

Three Counties Academy Trust



Transitioning at Work Policy

#HR46

Last amended 10th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 12th March 2029.

Statement of intent

Three Counties Academy Trust (TCAT) is committed to promoting an inclusive environment for all our members of staff and will not tolerate any discrimination or harassment on the basis of sex, sexual orientation, gender identity or gender expression.

This policy outlines the guidelines for addressing the needs and issues that may arise across our Trust when a transgender member of staff transitions during their term of employment. It aims to ensure staff who are considering, undergoing or have undergone medical intervention are fully supported throughout the process. The policy also supports transgender, non-binary and gender fluid staff who are not considering medical intervention.

TCAT will always respect the personal decision of staff members as to how they personally identify.

To that effect, this policy has restricted access, HR46 Transitioning at Work Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.