

# Centenary State High School

## Supporting Gender Diverse Students Policy

### 1.0 Commitment

Centenary State High School is committed to providing all students with a safe and supportive environment where students can learn free from discrimination based on gender, language, sexuality, culture, ethnicity, religion, health, disability, or socio-economic background.

We acknowledge our diversity and respect all students and their right to live authentically in their gender identity. As a school community we will:

- Support student wellbeing as a priority
- Promote positive educational outcomes for gender diverse students
- Promote an inclusive school community which encourages all students to be themselves
- Comply with relevant legislation concerning discrimination and privacy
- Work collaboratively with local community members to support gender diverse students and their families
- Negotiate and respond to the individual needs of gender diverse students
- Support staff in the ongoing development of inclusive curriculum which incorporates gender diverse perspectives

### 2.0 Legislation

Legislation seeks to promote equality of opportunity for all by prohibiting both direct and indirect discrimination. Relevant legislation includes:

- QLD Human Rights Act <https://ppr.qed.qld.gov.au/attachment/diversity-and-inclusion-policy.pdf>
- Anti-Discrimination Act 1991 (Qld) <https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085>
- Sex Discrimination Act 1984 (Cwlth) <https://www.legislation.gov.au/Details/C2016C00880>
- Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 [www.comlaw.gov.au/Details/C2013A00098](http://www.comlaw.gov.au/Details/C2013A00098)
- Information Privacy Act 2009 (Qld) <https://www.legislation.qld.gov.au/view/html/inforce/current/act-2009-014>
- Education (General Provisions) Act 2006 <https://www.legislation.qld.gov.au/view/html/inforce/current/act-2006-039>

### 3.0 Implementation

#### 3.1 Student Transitions

As a school community we acknowledge each student's gender identity. Each student experiences a unique transition process which requires varying levels of collaboration and support. We work collaboratively with students and their families to negotiate a transition plan which is specific to their needs. This plan is an ongoing collaborative process which is adapted regularly to suit the needs of the student.



In the alignment with the Information Privacy Act (QLD) 2009, a person's gender identity, legal name or gender assigned at birth is private. Disclosing this personal information without justification or consent is a breach of privacy and confidentiality.

### 3.2 Student Name/s

Acknowledging a person's request to change their name or pronoun is an important part of validating their chosen identity. At Centenary State High School, staff are encouraged to use the name, personal pronouns, and gender identity of a student's request.

### 3.3 School Records

Acknowledging a person's name and pronoun through school records is an important part of validating their chosen identity and respecting their privacy. It is a legal requirement that school records are kept accurately. School enrolment records must reflect the sex as stated on the student's birth certificate or passport. Academic reports can reflect the student's preferred chosen name and gender.

### 3.4 Inclusive Teaching and Curriculum

At Centenary State High School, we pride ourselves on incorporating and promoting an inclusive curriculum. When developing curriculum, staff consider current research and promote equitable access for students. Regular professional development assists our staff in delivering curriculum which avoids generalisations and considers the perspectives of sexuality and gender identity.

### 3.5 Bathroom/Change Room Facilities

Considerations about appropriate bathroom and change room access will be discussed individually with each student. At Centenary State High School, we work collaboratively with gender diverse students and their families to promote the safety and comfort of all students.

### 3.6 School Uniform

At Centenary State High School students are permitted to wear the formal uniform of their choice. Uniform and dress code guidelines apply to all students.

### 3.7 Participation in Physical Education and Sport

All students have the right to participate in Physical Education and Sport. When an event or activity is separated by gender, the school will negotiate, where possible, for students to participate in their affirmed gender. For children over 12 years of age, restrictions on participation in sport may be imposed on the basis of biological sex or gender identity if the restriction is reasonable, having regard to the strength, stamina or physique requirements of the sport (*Section 111 of the Anti-Discrimination Act 1991*).

### 3.8 School Camps

Reasonable adjustments are made to enable participation in school camps for gender diverse students. In preparation for school camps, negotiations will take place with the host venue to accommodate the access, sleeping arrangements and bathroom facilities for gender diverse students. The Principal considers how best to meet the needs of all students in the school in the context of taking reasonable care for the safety and welfare of all students. Discussions about school camp provisions will be local decisions based on the needs of the student in consultation with their parent. The school will discuss with the student, their parent or carer any reasonable adjustments to ensure student inclusion.



## **4.0 Community Support**

### **4.1 Parental and Carer Collaboration**

At Centenary State High School, we encourage parental and carer collaboration when supporting gender diverse students. A strong support network plays an essential role in the transition and continued support of diverse students. According to the *Anti-Discrimination Act (1991)*, a parent/carers is not exempt from direct or indirect discrimination based on gender identity. Parents and carers are invited to contribute to the development of our Diversity policy and through the annual review process.

### **4.2 Wellbeing services**

Student well-being is of the utmost importance. For some students understanding or changing one's gender identity can be a challenging process. Centenary State High School has a comprehensive team of support services available. At CSHS each student's learning and wellbeing is monitored by our Student Well-being Team which comprises of Home Group teachers, Classroom teachers, Year Level Coordinators, Guidance Officers, School-Based Health Nurse, Youth Support Coordinator, Student Services HOD, Deputy Principals and School Chaplain. Communication between parents or caregivers and the school is a vital component in our management of student wellbeing. Some of the school-based services also provide pathways and referrals to external services to further support students and their families. Students and parents or carers who wish to start a conversation about adjustments and support for a young person are encouraged to make an appointment with their year level Guidance Officer.

### **4.3 Process of Support**

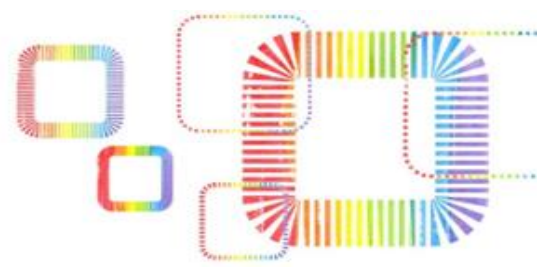
Guidance Officers or Deputy Principals will inform relevant staff of any support provisions, as required. This will be a student-led process with regards to timing; which students and staff are informed; when the communication will occur, and the language used.

Discussions with students may include identifying a supportive staff member or advocate in the school and may include regular check-ins and be inclusive of parents and/or caregivers. At this time, the student's plan will be reviewed, and adjustments made, if necessary. The Guidance Officer will be the liaison if the identified person is not the Guidance Officer. Guidance Officers have specific training in developing student plans and supporting students and families.

Specific professional development will be offered through the school to staff.

## **5.0 Discrimination, Harassment, Bullying**

Any incidents of discrimination, harassment and bullying will be actioned as per the Centenary State High School Student Code of Conduct.



## 6.0 Additional Information and resources

Trans@[school](#)

[Diversity in Queensland Schools – Information for Principals](#)

[Diversity in Schools – Fact sheet for Parents](#)

[Diversity in Schools – Fact sheet for Students](#)

[Internal Guidance Materials: Guidelines for supporting students who are gender diverse](#)

[Code of Conduct for the Queensland Public Service](#)

[Student Protection](#)

[Health and Wellbeing](#)

[Melbourne Declaration on Educational Goals for Young Australians](#)

[From Blues to Rainbows](#)