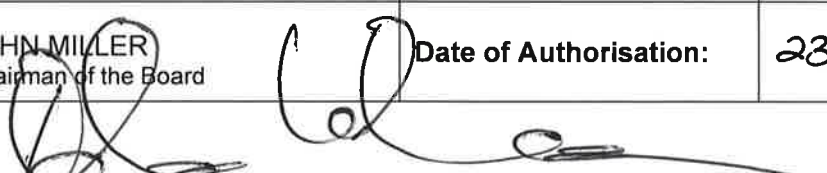




## DIVERSITY and INCLUSION POLICY

<b>Purpose:</b>	<ul style="list-style-type: none"> <li>To promote an educational environment that is welcoming, safe and free from unlawful discrimination and stigma for all students, regardless of sex, gender identity, race, gender expression and sexual orientation.</li> <li>To ensure that all students have the opportunity to express themselves and live authentic lives subject to appropriate discipline and in ways that are consistent with the College's Christian tradition and values.</li> <li>To ensure the College's compliance with legislation concerning discrimination, bullying, harassment and privacy.</li> </ul>		
<b>Scope:</b>	<p>This Policy applies to all matters that relate to the care and wellbeing of students. It applies to all employees, parents, volunteers and visitors associated with Ormiston College. It covers conduct that takes place at school, at school organised events and activities, and on school vehicles. This Policy also pertains to usage of electronic devices that occurs at school or on school devices. It is to be read in conjunction with relevant legislation listed below, and with other relevant Policies of the College.</p>		
<b>References and Legislation:</b>	<p>According to the relevant legislation, it is a requirement for schools to ensure that no discrimination occurs on the basis of gender equity:</p> <ul style="list-style-type: none"> <li><i>Anti-Discrimination Act (QLD) 1991</i></li> <li><i>Sex Discrimination Act (Cth) 1984</i></li> <li><i>Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act (Cth)</i></li> </ul>		
<b>Policy Owner:</b>	College Governing Body	<b>Version:</b>	V071123
<b>Status:</b>	Approved	<b>Supersedes:</b>	V010922
<b>To be reviewed:</b>	Every 3 years	<b>Next Review Date:</b>	November 2026
<b>Authorised by:</b>	JOHN MILLER Chairman of the Board	<b>Date of Authorisation:</b>	23/11/2023
<b>Signature:</b>			

## **POLICY STATEMENT**

Ormiston College is committed to providing all students with access to high-quality education that is free from unlawful discrimination based on gender and sexual orientation. The College supports the rights of all children and young people to be free of any such discrimination and is committed to ensuring the safety and wellbeing of students and to providing for their pastoral care. The College seeks to enable all students to have the freedom to be themselves in a safe and supportive environment, subject to appropriate discipline.

## **PRIVACY**

Ormiston College acknowledges that all students have a legitimate expectation that their personal privacy will be respected. A person's gender identity is a private matter and so, consent should be given by the student before the College discloses or shares information concerning the student's gender identity. Information about a student's transgender status, legal name or gender assigned at birth may constitute confidential medical information. However, it may be necessary for the College to share such information with the student's teacher so that proper pastoral care can be provided to the student. Where that is necessary, the College administration will share such information with the student's teacher and other staff responsible for the pastoral care of the student so as to ensure that proper pastoral care is provided to the student consistent with the Christian tradition and values of Ormiston College. In other circumstances, legal advice should be obtained before sharing such information without student and/or parental consent.

## **STUDENT TRANSITIONS**

Ormiston College will accept the gender identity of each individual student. Students who wish to transition while at school are expected to work with the Headmaster (or his delegate/s), along with their parents (where possible), to customise their own individual transition plan through collaboration and dialogue (consistent with the Christian tradition and values of the College). This plan should include timeframes of the transition, their name and pronouns, outdoor education and sport arrangements, and considerations on toilet and change room use. There is no medical or mental health diagnosis or treatment threshold that students must meet in order to have their gender identity respected and recognised at Ormiston College. However, whenever possible, the Headmaster or his delegate/s may refer students who are expressing a desire to transition at school to external agencies to gain recommendations and support. Each student will have a unique process for transitioning and the school will work with them to ensure they understand the options before them. This will ensure that the process is fair to each student and that it is carried out in the context of appropriate pastoral care provided by the College consistent with the Christian tradition and values of Ormiston College.

## **STUDENT NAME**

Respecting a young person's request to change their name and pronoun is an essential part of validating and supporting their gender identity. Students may refer to themselves by a name of their choosing. College staff should use the name, personal pronouns and preferred gender when requested by the student. Academic reports may use the student's preferred name if requested by the student.

## **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 and dialogue with the individual student and (where appropriate) their parents. This will be discussed with the Headmaster (or his delegate/s) with the goal of maximising social integration, minimising stigmatisation and ensuring safety and comfort.

## **SCHOOL UNIFORM**

All students have the right to dress in a manner consistent with their gender identity and expression. Students who are the subject of this policy are therefore permitted to wear an approved College uniform of their choosing. The same uniform standards and guidelines apply to all students and it is a requirement that they will adhere to all uniform dress codes.

## **CURRICULUM**

All curriculum is to be facilitated in a manner that promotes inclusivity. When developing and delivering curriculum around gender, relationships and sexuality, teachers should avoid making generalisations and assumptions about sexuality or gender identity. Nothing in this policy however requires or authorises a teacher to teach anything which is contrary to the Christian faith. Teachers will be up to date with the most current resources and will promote inclusivity, acceptance and care for all (consistent with the Christian tradition and values of the College).

## **OUTDOOR EDUCATION PROGRAM**

When determining school camp arrangements, students will consult with the Headmaster (or his delegate/s) to talk over their choices about the sleeping arrangements, toilets and change areas. Before participating in physical activities on outdoor education days and camps, the student will dialogue with the Headmaster (or his delegate/s) about what degree of participation is reasonable and appropriate. Activities that cause a great degree of discomfort will be discussed regarding alternative arrangements that could be made and which are reasonable and can be practically accommodated. Risk assessments should be carried out prior to outdoor education days or camps in order to make any reasonable adjustments which will enable participation for the individual student.

## **PHYSICAL EDUCATION AND SPORT**

All students have a right to participate in sporting activities. Physical education staff of the College are used to taking into account the range of size, build and ability in the class to keep all students safe and so the same principles are to be applied. These considerations should be the subject of discussions and dialogue with individual students themselves and if appropriate, with their parents or guardians. The type of sport, level of ability and physical contact rules should be considered when deciding what is appropriate. Wherever possible, when teams are segregated by gender, students should be able to participate in the activity which corresponds to their gender identity, where this is reasonable and practicable.

However, for children over 12 years of age, restrictions on participation in sport may be imposed if the restriction is reasonable, having regard to the stamina, strength or physical requirements of the sport. If a student is taking medication to suppress pubertal development that impacts on differences in strength and stamina (e.g. blockade of testosterone) this should be taken into consideration when considering if a restriction is required. Swimming can be problematic for young people identifying as a gender different from the physical development of their body. Flexibility may be appropriate in either the nature of the swimming costume or in relation to participation in swimming at all.

Refer to the *Anti-Discrimination Act* Section 111 Sport.

## **COUNSELLING SUPPORT**

Transitioning at school, or even developing a stronger understanding of one's gender identity, can be a very challenging time for students. At Ormiston College, students will be provided with counselling support where necessary. The Headmaster and senior staff are up to date in the most recent approaches to supporting LGBTIQ+ young people and young people dealing with issues around gender identity and are able to provide assistance for young people. They may assist in creating support plans for the individual students during their time of transition. They may also provide as much assistance as is reasonable and referrals to outside agencies if required. Support can also be given to other members of the Ormiston College community who are directly or indirectly associated with the individual student. This includes parents, siblings, and, with consent to disclose identity, other students and staff members. Although the College can offer counselling support for students transitioning, ongoing counselling should be the responsibility of the student's parents or guardians and the student's relevant medical professionals.

## **PARENTAL COLLABORATION AND DIALOGUE WITH THE COLLEGE**

The parents and guardians of transgender and gender nonconforming students play a crucial role in establishing a safe and supportive school environment. Whenever possible, parents will be key contributors (acting reasonably and in good faith in dialogue with the Headmaster or his delegate/s) to the formulation of a reasonable plan for helping their child be supported to learn free from discrimination at school. According to the Anti-Discrimination Act 1991 concerns regarding the views of the person's parents or other members of the College community do not provide exemptions to the College from its legal obligations under the Act so as to permit the College to directly or indirectly discriminate (treat differently) a person due to their gender identity.

## **BULLYING, HARASSMENT AND UNLAWFUL DISCRIMINATION**

Ormiston College takes bullying, harassment and unlawful discrimination very seriously. The College is committed to ensuring that all students have a safe school environment. Therefore, any complaint made in good faith alleging unlawful discrimination, harassment or bullying based on a student's actual or perceived gender identity, and expression, will be taken very seriously. Any reports or complaints will be given immediate attention and appropriate action will be taken following the College's existing policy.

## **DOCUMENTATION AND RISK MANAGEMENT**

When working with individual students, communications with parents, staff and external agencies should be documented and retained in the College's confidential files. A risk management plan should also be completed to ensure that before, during and after transitioning, students are as well supported as is fair and as is practically possible and that the College continues to meet its legal obligations, without compromising the College's Christian tradition and values.

## **IMPLEMENTATION**

The Headmaster is responsible to develop the implementation plan for this policy, which is to include training for key staff.