

Someone who was assigned female at birth, but identifies as a boy/man.

Trans girl/woman

Someone who was assigned male at birth, but identifies as a girl/woman.

Trans-feminine

Someone who was assigned male at birth, but identifies with a feminine gender identity.

Trans-masculine

Someone who was assigned female at birth, but identifies with a masculine gender identity.

Names and Pronouns

Talking Out Ltd recognises the importance for young people to be addressed according to their gender identity and the positive impact that this can have on wellbeing and mental health. This is supported by:

- Information about the young person will be gathered at the point of referral. This includes name, gender,
- All young people will be addressed using their preferred name and pronouns.
- During initial stages of the group staff will model sharing their own name and pronouns,
- During online groups, staff will display their name and pronouns as a display name and invite the group to do the same,
- During face-to-face groups name badges will be used during the first day to help the group get to know each other. Staff will display their name and pronouns on their badge and invite the group to do the same.

Sleeping Arrangements

Sleeping accommodation for the Talking Out is provided by the Outdoor Education Centre hosting the group. This is shared dormitory style accommodation, with participants sharing a room, under the supervision of a member of pastoral staff. Rooms are usually allocated based on gender. Staff do not usually sleep in the same room as group members.

Talking Out Ltd will work with the young person, their family and pastoral staff to find appropriate sleeping accommodation in which all participants can feel comfortable and safe. This will involve consideration about other members of the group, gender mix, ages and whether any of the group are already known to the young person. Due to the nature of group, this information will not be available until roughly 1 month ahead of the group starting.

Toilets, Showers and Changing

Access to private toilet and shower facilities

Shared rooms usually have shared bathroom spaces, which include open sinks, showers in lockable cubicles, toilets in lockable cubicles and, if a male facility, urinals. Once sleep accommodation has been agreed upon, the attached bathroom facilities will be explained to the young person so they know what to expect and can plan if/how they might use these spaces. If the young person does not feel comfortable using a shared space, then arrangements will be made for them to use a private bathroom space. This may involve using the bathroom attached to a member of staff's bathroom whilst they are not there.

Time to get ready

It is recognised that getting changed and getting dressed may take longer for trans young people. This may be due to dysphoria, the need for privacy, dressing or applying make-up to help them appear in a way that they wish to be seen.

Young people will be given as much notice as possible about the schedule for the day, so that they can plan additional time if needed. Staff will support this by giving the option to go and begin getting ready ahead of the rest of the group, if this would be helpful.

Activities

Outdoor activities are designed to challenge participants in order to achieve positive change. These can involve using and wearing specialist equipment in order to ensure participants' safety.

Harnesses

Leg and chest harnesses are required for climbing and abseiling activities. Wearing these is essential when taking part in these activities, but we recognise that wearing them may draw attention to parts of young people's body which may lead to discomfort. To support young people with this staff will discuss wearing a harness ahead of the activities and help the young person plan how this will happen for them. This could include:

- A private space to put the harness on,
- Going first at the activity so that they can remove the harness quickly,
- Tying a jumper around their waist or wearing a jacket over a harness whilst waiting for the activity,
- Not wearing a chest harness until just before climbing, so only the instructor is close by.

Touch

At times, instructors will need to check harnesses and other safety equipment to ensure safety. This can involve touching or adjusting equipment that is currently being worn by the young person. This will always be done with the consent of the young person. If they do not consent to this happening, every effort will be made to ascertain the safety of the equipment being worn without touching it.

Water based activities

For activities that involve being in water, participants are required to wear wetsuits. When wearing wetsuit swimwear must be worn underneath. This can be whatever swimwear the young person feels comfortable with, include swimming costume, trunks, shorts, t-shirt, rash vest etc. Waterproof trousers and jackets are then worn over the wetsuit.

If young people have specific items of clothing which must be worn in addition to this (e.g., chest binders) then they will be encouraged to bring more than one to the residential if possible to allow for one to be wet.

Liaising and sharing information with other organisations

Information about all participants, including name, age, gender, medical conditions, learning needs is shared with all Talking Out Ltd staff as well as pastoral staff and outdoor instructors to ensure that all staff are able to meet the needs of all participants. This includes sharing information about trans and non-binary young people's gender identity, preferred name and pronouns.

Medical Emergencies

A medical summary form for the group is shared with the staff listed above. Information from this document will be shared with any relevant medical professionals should there be an emergency or if medical assistance is required.

Protecting the young person and their identity

It may be that a young person shared information about their gender identity whilst on the residential that they have not yet shared outside of the group. Talking Out Ltd recognises the potential harm 'outing' someone can do and therefore will not share this information with anyone else (including family members) unless there is a genuine concern about a young person's wellbeing. For more information please see the 'Safeguarding and Child Protection Policy', which states that sharing status about gender or sexuality should be assumed to be a safeguarding concern.