



Kilcoy State High School – Student Diversity Policy

Supporting students who are diverse in their sex, gender identity or sexuality

1. Vision Statement

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

2. Aim or Goal

To ensure all students are provided with equitable opportunities to reach their potential, irrespective of sex, gender identity or sexuality.

3. Legislation

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

- Anti-Discrimination Act (QLD) 1991
- Information Privacy Act (QLD) 2009
- Education (General Provisions) Act (QLD) 2006
- Sexual Discrimination Act (Cth) 1984
- Sexual Discrimination Amendment (Sexual Orientation, Gender Identify and Intersex Status) Act (Cth) 2013

4. Implementation

Transitions

At Kilcoy State High School, we acknowledge each student's chosen gender identity. Each student experiences a unique transition process which requires varying levels of collaboration and support.

At Kilcoy State High School, we work collaboratively with students and their families and their external care providers 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.

Curriculum

All curriculum can be facilitated in a manner that promotes inclusivity. Teachers are encouraged to avoid making generalisations or assumptions about sexuality or gender identity, particularly when delivering curriculum related to relationships and sexuality education.

Student Name

Students may refer to themselves by a name of their choosing.

As with all students, school staff are encouraged to use a student's preferred name and gender when requested.

School Records

It is a legal requirement that school records are made and kept accurately. Therefore, school enrolment records must reflect the sex as stated on the student's birth certificate or passport.

However, student academic reports may use the student's preferred name and gender if parents or carers

request this. If preferred gender is requested, principals should contact OneSchool to ensure that this change is actioned. Students who are living independently from their parents may request this change directly through the principal.

Information Privacy

In 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.

Toilet and Change Room Use

Kilcoy State High School offers binary and non-binary toilet options. When determining which toilets and change rooms a student will use, the school will discuss this with the student, their parent or carer, and consider options based on facilities available at the school.

School Dress Code

Kilcoy State High School offers uniforms that can be worn by students of any gender. Students who are transgender or intersex are permitted to wear the uniform that affirms their gender identity.

Medical Evidence

The principal may require appropriate medical evidence of gender identity in relation to a student to ensure that the accommodations required are in the best interests of the student.

Camps

When determining school camp arrangements, the student, their parent or carer are invited to speak with the principal. There will be situations that may not usually be encountered during the school day, such as sleeping arrangements and areas for showering and changing clothes that will require consideration and planning.

Sports

Schools are best placed to make decisions about participation in sporting activities within the school. Schools must adhere to their obligations under the discrimination legislation. 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.

Workplace Health and Safety

As schools are places of work, schools must be vigilant and act in a way that is reasonably necessary to protect the health and safety of people at the school. Such workplace health and safety obligations and acts are exempt from the discrimination legislation.

Parental and Carer Collaboration

At Kilcoy 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 ongoing support of gender diverse students. According to the Anti-discrimination Act 1991 a parent/carer is not exempt from direct or indirect discrimination based on gender identity.

Wellbeing Services

Understanding or changing one's gender identity can be a challenging process. At Kilcoy State High School, we have a diverse team of internal and external student support services available. Some of the school based services also provide pathways and referrals to external services to further support students and their parent/care givers.

Discrimination, Harassment, Bullying any incidents of Discrimination, Harassment and Bullying will be actioned as per The Student Code of Conduct.

1. If other documentation is presented, or if schools have any queries, please contact StudentWellbeing@qed.qld.gov.au.

5. Support

The [Bullying. No Way!](#) website provides information and resources for teachers, students and parents to prevent and address bullying.

[True Relationships and Reproductive Health](#) provides free professional development for supporting young people who identify as LGBTQIA+

[Headspace](#) offers mental health, physical health and other support services for young people aged 12-25 across Queensland. Some locations offer social support groups for LGBTIQ young people. Find a centre near your location here and call them to learn more about the services on offer.

[Open Doors Youth Service](#) provide support to young people aged 12-24 years with diverse genders, sex and sexualities across Brisbane and South East Queensland. Supports include case management, social groups, referrals, accommodation assistance, mental health support amongst others. For more information email opendoors@opendoors.net.au or phone 07 3257 7660.

[PFLAG+ Brisbane](#) is a peer support group for parents and carers with LGBTQIA+ children. They provide advocacy, support, information and education. PFLAG+ is international with many groups available across Australia. For more information on current Queensland groups, contact PFLAG+ Brisbane. Connect on Facebook or via website submission.

[Parents of Gender Diverse Children](#) is a website created by Australian parents and carers of gender diverse children to provide information to others about services and support. Connect on Facebook, or email via website submission.

[The LGBTI Legal Service](#) provides free, confidential legal advice to members of the LGBTIQ+ community. The staff have knowledge of the barriers and legal issues experienced by LGBTIQ+ people. Website: <http://www.lgbtilegalservice.org> Email: info@lgbtilegalservice.org Phone: 0401 936 232

[The Queensland Human Rights Commission](#) handle complaints and provide training on discrimination, vilification, victimisation and sexual harassment under the Queensland Anti-Discrimination Act 1991. This includes supporting the rights of LGBTIQ+ people.

6. Links to relevant documents and resources

- [Anti-Discrimination Act \(QLD\) 1991](#)
- [Bullying. No Way!](#)
- [Diversity in Queensland schools - Information for principals](#)
- [Education \(General Provisions\) Act \(QLD\) 2006](#)
<https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2006-039>
- [Equity and Excellence – realizing the potential of every student](#)
- [Information Privacy Act \(QLD\) 2009](#)
- [Melbourne Declaration on Educational Goals for Young Australians](#)
- [Sex Discrimination Act 1984](#)
- [Sexual Discrimination Amendment \(Sexual Orientation, Gender Identify and Intersex Status\) Act \(Cth\) 2013](#)
- [Supporting Students' Mental Health and Wellbeing procedure](#)
- [True Relationships and Reproductive Health](#)

