



Gender Inclusivity Policy

Purpose:

The purpose of this policy is to ensure Brentwood Secondary College supports students who have or are in the process of transitioning or affirming their gender identity. Positive action will be taken at Brentwood Secondary College to eliminate discrimination or harassment of students and staff on the basis of their gender identity. We will ensure that all policies, practices and activities are inclusive and do not have the effect of treating any student or staff member adversely because of their gender identity.

Policy:

The Brentwood community will support all staff and students by:

- Providing a positive, supportive and respectful environment
- Promoting inclusivity, equity and diversity
- Respecting privacy and confidentiality; and
- Challenging all forms of homophobia and transphobia to prevent discrimination and bullying

We encourage students who may like to receive support to transition or affirm their gender identity to contact their relevant house leader so that our school can understand what we can do to help them feel safe and supported in our community.

Creating an inclusive school community:

To promote a positive and inclusive community at Brentwood Secondary College, we will actively ensure that:

- Students are 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 with which they feel most comfortable.
- Staff are encouraged to use non-gender specific language wherever possible.
- Staff are provided with assistance to support gender diverse students through professional learning and briefings.

- Inclusion, equity and celebration of diversity should prevail throughout the school, and staff are provided with support to model best practice in the classroom and through their curriculum content.
- All forms of bullying, discrimination or harassment will be responded to, eliminated and managed appropriately in accordance with our Student Engagement Policy.
- Non gender specific materials and supports such as posters will be made visible throughout the school.
- Inclusivity, equity and diversity are promoted throughout the school, including but not limited to, in school clubs (e.g. LGBTQI+) and through the ASPIRE program.
- This policy supports the aims of the Brentwood Inclusion and Diversity Policy.

Support for students

A member of the House Team will facilitate the development of a Student Support Plan to assist individual gender diverse students to 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). 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 (eg. 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.
- A review of all lessons plans will be completed to eliminate (where possible) all references to boy/girl terminology and grouping that may cause the student concern and/or distress. Lessons or activities that require gender groupings may also be reviewed to be non-gender specific where possible.

Brentwood Secondary College is committed to supporting and respecting all aspects of a student's identity.

Parental Consent

Circumstances may arise in which a student wishes to change their gender identity without the consent of their parents.

If no agreement can be reached between the student and their parents/guardian regarding the student's gender identity, to discharge the School's duty of care to the student, it must be satisfied that the student has sufficient maturity and understanding to make this decision for themselves without parental consent. Consideration needs to be given to the student's ability to understand the consequences that might flow from the relevant decision. The school may require such external evidence or approvals it considers necessary to be satisfied that the student has sufficient maturity and understanding to make the relevant decision.

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 Brentwood Secondary College. Staff are encouraged to speak with the Principal if they believe that they may benefit from assistance to feel comfortable, safe and supported at school.

Resources:

- School Policy and Advisory Guide, Student Health and Wellbeing policies:
<http://www.education.vic.gov.au/school/teachers/health/Pages/default.aspx>
- DET Gender Identity Policy:
<https://www.education.vic.gov.au/school/principals/spag/health/Pages/genderidentity.aspx>

Related Legislation

- *Equal Opportunity Act 2010 (Vic)*
- *Sex Discrimination Act 1984 (Cth)*

Review Cycle and Evaluation:

This policy will be reviewed after 3 years or earlier if required. This policy is scheduled for review in 2024.

Consultation:

Approved by Council on: May 24, 2021