

If a pupil tells you about their gender

For supply, temporary and new staff in schools and colleges in England. Based on *Keeping children safe in education 2026* (KCSIE). Numbers in brackets are KCSIE paragraphs.

The DSL here is: _____ Deputy: _____

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

In the moment

- ☐ Take time to understand how they are thinking and feeling. **SHOULD** [257]
- ☐ Don't suggest or start any change, and don't agree to a new name, pronouns or other change yourself. **SHOULD** [255, 260]

Then

- ☐ They told you how they feel, asked for no change, and nothing worries you: there is no reason to break their confidence. **STATED** [271]
- ☐ Something worries you about their safety or wellbeing: act on it straight away, and speak to the DSL or a deputy. **SHOULD** [58, 59]
- ☐ They asked the school to change something: pass it on to the DSL, or as the school's policy says. It is a decision for the school, not for you. **STATED** [260, 266]

Always

- ☐ Pupils must not be allowed into toilets or changing rooms designated for the opposite sex. **MUST** [276]
- ☐ Schools must take a strong, proactive stand against all forms of bullying. **MUST** [259]

This card summarises statutory guidance for England. It is not legal advice and does not replace KCSIE 2026 or the school's own child protection policy, which you should read. The facilities rule applies to schools, colleges in the further education sector and 16–19 academies [107, 114].