



Be Prepared...
for new adventure!

SUPPORTING YOUNG PEOPLE – GENDER IDENTITY

Scouts Queensland is committed to diversity and inclusion, and is open to all young people regardless of their gender identity. Gender identity issues do not just affect adults; children even as young as 2 years old can be diagnosed with '[gender dysphoria](#)' or '[gender identity disorder](#)'.

There is great potential to offer young people with gender identity issues great support at a time when they may feel excluded from many of the social activities that most young people take for granted. There is also a legal duty to make reasonable adjustments to ensure that transgender young people can access Scouting.

How should Leaders support a young person who is transgender or questioning their gender identity?

- Be led by the young person, and, where supportive, the parents/carers. Be aware of the possibility that parents/carers may have their own prejudices or may be unaware of how the young person feels.
- Listen to and accept what the young person is telling you, without judgement. Reassure them and explain that there are other young people who have these feelings; including those in Scouting.
- Be vigilant at looking for signs of bullying. Treat this in the same way as any other bullying, following our anti-bullying policy. It may be that effectively raising young people's understanding of gender identity issues will prevent or eliminate any bullying.
- Find out whether or not the young person is happy for others to know that they are transgender. Respect the young person's rights and privacy, and reassure of complete confidentiality; do not tell others without their consent.
- Don't ask for information about what medical treatment they have had unless you need to ask for a valid reason.
- Ensure when addressing the young person that you use their preferred gender, name and pronouns. Deal with any mistakes sensitively, correcting by use of the young person's preferred name.
- If the young person change's their name / gender during their time in Scouting, ensure you change all records. You do not need any evidence or proof to do so.
- It is important to treat the young person as a member of their true gender, whilst protecting them and all young people from vulnerable situations. Be aware that the young person will not want to appear different from their peers and to avoid causing any embarrassment. Don't let their gender identity become a frequent talking point.
- Conduct any conversations in an appropriate environment and in accordance with our policies.
- Special considerations will be needed around water-based activities such as swimming. Plan ahead and discuss with the young person/parent in advance.

FACT SHEET

THE SCOUT ASSOCIATION OF AUSTRALIA, QUEENSLAND BRANCH INC.

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- Be aware that the young person may want to wear layers of clothing to conceal their body.
- Unisex toilet facilities are preferable **but often not available**. Always be led by the preferences of the young person, around which facilities they feel most comfortable and safe using. Ideally, this would be a cubicle in facilities of their true gender, but they may wish to use the accessible/disabled toilet as an alternative. If using the accessible/disabled toilet is the young person's preferred option, refer to and label toilets appropriately (e.g. 'unisex/accessible toilets' rather than 'disabled')
- Discuss options well in advance with the young person and others involved, whilst protecting the young person's right to privacy. The principle is to make sure that everyone is comfortable with the arrangements. Be sensitive to the needs of the young person; avoid making them feel singled out or not respected.
- As with all young people, confirm whether the young person is on any medication that they will need to take.
- Sleeping arrangements should be carefully planned, assessing the needs and ages of young people, and any risks. The chance to privately remove this clothing overnight is very important.

*Adapted with permission from UK Scouts
October 2016*

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