

GENDER IDENTITY POLICY

Supporting young people and staff affirming or transitioning their gender identity

Proprietor	Global Village Learning Ltd (ABN 52 090 773 470)
School	Global Village Learning, New Gisborne Campus
Policy owner	Board of Directors
Responsible officer	Principal, with Campus Lead for day-to-day implementation
Date adopted	September 2024 (reviewed March 2026)
Review cycle	Every two years
Next review	March 2028
Regulatory context	Ministerial Order No. 1359 (clauses 7, 9); Equal Opportunity Act 2010 (Vic); Sex Discrimination Act 1984 (Cth); Charter of Human Rights and Responsibilities Act 2006 (Vic); Births, Deaths and Marriages Registration Act 1996 (Vic)

1. Purpose

The purpose of this Policy is to outline how Global Village Learning supports young people and staff who have transitioned, are transitioning, or are 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 young person or staff member adversely because of their gender identity.

Positive action will be taken at Global Village Learning to eliminate discrimination or harassment of young people 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.

2. Policy

The Global Village Learning community supports all staff and young people by:

- providing a positive, supportive and respectful environment
- respecting privacy and confidentiality
- challenging all forms of homophobia and transphobia to prevent discrimination and bullying
- considering the impact of participating in a school setting.

We encourage all staff and young people who may like to receive support to transition or affirm their gender identity to contact the Wellbeing Coordinator or a trusted Guide so that our school can support a safe and inclusive environment for them.

3. Creating an inclusive school community

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

- young people are briefed on appropriate use of showers, toilets and change rooms to ensure respect for the privacy of others
- young people are supported in using the toilets and facilities that they feel most comfortable with

- staff use non-gender-specific language when addressing and organising groups and working partners
- staff use preferred pronouns and names for young people
- young people are encouraged to access gender-specific activities (for example, inter-school sport) in the team that they feel most comfortable with
- staff are provided with assistance to support gender-diverse young people through professional learning and briefings
- bullying, discrimination or harassment will be responded to, and managed appropriately, in accordance with the Student Wellbeing and Engagement Policy and Bullying Prevention Policy.

4. Support for young people

Where appropriate, a member of the Wellbeing Team, led by the Wellbeing Coordinator, will facilitate the development of an Individual Support Plan for gender-diverse young people 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 young person, their parents or carers, and a nominated member of the school staff. The young person is at the centre of creating their own support plan and will be consulted in all decision-making
- preferred pronouns (for example, he, she, they) and names are used in consultation with the young person
- appropriate steps are taken to protect privacy and confidentiality. Information will only be shared with those who have an appropriate reason to know, to provide the young person with support. In some circumstances, a communication plan may be prepared in consultation with the young person that includes what information staff members and other young people need to know to best support the young person
- effort is made to consult with the young person's treating practitioners, where necessary, to properly understand the young person's needs.

Global Village Learning is committed to supporting and respecting all aspects of a young person's identity.

5. Support for staff

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

6. Communication

This Policy is communicated to our school community in the following ways:

- discussed at staff meetings and briefings as required
- made available publicly on the school website
- included as an annual reference in the school newsletter
- made available in hard copy from school administration upon request.

7. Related policies

- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Gender and Diversity Policy

- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Complaints and Grievance Policy
- Child Safety Responding and Reporting Obligations Policy and Procedures.

Endorsement

Endorsement by Board	March 2026
Review date	March 2026
Next review date	March 2028