



# Kelvin Grove State College

The Pursuit of Excellence With All Our Might

## Supporting Gender Diverse Students Policy

### 1.0 Commitment

Kelvin Grove State College is committed to providing all students with access to high quality education. All members of our College community have the right to feel safe, be respected and free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

At Kelvin Grove State College “Valuing Diversity” is one of our core College Values and we respect all students and their choice to live authentically in their affirmed gender identity. As a College community we will:

- Promote positive educational outcomes for gender diverse students
- Promote an inclusive school community which encourages all students to be authentic and acknowledge their affirmed gender identity
- Promote compliance with relevant legislation concerning discrimination and privacy
- Work collaboratively with local community members to support gender diverse students and parents, and their families
- Negotiate and respond to the individual needs of gender diverse students
- Support staff in the ongoing development of inclusive curriculum which incorporates gender diverse perspectives

### 2.0 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
- Human Rights Act (QLD) 2019
- Sexual Discrimination Act (Cth) 1984
- Sexual Discrimination Amendment (Sexual Orientation, Gender Identify and Intersex Status) Act (Cth) 2013

### 3.0 Policy

#### 3.1 Student Transitions

At Kelvin Grove State College we acknowledge each student’s affirmed gender identity. Each student experiences a unique transition process which requires varying levels of collaboration and support. We work collaboratively with students and their families to negotiate a transition plan which is



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specific to the student's needs. This plan is an ongoing collaborative process which is able to be adapted regularly to suit the individual needs of the student.

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. Students are under no obligation to notify the school or community if they identify as gender diverse.

### 3.2 Student Name/s

Acknowledging a person's request to change their name or pronoun is an important part of validating their identity. Kelvin Grove State College staff are required to use the preferred name, personal pronouns and gender identity as requested by the student.

### 3.3 School records

Acknowledging a person's name and personal pronoun through school records is an important part of validating their identity and respecting their privacy. It is a legal requirement that school records are made and kept accurately. School enrolment records must reflect the sex as stated on one of the following; a student's birth certificate, a valid passport, or a statement from a registered Medical practitioner or a Registered Psychologist. Academic reports, Certificates and Awards can reflect the student's preferred name and affirmed gender identity, as requested. Queensland Curriculum and Assessment Authority will reflect a student's legal name as this document can be used for identification proof.

### 3.4 Curriculum

At Kelvin Grove State College we pride ourselves on incorporating and promoting an inclusive curriculum. When developing curriculum staff consider current research and promote equitable access for all students. Regular professional development assists our staff in delivering curriculum to avoid generalisations and to consider the perspectives of diverse sexuality and gender identity.

### 3.5 Bathroom Facilities

Considerations about appropriate bathroom and change room access will be negotiated with each individual student. Students are able to use their affirmed gender bathroom and change room and/or have access to unisex bathrooms facilities within the school. Kelvin Grove State College works collaboratively to promote the safety and comfort for all students.



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## 3.6 School Uniform

The sports uniform available for all students is gender neutral.

Kelvin Grove State College students are permitted to wear the full formal uniform of their preferred choice. Uniform and Dress Code guidelines apply to all students. Students who do not comply with uniform policy will face consequences in accordance with Kelvin Grove State College Responsible Behaviour Plan for Students.

## 3.7 Extra Curricular activities (Dance, Physical Education and Sport)

All students have the right to participate in Dance, Physical Education and Sport. When an event or activity is separated by gender, the school will negotiate where possible for students to participate with their affirmed gender identity. It is essential to note that some physical activities (particularly representative sport) must consider the stamina, strength and physical requirements of each individual. Therefore 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.

## 3.8 School camps

Reasonable adjustments are made to enable participation in school camps for gender diverse students. In preparation for school camps negotiations will take place with the host venue to accommodate the appropriate access, sleeping arrangements and bathroom facilities for gender diverse students.

## 4.0 Community student support

### 4.1 Parental and Carer collaboration

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.

### 4.2 Wellbeing services

Understanding or changing one's gender identity can be a challenging process. Kelvin Grove State College has 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 parents/carers.



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## 5.0 Discrimination, Harassment, Bullying

Any incidents of Discrimination, Harassment and Bullying will be actioned as per Kelvin Grove State College Responsible Behaviour Plan for Students.

## 6.0 Additional Information

### 6.1 Definitions/Glossary

**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.



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**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** – A rare condition where the reproductive organs and genitals do not develop as expected. Some prefer to use the term disorders (or differences) of sex development. Intersex is also used as an identity term by some community members and advocacy groups.

**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.

**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 the gender affirmation process.



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## 6.2 Additional Resources

Anti-Discrimination Commission Queensland	<a href="http://www.adcq.qld.gov.au/">http://www.adcq.qld.gov.au/</a>
Australian Human Rights Commission	<a href="http://www.hreoc.gov.au/">http://www.hreoc.gov.au/</a>
Australian Transgender Support Association of Queensland (ATSAQ)	<a href="http://www.atsaq.com/">http://www.atsaq.com/</a>
LGBTI Legal Service	<a href="https://lgbtilegalservice.org.au/">https://lgbtilegalservice.org.au/</a>
Open Doors Youth Service	<a href="https://www.opendoors.net.au/">https://www.opendoors.net.au/</a>
Queensland Aids Council (QuAC)	<a href="http://www.quac.org.au/">http://www.quac.org.au/</a>
Queensland Human Rights Commission	<a href="https://www.qhrc.qld.gov.au">https://www.qhrc.qld.gov.au</a>

## 6.3 References

Department of Education. (2017) *Diversity in Queensland Schools: Information for Principals*.

National LGBT Health Education Centre: A program of the Fenway Institute. (2016) *Glossary of LGBT Terms for Health Care Teams*. Boston, America.

Telfer, M.M., Tollit, M.A., Pace, C.C., & Pang, K.C. (2017) *The Royal Children's Hospital: Australian Standards of Care and Treatment Guidelines for Trans and Gender Diverse Children and Adolescents*. Melbourne.



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## Supporting Gender Diverse Students Checklist

1.0 Preferred Name – process when gender diverse student is enrolling

**Person conducting enrolment interview to ask:** Does the student have a “preferred” name different from their “legal” name recorded in their Enrolment Form paperwork?

- If yes, would the student like this preferred name to appear on school documentation including Report Cards and ID Card
- If yes, once student is made “Active” in One School, a **Reporting Administrator** must be directed by **Head of School** to go into One School → System Administration → Configuration → Academic Reporting → Student Display Name → Search for student & click “Preferred Name” button
- Would the student like an email to be sent to teachers explaining preferred name and requesting confidentiality with respect to legal name. If yes, **Head of School, Deputy Principal or Guidance Officer** to compose email and before sending, ensure student and parent/caregiver have seen the email, had the opportunity to provide input and have given consent to send (see Email Exemplar for guidance)

*Student and parent/caregiver need to be aware the “legal” name will still be recorded on OneSchool. Legal name can only be changed if legally changed through Births, Deaths & Marriages.*

1.1 Preferred Name – process when current student is initially informing College of a change of name

**Person conducting meeting in relation to changing affirmed gender to ask:**

Does the student have a “preferred” name that is different from their “legal” name as currently recorded in One School?

- If yes: ask parent of student to provide a written request to change the student’s “preferred” name – this request must then be forwarded to Student Services so One School records are updated

Would the student like their preferred name to appear on all school documentation, like Report Cards and ID Card?

- If yes: ask parent of student to provide a written request for school documentation to use student’s “preferred” name. This request must then be forwarded to the **Head of School. Reporting Administrator** must be directed by **Head of School** to go into One School → System Administration → Configuration → Academic Reporting → Student Display Name → Search for student & click “Preferred Name” button

Would student like an email to be sent to teachers explaining preferred name and requesting confidentiality with respect to legal name?



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- If yes, **Head of School, Deputy Principal** or **Guidance Officer** to compose email and before sending, ensure student and parent/caregiver have seen the email, had the opportunity to provide input and have given consent to send (see Email Exemplar for guidance)

*Student and parent/caregiver need to be aware the “legal” name will still be recorded on One School. Legal name can only be changed if legally changed through Births, Deaths & Marriages.*

2.0 Affirmed Gender - process when gender diverse student is enrolling

## **Person conducting enrolment interview to ask:**

What is the student’s affirmed gender?

Is this gender different from the gender identified on their Birth Certificate/Passport?

- If yes, is the student / caregiver able to provide a statement from a Registered Medical Practitioner or a Registered Psychologist which specifies their affirmed gender
  - If yes, **Head of School** to direct **Enrolments Officer** to record student’s Sex on One School in line with affirmed gender.
  - If no, ask if student and parent would like “Sex” to be recorded as affirmed gender and ask for a written response that explains how recording Sex as affirmed gender support’s Student’s Wellbeing – once that documentation is received, **Head of School** to direct **Enrolments Officer** to record student’s Sex on One School in line with affirmed gender.

*Please note – OneSchool can only currently identify gender as either Male or Female and student must have one of these genders recorded.*

2.1 Affirmed Gender - process when current student is initially informing College of a change in affirmed gender

## **Person conducting meeting in relation to changing affirmed gender to ask:**

What is the student’s affirmed gender?

Is this gender different from the gender identified on their Birth Certificate?

- If yes, is the student / caregiver able to provide a statement from a Registered Medical Practitioner or a Registered Psychologist which specifies their gender?
  - If yes, **Head of School** to direct **Enrolments Officer** to record student’s Sex on One School in line with affirmed gender.
  - If no, ask if student and parent would like “Sex” to be recorded as affirmed gender and ask for a written response that explains how recording Sex as affirmed gender support’s Student’s Wellbeing – once that documentation is received, **Head of School** to direct **Enrolments Officer** to record student’s Sex on One School in line with affirmed gender.





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3.0 Bathrooms – process when gender diverse student is enrolling, or when current student is initially informing College of a change in affirmed gender

**Person conducting enrolment interview / meeting in relation to changing affirmed gender to ask:**

Which bathrooms would student feel most comfortable using?

Discuss location of preferred bathrooms & processes for change rooms for Dance, Physical Education and Sport.

Location of Unisex bathrooms include Level 1 N block, Level 2 Sports Centre, Administration building and E block near Guidance office.

4.0 Uniform – process when gender diverse student is enrolling, or when current student is initially informing College of a change in affirmed gender

**Person conducting enrolment interview / meeting in relation to changing affirmed gender to ask:**

Which uniform/s would student feel most comfortable wearing?

Discuss options as per Uniform Policy.

5.0 Kelvin Grove State College Systems check - process when current student is initially informing College of a change in affirmed gender

**Person conducting meeting in relation to changing affirmed gender to:**

Check the following College systems have been updated with preferred name and/or affirmed gender changes:

- Oneschool – refer to **Head of School**
- Library system – Infinity & Wheeler’s eBook – refer to **Teacher Librarian**
- Maths online / digital Programs – refer to **Head of Department Maths**
- Daymap – refer to **IT Department**
- Stile – refer to **Head of Department Science**