

Supporting Transgender Young People – Good Practice Paper

3 November 2025

As part of an Integrated Impact Assessment following recent changes to toilet provision, officers met with LGBTQ+ young people who attend LGBT Youth Scotland youth groups to hear about their lived experience as a result of the changes and more broadly.

This paper outlines good practice in some of the areas raised by the young people and notes other areas that will be taken forward centrally, prior to engagement with schools.

For further guidance, schools should refer to [Supporting transgender pupils in schools: guidance for education authorities and schools – revised - gov.scot](#) (published September 2025). This guidance supersedes all previous guidance on supporting transgender young people.

*NOTE: Schools should ensure that previous versions and guidance documents on supporting transgender young people are deleted, including from school servers and websites.
See separate instructions on deleting files from the Media Library in Wordpress.*

GOOD PRACTICE

Homophobic, biphobic and transphobic bullying: all incidents – reported or witnessed – should be dealt with appropriately, in line with authority and school policy/procedure
Further guidance: [Addressing Inclusion - LGBT Youth Scotland](#)

Right to privacy: respect children and young people's rights to privacy, including ensuring that confidential information is not inadvertently shared. In particular:

- SEEMiS attendance registers should not be displayed on interactive whiteboards
- young people should not be required to seek permission to use gender-neutral toilets

Pronouns: young people's preferred pronouns should be respected. This includes using preferred pronouns in emails.

Toilet provision: there should be timely individual planning for transgender and non-binary young people when they share their gender identity, including supporting toilet access. Transgender and non-binary young people should not be required to seek permission to use gender-neutral toilets.

Schools are asked to:

- Offer individual check-ins (where they have not already done so) with all transgender and non-binary young people to ensure that they are comfortable accessing toilet provision in school
- Offer individual check-ins with disabled young people who use a toilet that is designated both accessible and gender-neutral to ensure that their access to toilets is not limited.

Changing facilities for PE: there should be timely individual planning for transgender and non-binary young people when they share their gender identity. This should include identifying appropriate PE changing facilities, in consultation with the young person and relevant PE staff.

Schools are asked to:

- Review changing arrangements for PE with trans and non-binary young people

Mental Health and Wellbeing: whilst LGBTQ+ young people are at higher risk of experiencing mental health problems, being LGBTQ+ is not of itself a mental health issue.

- Supports offered should be appropriate to the needs of the individual young person.

OTHER AREAS FOR IMPROVEMENT

The following areas were also raised by young people. Work will be taken forward centrally prior to engagement with schools.

- LGBTQ+ informed mental health support (where young people need this support)
- LGBTQ+ Inclusive Curriculum
- LGBTQ+ representation in RSHP and PSE
- LGBTQ+ inclusive PE and physical activity
- LGBTQ+ pupil groups in schools