



KIRWAN STATE HIGH SCHOOL

GENDER DIVERSITY POLICY

Rationale

Kirwan State High School is committed to providing a safe and supportive environment free from discrimination, including that which is based on gender and sexual orientation, for all members of our school community. We acknowledge and respect our diversity including members of our school community's choice to live authentically in their chosen identity.

As a school community, we will:

- promote positive experiences for gender diverse members of our community;
- promote an inclusive, safe and supportive school community which encourages all members of our community to be authentic and acknowledge their chosen gender identity;
- work collaboratively with local community members to support gender diverse students and, where appropriate, their families;
- respond to and advocate for the individual needs of gender diverse students;
- support staff in the ongoing professional development of an inclusive curriculum which incorporates gender diverse perspectives; and
- promote compliance with relevant legislation concerning discrimination and privacy.

Privacy

In accordance with the Information Privacy Act (QLD) 2009, personal information such as name and gender are private. Disclosing personal information without justification or consent is a breach of privacy and confidentiality.

School Records

There is a legal requirement under the Public Records Act 2002 and the Information Privacy Act 2009 that public records are made and kept accurately.

A student's gender is required to be recorded so that the information can be supplied to the Australian Government Department of Education in compliance with funding reporting requirements under the Australian Education Act 2013.

At parental request, school records may use the student's preferred name and gender. The Executive Principal may request this change by contacting OneSchool.

Independent students may request any name or gender changes directly to the Executive Principal.

The Department of Education recognises any of the following as sufficient evidence for confirmation of a student's gender:

- a state or territory birth certificate, which specifies their gender. A document from a state or territory Registrar of Birth Deaths and Marriages recognising a change of gender will also be seen as sufficient evidence; and
- a valid Australian Government travel document, such as a valid passport, which specifies their gender; and
- a statement from a Registered Medical Practitioner or a Registered Psychologist which specifies their gender.

Name and Gender

Acknowledging a person's request to change their name or gender is an important part of validating their chosen identity.

Students can request to change their name or gender in collaboration with their parent/carer. This request can be made to the Executive Principal through the Guidance Officer.

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Curriculum

Teaching staff will consider that all curriculum can be facilitated in a manner that promotes inclusivity.

Professional Development assists our staff in delivering curriculum which avoids generalisations and considers the perspectives of sexuality and gender identity.

Teachers are encouraged to avoid making generalisations or assumptions about sexuality or gender identity, particularly when delivering curriculum related to relationships and sexuality education. For example, using 'parents' instead of mum and dad, 'relationships' instead of boyfriend or girlfriend, etc.

Bathroom Facilities

Considerations about appropriate bathroom access will be negotiated with each individual student. Kirwan State High School has a range of facilities including female, male and unisex bathrooms.

Gender neutral toilets are available for students to use in the Amenities Block, EH Building and Excelsior Centre. A gender neutral shower is available for students to use in the Excelsior Centre.

School Uniform

Students are required to wear a school uniform in accordance with the Kirwan State High School Student Dress Code. The school uniform features options for gender diverse students.

Extra-curricular Activities

All students have the right to participate in extra-curricular activities. When an event or activity is separated by gender, the school will negotiate where possible for students to participate in their chosen gender identity.

It is essential to note that some physical activities (particularly representative sport, over 12 years of age) must consider the stamina, strength and physical requirements of each individual. As a result, this may restrict the participation of some students in their chosen activity or require them to submit medical evidence based on the potential developmental impact.

Camps/Excursions

Reasonable adjustments will be made to enable participation of all students in school camps/excursions. In preparation for school camps/excursions, negotiations will take place with students, parents/carers and the host venue to accommodate the access, sleeping arrangements, bathroom facilities and gender grouping for gender diverse students.

Parents/Carers

A strong support network plays an essential role in the transition and ongoing support of gender diverse students. The school encourages parent/carer collaboration when supporting gender diverse students.

Discrimination, Harassment, Bullying

Any incidents of discrimination, harassment and/or bullying will be managed in accordance with the:

- Kirwan State High School Student Code of Conduct;
- Kirwan State High School Bullying Policy;
- Department of Education Code of Conduct for Staff; and
- Department of Education Parent and Community Code of Conduct.

Process of Support for Gender Diverse Students

School staff that become aware of a student wanting to change their name or gender at the school, will notify a Guidance Officer. This is to ensure that adequate support is offered to the student and family with specific consideration of the student's individual needs. Guidance Officers have specific training in developing student plans and supporting students and families.

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A Guidance Officer will collaborate with the student and their parents/carers to provide counsel, affirm the request and, where appropriate, develop a plan to support the student. In instances where one or both parents/carers do not support or actively oppose the young person's decision to change their name or identity, the school will assess the best interests of the student to ensure their physical and psychological safety and wellbeing. This assessment will be made by the Guidance Officer in collaboration with the Executive Principal.

The Guidance Officer will inform relevant staff of any support as required. This will be a student led process with regards to the information shared, who the information is shared with and the timing.

The Gender Diversity Support Plan will be stored in the Support Plan section on OneSchool.

The Guidance Officer will provide ongoing support through case management to the student and parent/carer as required. This includes reviewing the student's support plan and adjusting as necessary.

School staff will be aware of curriculum considerations when teaching specific content and Heads of Department (Curriculum) will be responsible to ensure that this is occurring within subject areas.

Definitions / Glossary

- **Affirmed gender** - When an individual affirms their own gender.
- **Agender** - Describes a person who identifies as having no gender.
- **Assigned sex at birth** - The sex (male or female) assigned to a child at birth, most often based on the child's external anatomy. Also referred to as birth sex, natal sex, biological sex, or sex.
- **BrotherBoy**: Aboriginal and Torres Strait Islander people may use these terms in a number of different contexts, however they can be used to refer to transgender and gender diverse people. BrotherBoy typically refers to masculine spirited people who were assigned female at birth.
- **Cisgender** - A person whose gender identity and assigned sex at birth correspond (i.e., a person who is not transgender).
- **Coming out** - The process by which one accepts and/or comes to identify one's own sexual orientation or gender identity (to come out to oneself). Also, the process by which one shares one's sexual orientation or gender identity with others (to come out to friends, etc.).
- **Gender affirming surgery** (GAS) - Surgeries used to modify one's body to be more congruent with one's gender identity. Also referred to as sex reassignment surgery (SRS) or gender confirming surgery (GCS).
- **Gender dysphoria** - Distress experienced by some individuals whose gender identity does not correspond with their assigned sex at birth. Manifests itself as clinically significant distress or impairment in social, occupational, or other important areas of functioning. The Diagnostic and Statistical Manual of Mental Disorders (DSM-5) includes gender dysphoria as a diagnosis.
- **Gender expression** - The way a person acts, dresses, speaks, and behaves (i.e., feminine, masculine, androgynous). Gender expression does not necessarily correspond to assigned sex at birth or gender identity.
- **Gender fluid** - Describes a person whose gender identity is not fixed. A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more one gender some days, and another gender other days.
- **Gender identity** - A person's internal sense of being a man/male, woman/female, both, neither, or another gender.
- **Gender non-conforming** - Describes a gender expression that differs from a given society's norms for males and females.
- **Gender role** - A set of societal norms dictating what types of behaviours are generally considered acceptable, appropriate or desirable for a person based on their actual or perceived sex.
- **Heteronormativity** - The assumption that everyone is heterosexual, and that heterosexuality is superior to all other sexualities.
- **Heterosexual** (straight) - A sexual orientation that describes women who are emotionally and sexually attracted to men, and men who are emotionally and sexually attracted to women.
- **Intersex** - people who have innate sex characteristics that don't fit medical and social norms for female or male bodies.
- **Outing** - Involuntary or unwanted disclosure of another person's sexual orientation or gender identity.
- **Non-binary** - A term to describe someone who doesn't identify exclusively as male or female.

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- **Same-sex attraction (SSA)** – A term that is used to describe the experience of a person who is emotionally and/or sexually attracted to people of the same gender. Individuals using this term may not feel comfortable using the language of sexual orientation (i.e., gay, lesbian, bisexual) for personal reasons. Use of this term is not indicative of a person’s sexual behaviour.
- **SisterGirl:** Aboriginal and Torres Strait Islander people may use these terms in a number of different contexts, however they can be used to refer to transgender and gender diverse people. SisterGirl typically refers to feminine spirited people who were assigned male at birth.
- **Trans man/transgender man/female-to-male (FTM)** – A transgender person whose gender identity is male may use these terms to describe themselves. Some will just use the term man.
- **Trans woman/transgender woman/male-to-female (MTF)** – A transgender person whose gender identity is female may use these terms to describe themselves. Some will just use the term woman.
- **Transgender** – Describes a person whose gender identity and assigned sex at birth do not correspond. Also used as an umbrella term to include gender identities outside of male and female. Sometimes abbreviated as trans.
- **Transition** – For transgender people, this refers to the process of coming to recognise, accept, and express one’s gender identity. Most often, this refers to the period when a person makes social, legal, and/or medical changes, such as changing their clothing, name, sex designation, and using medical interventions. Sometimes referred to as gender affirmation process.

Consultation

The Kirwan State High School Gender Diversity Policy was developed in consultation with the school community, including:

- Teaching and non-teaching staff;
- Student Representative Council;
- True Colours Student Group;
- Parents and Citizens (P&C);
- School Council.

Review

The Kirwan State High School Gender Diversity Policy will undergo annual minor updates to reflect changing circumstances, data and staff.

A fulsome review is conducted in line with the scheduled review process for the School Planning, Reviewing and Reporting cycle.

Endorsement

The Kirwan State High School Gender Diversity Policy has been informed by:

- Anti-Discrimination Act 1991 (QLD);
- [Education \(General Provisions\) Act 2006 \(QLD\)](#);
- Human Rights Act 2019 (QLD);
- [Information Privacy Act 2009 \(Qld\)](#);
- [Sex Discrimination Act 1984 \(Cwlth\)](#);
- [Sex Discrimination Amendment \(Sexual Orientation, Gender Identity and Intersex Status\) Act 2013 \(Cwlth\)](#);
- Department of Education: Diversity in Schools: Internal Guidance Material to Assist Queensland State Schools in Supporting Gender Diverse Students;
- Department of Education Code of Conduct for Staff;
- Kirwan State High School Bullying Policy; and
- Kirwan State High School Student Code of Conduct.



Heather Murry
Executive Principal



Bella van Krieken
School Captain



Yohann Abordo
School Captain



JJ Taylor
P&C President



Rick Phineasa
School Council Chair

GENDER DIVERSITY SUPPORT PLAN

GUIDANCE OFFICER USE ONLY

Date:	Name:
Grade:	Date of birth:
Gender:	Assigned sex at birth:
Confidentiality: How public or private will information about this student be? i.e. parents/carers, siblings, whole class aware, teachers, students, office staff, etc.	
Student Safety: Who will be the student's case manager (case manager must be a guidance officer) at school? If the case manager is not available, what should the student do? What if any, will be the process for periodically checking in with the student and/or family?	
Names, Pronouns and Student Records: Preferred name entered into One School system with parental permission: Name to be used when referring to student: _____ Pronouns: _____ How will instances be handled in which the incorrect name or pronoun are used? How will the student's privacy be accounted for in the following situations or contexts? Supply teachers: Standardized tests: School photos: Student Files: Extra-curricular activities: Academic Reports: Student ID Card: Assignment of IT accounts: Other:	
Facilities: What bathroom/s will the students use during school? What are the expectations regarding the use of facilities for any camps/excursions? What are the expectations regarding rooming/s for any overnight trips/camps? Are there any questions/concerns regarding the student's access to facilities?	
Extra-Curricular Activities: Does the student participate in an after-school program (sport/cultural)? What steps will be necessary to support the student there?	
Other considerations: Are there any specific social dynamics with other students, families or staff members that need to be discussed or accounted for? Does the student have any siblings at school? What factors need to be considered regarding the sibling's needs?	
Student Signature: Date:	Parent/Carer Signature: Date:
Guidance Officer Signature: Date:	Executive Principal Signature: Date: