

55810 City of Edinburgh Council Schools - Pronouns and Titles

What rules/policies do Edinburgh City Council have in relation to the use of individual staff members and pupils desired 'pronouns' or titles (i.e. Mr/Miss/Mx) at Primary Schools in the local authority area?

The City of Edinburgh Council does not have specific rules/policies in relation to the use of individual staff members' and pupils' desired 'pronouns' or titles (e.g. Mr/Miss/Mx) at Primary Schools.

The City of Edinburgh Council is committed to providing a safe, fair and secure environment for children, young people and staff.

In general, we respect pupils' preferred pronouns and names by which they wish to be known, involving parents in consultation with the child or young person.

We respect staff's preferred pronouns, names and titles by which they wish to be known.

The relevant procedure for children and young people is: 'Preventing and Responding to Bullying and Prejudice Amongst Children and Young People' – Attached.

The relevant policy for staff is: 'Equality and Diversity Policy' – Attached. Sections 1.4 and 1.5 are particularly relevant.

What rules/policies do Edinburgh City Council have in relation to the use of individual staff members and pupils desired 'pronouns' or titles (i.e. Mr/Miss/Mx) at Secondary Schools in the local authority area?

Please refer to A1 above.

What rules/policies do Edinburgh City Council have specifically on the use of terminology relating to staff members titles (i.e. Mr/Miss/Mx) or pronouns when a teaching member of staff requests their pupils to address them by 'gender neutral' terms?

Please refer to A1 above.

What sanctions/follow up actions are there for Edinburgh City Council Primary School pupils who do not adhere to specific requested pronouns / titles (i.e. Mr/Miss/Mx) indicated by staff members?

The City of Edinburgh Council is committed to providing a safe, fair and secure environment for children, young people and staff. We promote our core practices: positive relationships; resilience; restorative approaches; children's rights. We support children and young people through an individual, proportionate and developmentally-appropriate response, with the focus on supporting and educating.

What sanctions/follow up actions are there for Edinburgh City Council Secondary School pupils who do not adhere to specific requested pronouns / titles (i.e. Mr/Miss/Mx) indicated by staff members?

Please refer to A4 above.

Would alleged 'misgendering', including the incorrect use of titles (i.e. Mr/Miss/Mx) or pronouns of Edinburgh City Council teaching staff members by Primary School and Secondary School pupils be recorded on SEEMIS?

Intentional and repeated use of incorrect staff titles or pronouns would be taken seriously. Schools may record this on SEEMiS.

- a. If so under what category within SEEMIS would that be recorded?

If recorded, the perceived reason would be 'Gender Identity or Trans Identity'.

How many pupils at Edinburgh City Council Primary Schools have been sanctioned/faced follow up actions (including the recording of such on SEEMIS) for alleged 'misgendering' in the years 2021, 2022, 2023, 2025 and 2025 to date?

Pupils are supported individually in school – Please refer to A4 above. Information about how individual pupils are supported is recorded on individual pupil records; this information is not available centrally.

'Misgendering' is not a category on SEEMiS (see A6 above), therefore, we do not hold this data.

How many pupils at Edinburgh City Council Secondary Schools have been sanctioned/faced follow up actions (including the recording of such on SEEMIS) for alleged 'misgendering' in the years 2021, 2022, 2023, 2025 and 2025 to date?

Please refer to A7 above.

Where an individual search of each Pupil Record is required, we are unable to provide the information requested as the cost to the Council of locating, retrieving and providing the information far exceeds the statutory maximum of £600.