

# GENDER IDENTITY POLICY

## PURPOSE

The purpose of this policy is to outline how Global Village Learning supports students who have or are in the process of transitioning or affirming their gender identity. We will ensure that all school policies, practices and activities are inclusive and do not have the effect of treating any student or staff member adversely due of their gender identity. Positive action will be taken at Global Village Learning to eliminate discrimination or harassment of students and staff based on their gender identity. Global Village Learning commits to continually expanding our knowledge, furthering our learning and applying inclusive practices to support all members of our school community, particularly our most vulnerable.

## POLICY

**The Global Village Learning community will support all staff and students by:**

**providing a positive, supportive and respectful environment**

- respecting privacy and confidentiality
- challenging all forms of homophobia and transphobia to prevent discrimination and bullying; and
- considering the impact of participating in a school setting.

**We encourage all staff and students who may like to receive support to transition or affirm their gender identity to contact a wellbeing team member or trusted teacher so that our school support a safe school environment.**

## CREATING AN INCLUSIVE SCHOOL COMMUNITY

**To promote a positive and inclusive community at Global Village Learning, we will actively ensure that:**

- students will be briefed on appropriate use of showers, toilets and change rooms to ensure respect for privacy of others
- students are supported in using the toilets and facilities (including dormitories) that they feel most comfortable with
- staff use non-gender specific language when addressing and organising groups and or working partners
- Staff use preferred pronouns and names for students
- students are encouraged to access gender specific activities (i.e. interschool sport) in the team that they feel most comfortable with
- staff will be provided with assistance to support gender diverse students through professional learning and briefings
- bullying, discrimination or harassment will be responded to, and managed appropriately in accordance with our Student Wellbeing and Engagement Policy.

## SUPPORT FOR STUDENTS

**Where necessary, a wellbeing staff member will facilitate the development of Student Support Plan for gender diverse students to ensure that they feel safe and supported at school. Through this process, we will ensure that:**

- the plan is developed in consultation with the student, their parents or carers and a nominated member of the school staff. The student is at the centre of creating their own support plan and will be consulted in all decision making.
- the use of preferred pronouns (e.g. he, she, they) and names will be used in consultation with the student.
- appropriate steps will be taken to protect privacy and confidentiality. Information will only be shared with those who have an appropriate reason to know, i.e. to provide the student with support. In some circumstances, a communication plan may be prepared in consultation with the student that includes what information staff members and other students need to know to best support the student.
- effort will be made to consult with the student's treating practitioners, where necessary, to properly understand the student's needs. Global Village Learning is committed to supporting and respecting all aspects of a student's identity.

## SUPPORT FOR STAFF

Staff members who have transitioned or affirmed their gender identity, or are in the process of doing so will receive the full support of Global Village Learning. Staff are encouraged to speak with the school principal if they believe that they may benefit from assistance to ensure that they feel comfortable, safe and supported at school.

## COMMUNICATION

**This policy will be communicated to our school community in the following ways**

- Discussed at staff meetings/briefings as required
- Made available publicly on our school website
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

## APPROVAL

<b>Created date</b>	<b>30 August 2024</b>
<b>Consultation</b>	Staff Board
<b>Endorsed by</b>	The Global Village Learning Board
<b>Endorsed on</b>	3 Sept 2
<b>Next review date</b>	August 2026