

Gender and Sexual Diversity Policy

Background

Port School is committed to equal opportunity and diversity, where the rights of individuals are upheld, and everyone is treated equally, with respect, fairness, equality and dignity. The School views all forms of discrimination and harassment within the School's structure, culture, curriculum and working and learning environments as inappropriate.

The School recognises its responsibility to enhance the wellbeing of all students and staff, and to help create pathways to a meaningful life, regardless of sexual orientation, gender identity or gender expression. Port School supports attainment of this through an environment that:

- Is safe, nurturing and inclusive.
- Fosters confidence, personal best and respect for self and others.
- Inspires students to live purposeful lives.

The Port School Values underpin the School's commitment to students and all school community members:

Empowerment To enable each other to experience thoughts and feelings as valid and important.

Diversity To welcome, nurture and promote each other's differences.

Growth To keep the educational development and wellbeing of people at the centre of what we do.

Community To provide a safe and secure environment that promotes contribution, ownership and mutual respect.

Policy Statement

This policy aims to ensure that Port School offers a safe, supportive and inclusive environment for students and staff, free from discrimination, bullying and harassment regardless of sexual orientation, gender identity or gender expression. It aims to protect the right of all people to express and be themselves. Recognising gender and sexual diversity enables the School to respond appropriately to the needs of school community members.

Scope

This policy applies to all members of the Port School community including staff, students, parents/guardians, volunteers, practicum students and contractors.

Principles

The School has a responsibility to ensure:

- The provision of a safe, inclusive and secure environment, free from discrimination, bullying and harassment, regardless of sexual orientation, gender identity or gender expression.
- All members of the school community uphold the Port School Values.
- Student support plans, developed in consultation with the student and the parent/carer, are implemented.
- Staff are given the opportunity to train and/or to gain an understanding of the complexities of sexual and gender diverse individuals and to consistently consider this and apply this to their daily work.
- Staff understand and comply with their legal obligations and do not discriminate based on sexual orientation, gender identity or gender expression.
- Staff comply with Port School's equal opportunity and anti-discrimination commitment.
- All school community members have access to information and resources on sexual diversity, gender identity and gender diversity.
- School community members are called by their preferred name where legally possible and in day-to-day conversation.
- Bathroom/changeroom facilities that meet the needs of gender diverse community members are available.
- Delivery of the appropriate curriculum addressing sexual diversity, gender identity and gender diversity via the Keeping Safe: Child Protection Curriculum.



Glossary (Source: Australian Institute of Family Studies)

Having an understanding of LGBTIQ+ terminology and using language that is inclusive demonstrates respect and recognition for how people describe their own genders, bodies and relationships (National LGBTI Health Alliance, 2013b). Inclusive language also makes people feel welcome. It is worth noting that considerable debate around language and terminology can exist within and outside LGBTIQ+ communities.

Asexual

A sexual orientation that reflects little or no sexual attraction, either within or outside relationships. This lack of attraction does not imply a lack of libido or sex drive and the person may still experience romantic attraction.

Gender binary

The classification of gender into two categories of male and female.

Gender diverse

A term to describe people whose gender identity, expression or perception does not conform with traditional sex and gender norms. This term includes young people who may identify as transgender, genderqueer, gender questioning or who feel that their gender identity does not align with the sex assigned to them at birth and/or society's expectations. The person may identify as neither male nor female.

Gender identity

A person's inner sense of who they are, based on a range of factors including biological traits, developmental influences and environmental conditions. This may be male, female, somewhere in between, or outside the gender binary.

Gender pronouns

These refer to how a person chooses to express their gender identity. It may be gender-specific or gender-neutral.

Genderqueer

Describes a gender identity that does not conform to traditional gender norms and may be expressed as other than male or female, including gender neutral and androgynous.

Homophobia

Fear or hatred towards people who are, or who are perceived to be, lesbian, gay, bisexual or same sex attracted. It often leads to discriminatory behaviour or abuse.

Intersex

An umbrella term that refers to individuals who have anatomical, chromosomal and hormonal characteristics that differ from medical and conventional understandings of male and female bodies.

LGBTQIA+

Lesbian, gay, bisexual, transgender, queer, intersex, asexual. The '+' refers to all other sexualities, sexes and genders that are not included in these letters.

Pansexual

A person whose sexual and/or romantic attraction to others is not restricted by gender.

Queer

A term used to describe a range of sexual orientations and gender identities. It encapsulates political ideas or resistance to the hetero- or homo- norms and is often used as an umbrella term to describe the full range of LGBTIQ+ identities.

Same sex attracted

People who experience feelings of sexual and emotional attraction to others of the same sex. This term includes people who may identify in diverse ways, such as, lesbian, gay, bisexual, queer, pansexual or heterosexual, or who are questioning their sexuality.

Sexual orientation

Refers to an individual's sexual and romantic attraction to another person. This can include, but is not limited to, heterosexual, lesbian, gay, bisexual and asexual. It is important to note, that these are just a handful of sexual identifications. The reality is that there are an infinite number of ways in which someone might define their sexuality.



Sistergirl/Brotherboy

Terms used for gender diverse people within some Aboriginal or Torres Strait Islander communities. Sistergirls and Brotherboys have distinct cultural identities and roles. Sistergirls are Indigenous people who were classified male at birth but live their lives as women, including taking on traditional cultural female practices. Brotherboys are Indigenous people who were classified as female at birth but who have a male spirit.

Transgender

An umbrella term used to refer to those whose assigned sex at birth does not match their internal gender identity, regardless of whether their internal gender identity is outside the gender binary or within it. Transgender or gender diverse people may identify as non-binary, ie: they may not identify exclusively as either gender, or may identify as both genders, or may identify as neither gender, may move around freely in between the gender binary, or may reject the idea of gender altogether.

Transition

The process by which a transgender or gender diverse person affirms their gender, whether through name change, clothing, changing legal documents or medical steps. Transition is a process that is different for everyone and it may or may not involve social, legal or physical changes. There is no one step or set of steps that an individual must undergo in order to have their gender identity affirmed and respected.

Transphobia

Refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people.

Legislation

- School Education Act 1984 (WA)
- Occupational Health and Safety Act 1984 (WA)
- Equal Opportunities Act 1984 (WA)
- Sex Discrimination Act 1094 (Cth)