

Trans Awareness Action Plan

The NFTS has recently appointed an external consultant to advise us on the development of a new Trans Policy, and as part of that met with students to discuss with them how the School can better support the Trans community. From these discussions we have developed an action plan:

Recommendation	Actions to be taken	Sponsor
<p>Implementing pronouns on emails acts as a move towards acknowledging the diversity within the student body. If practiced school-wide it avoids highlighting (and thereby exposing) trans people who may be the only ones who use it.</p>	<ul style="list-style-type: none"> • All the Management team have included their pronouns in their signature strip and in their Workplace profile • All staff are to be encouraged to include their pronouns in their emails and Workplace profile • Students pronouns will be collected at registration and included on the School-wide student photo charts 	<p>Management</p>
<p>Ensure the School's Values and Principles are visible to all students and staff to reinforce that Trans equality feeds into the fabric of the School.</p>	<ul style="list-style-type: none"> • Publishing the School's Values and Principles on the website 	<p>Gillian Carr</p>
<p>Review the Trans Policy to ensure it better reflects the needs of trans students and staff.</p>	<ul style="list-style-type: none"> • A review of the Trans policy is underway in conjunction with the School's consultant. This will go to ASC for approval in May 2024. • Once approved, the new Trans Policy will be published clearly on the School's website and promoted on Workplace. 	<p>Eleanor Wheal</p>

<p>Deliver Trans awareness training to all staff, including awareness of the new Trans policy.</p>	<ul style="list-style-type: none"> • Trans awareness training has been delivered by Gendered Intelligence to the Board of Governors, HoDs and to many student-facing staff. • All staff will be asked to complete online Trans awareness training as part of their induction, and this will be refreshed every 2 years. • Students will also be offered the opportunity to attend Trans awareness training. • All staff and new students will be asked to undertake online training in allyship. 	<p>Gillian Carr/Eleanor Wheal</p>
<p>Consider having a Trans consultant on a retainer basis to respond to any community needs and be the reference point in the first instance for any issues that arise, acting as an interface between students and the School with a view to resolving issues at a low level.</p>	<ul style="list-style-type: none"> • Discuss the basis for an ad hoc retainer with the Trans consultant. 	<p>Gillian Carr/Eleanor Wheal</p>
<p>Honouring/celebrating cultural events such as Trans Awareness Week and platforming trans voices with trans work such as screening trans-related films and TV shows demonstrating how these stories and narratives are included and seen.</p>	<ul style="list-style-type: none"> • Celebration of Trans Awareness Week and the Trans day of Visibility does happen but not regularly. Speakers including Campbell X have been invited to the School periodically. Consider with Student Wellbeing/the SU/Screen Arts how best we can celebrate Trans talent in a more systematic manner. 	<p>Eleanor Wheal</p>
<p>Seeking out queer and trans teaching staff/tutors/speakers to ensure that the School is exposed to</p>	<ul style="list-style-type: none"> • Diversifying the range of our tutors and staff is a key priority for the School, and further consideration will be given to how to do this for trans tutors. 	<p>Gillian Carr/Jon Wardle</p>

<p>a range of voices within the community.</p>		
<p>More inclusive language and platforming on the School's stance on transphobia, its support of its trans students and opportunities and support available during Springboard to ensure that this is heard from the point of entry.</p>	<ul style="list-style-type: none"> • The School's Director will make direct reference to the behaviour we expect from students and staff towards each other, including trans people, in his welcome talk. • There will be a workshop on diversity with guest speakers which will include working with trans talent. • The Student Wellbeing team will make it clear in their welcome sessions how to report any incidents of transphobia and the support they can offer trans students. 	<p>Jon Wardle/Eleanor Wheal</p>
<p>Setting up space and time for trans people to come together to network, form a community and share information and support.</p>	<ul style="list-style-type: none"> • The Registrar will consult with the SU regarding the best way to support and facilitate a trans community at the School. • The new SU LGBTQIA+ rep will be asked to identify any other needs for the trans community that we can support. 	<p>Eleanor Wheal</p>