



ACADEMY

PERFORMING ARTS

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Gender Identity Policy

Academy Arts Ltd/ Theatre School/ Academy Performing Arts (APA) is committed to creating an inclusive and safe space for everyone. It is important that we understand and respect individuals' identities.

We do not consider that the gender a young person identifies as is a safeguarding issue and therefore if the child wants this to remain confidential from a parent/carer we will respect that.

If there are other concerns about a young person's welfare, our Safeguarding Policy would be referred to.

If a child/staff member comes out as transgender/non-binary or requests that we use an alternative name or pronoun, we will ask the following questions:

1. If you'd like us to use a different name, what would you like to be called? Where would you like us to use your different name?
 - In the lesson/class/workshop/rehearsal
 - Contacting your home or family?
 - With other adults?
2. If you'd like us to use different pronouns (they/she/him, theirs/hers/his) where would you like us to use them?
 - In the lesson/class/workshop/rehearsal
 - Contacting your home or family?
 - With other adults?

Is there any further help or support that we can offer?

We will try our hardest to respect an individuals' wishes.

Although we will do our best, we are not able to 100% guarantee we'll never use an incorrect name/pronoun.

If an incorrect pronoun/name is used we will apologise, correct ourselves and be mindful in the future. If we spot someone using an incorrect name or pronoun in the group setting, we will quietly correct or remind them.

Nina Jones Academy Performing Arts Principal