

Start Here: children questioning their gender

For school and trust leaders in England. This is the deployment guide for the KCSIE 2026 children-questioning-gender toolkit, not a whole-KCSIE compliance checklist.

MUST the law requires it **SHOULD** follow it unless there is good reason not to **STATED** what KCSIE says, without “must” or “should” **GOOD PRACTICE** our suggestion, not from KCSIE

The order, ownership and deployment checks below are **GOOD PRACTICE**. Follow safeguarding procedures immediately where there is a concern. **SHOULD** [58, 59] Do not wait for rollout to finish.

Order and lead	USE these resources	Customise or approve / ready when
1 Leadership Head / trust lead	Getting your school ready; Governor/trustee assurance checklist; MAT implementation tracker.	Name owners, dates and oversight. Adapt assurance forms to local governance.
2 Policy Head / DSL	Policy framework: supporting children who are questioning their gender.	Complete YOUR SCHOOL DECIDES and equality record. Obtain review and governing body/proprietor approval before adoption, as Appendix B sets out.
3 Requests DSL / decision-maker	A request for support with social transition: a checklist; Individual decision record.	Set routing, decision-maker, secure records, communication and reviews. Complete a separate record for each request.
4 All staff Training lead	20-minute staff briefing; A pupil tells you about their gender: what to do; If a pupil tells you about their gender.	Fill school/presenter details and DSL/deputy contacts. Brief supply, temporary and new staff as well as existing staff.
5 Facilities Site / PE / EVC leads	Toilets, changing rooms, PE and trips: a checklist.	Complete local checks and alternatives. Refer requests through the DSL process; staff do not agree changes themselves.
6 Existing support DSL / head	Support agreed before September 2026: reviewing existing arrangements; Individual decision record.	Consider each existing decision and the impact of any change. Record reasons, communication and review.
7 Families and pupils Case lead	Parent/carer explainer; secondary-age pupil explainer; Parent and outcome communication templates.	Adapt letters to the actual case and policy. Check parental-contact safeguarding position first. Pupil explainer is for secondary-age pupils.
8 Assurance Governors / trust	Governor/trustee assurance checklist; MAT implementation tracker and trust-level assurance checklist.	Review evidence, assign outstanding actions and verify closure. Set the next local review date.

A: confiding only, with no request or safeguarding risk — no reason to break confidence. **STATED** [271] B: safeguarding concern — act immediately and speak to DSL/deputy. **SHOULD** [58, 59] C: request for change — school process, with DSL and parental involvement as the guidance sets out. **STATED** [266] **SHOULD** [268]

Policy consideration is **SHOULD** [261]; equality consideration for policy development in state-funded schools is **MUST** [101, 102]. Local approval steps above follow the Policy framework. KCSIE sets no timescale for request decisions; set one locally. **GOOD PRACTICE**

Working copies: complete word-bracket fields; retain numeric citations. Keep **MUST** / **SHOULD** / **STATED** distinct from **GOOD PRACTICE** and school/trust choices. Use all resources alongside KCSIE 2026 and local policies. The toolkit remains draft v0.1 for practitioner testing; it is not legal advice.