



VIC-EDU-P-060 Supporting Gender and Sexuality Diversity Policy

1. Policy Scope

This policy applies to all matters that relate to the care and wellbeing of students, and to all employees, parents/guardians/carers (referred to as 'guardians'), contractors, volunteers, and visitors associated with MacKillop Education. This policy is to be read in conjunction with the relevant legislation listed below.

2. Context

Our values of respect, hope, justice, compassion, and collaboration inform the quality of relationships we establish and all that we do to ensure our learning community is a place of welcome and safety. MacKillop Education celebrates diversity, and we are committed to inclusion, so that every student, regardless of race, religion, culture, gender identity or personal circumstances, including barriers to learning, can access education and experience success.

Our model, Reframing Learning and Teaching Environments (ReLATE), supports our trauma-informed practice and highlights the critical partnership between students, guardians, and staff, as we work together, to enhance the learning outcomes for every child.

3. Purpose

The purpose of this policy is to:

- Promote an educational environment that is welcoming, safe and free from discrimination and stigma for all students, regardless of sex, gender identity, gender expression and/or sexual orientation.
- Ensure that all students are provided with equal opportunities to reach their potential, irrespective of sex, gender identity, gender expression or sexual orientation.
- Enable compliance with legislation concerning discrimination, bullying, harassment and privacy.

4. Policy Statement

MacKillop Education is committed to providing all students with access to high-quality education that is free from discrimination based on sex, gender identity, gender expression and/or sexual orientation.

We support the right of all children and young people to learn in an environment that is safe, supportive and promotes wellbeing.

We will develop and promote inclusive practices to ensure that all children and young people feel safe and supported.

5. Procedures

Student Transitions

MacKillop Education will accept the gender identity that is communicated by the guardian or young person on enrolment. When a guardian doesn't support the young person's gender identity MacKillop Education will collaborate with the guardian in the hope of being able to honour the young person's request at school.

When we are informed by a guardian that a young person is transitioning, whilst enrolled at MacKillop Education, the school will work together with the guardian and/or Care Team members, to support the student and ensure support and collaboration throughout the process.

Respecting a young person's request to use a preferred name and pronoun is an essential part of validating and supporting their identity. Students may refer to themselves by a name of their choosing.

- MacKillop Education staff will use the student's preferred name and personal pronouns when interacting with the student.
- The student's legal name will be used for MacKillop Education Academic Reports and any other legal documentation. The legal guardian can provide consent for their child's preferred pronoun to be used in the Report.

Toilet and Change Room Use

The use of toilets and changing rooms by students will be assessed on a case-by-case basis in discussion with the individual student, their guardian and their Care Team.

- Non-gendered toilets are available on the school site.
- Considerations will be made that best suit the student, in supporting them to feel safe and comfortable at school.

Clothing

All students have the right to dress in a manner consistent with their gender identity and expression.

- Students may wear clothing of their choosing, that is appropriate in an education setting.

Curriculum

All curriculum is facilitated in a manner that promotes inclusion:

- Digital and printed resources used for teaching and learning will promote inclusion, acceptance and care for all
- Students will have access to developmentally appropriate resources that reflect diversity of sexuality and gender
- Gender stereotypes, expectations, values and attitudes will be explored
- Staff will engage in ongoing professional learning to deepen knowledge and understanding of inclusive practices.

Participation in Co-curricular Activities

MacKillop Education will ensure that students and guardians are consulted regarding student needs and co-curricular arrangements. This will include:

- Students will consult with the Key Teacher and the Principal to discuss options for toilets and change areas
- The level of participation that is appropriate, in relation to school sport or physical activities and flexibility to allow the most appropriate clothing/swimwear
- Alternative arrangements, where possible, for activities that may cause distress or discomfort
- Reasonable adjustments, if possible, to enable participation in co-curricular activities; risk assessments will be conducted, as required.

For information regarding reasonable adjustments, inclusion and medication impacting on strength and stamina refer to the Anti-Discrimination Act Section 111 Sport.

Care Team Support and Guardian Collaboration

Transitioning, or even developing a stronger understanding of one's gender identity can be a very challenging experience for students. At MacKillop Education, we have a holistic approach to supporting all students. This may include:

- Meetings with guardians, to establish a safe and supportive school environment and the development of a school support plan
- Care Team meetings and other supports such as counselling or referral to external agencies
- Counselling support to other members of the MacKillop Education community who are directly or indirectly associated with the individual student. This includes guardians, siblings, and with consent to disclose identity to other students and staff members.

According to the Anti-Discrimination Act 1991, concerns regarding the views of the young person's guardians or other members of the school community, do not provide exemptions from the legal requirement to not directly or indirectly discriminate (treat differently) against a person, due to their gender identity.

Bullying, Harassment and Discrimination

MacKillop Education is committed to providing all students with a safe and supportive environment where all students can be free from bullying, harassment, and discrimination. Therefore, any complaint alleging discrimination, harassment and bullying based on a student's actual or perceived gender identity, and expression, will be taken very seriously.

The incident of discrimination will be given immediate attention and appropriate action will be taken following the relevant policy and/or procedure: e.g., *VIC-EDU-P-001 Child Safety and Wellbeing Policy*, *VIC-EDU-P-009 Anti-Bullying Policy*, and *VIC-EDU-M-001 Trauma-Informed Practice Behaviour Support Manual*.

6. Compliance, Monitoring and Review

- When working with individual students, communication with guardians, staff and external agencies will be documented and placed with the confidential student files.
- Staff, students and guardians and our school community will be made aware of this policy through:
 - Staff professional development.
 - Classroom lessons/discussions, including implementation of the Resilience, Rights and Respectful Relationships Curriculum.
 - MacKillop Education Student Voice Forums
 - MacKillop Education website.

7. Related Legislation, Policy, Guidelines and Resources

- Anti-Discrimination Act. 1991
- VIC-EDU-M-001 Trauma-Informed Practice Behaviour Support Manual
- VIC-EDU-P-001 Child Safety and Wellbeing Policy
- VIC-EDU-P-009 Anti-Bullying Policy

8. Approval and Review Details

Approval and Review	Details
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