



# GENDER INCLUSION POLICY

## Policy Statement

Carlton North Primary School (CNPS) is committed to providing equal opportunities for success in all aspects of schooling. Students are entitled to respect and to succeed regardless of gender. It is unlawful to discriminate against a person on the basis of sex, gender or gender-identity.

## Aim

To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender, gender diversity or expectations about gender, in line with both the *Victorian Equal Opportunity Act 2010 (Vic)* and the *Sex Discrimination Act 1984 (Cth)*.

## Guidelines/Implementation

- CNPS works to ensure all students receive equal respect and equal opportunities to succeed.
- Learning and teaching programs are inclusive and enhance the capacity of gender diverse students to participate in all aspects of schooling.
- A School Support Plan is developed for gender diverse students in consultation with the parent/s or carer/s, staff and student.
- Professional development is provided for staff on topics including gender-equity, gender diversity, and transphobic and homophobic bullying.
- Curriculum programs and practices will challenge stereotypical gender views, including historical values, attitudes and roles as well as the difference between biological sex, gender identity and gender expression.
- The curriculum includes the development of personal, social and emotional skills that support a diverse community and respect of individual difference.
- Curriculum programs and practices will reflect and represent different family structures.
- Students are encouraged to express and celebrate their individuality, whether or not it conforms to gender stereotypes.
- Inclusive and non-sexist language is used within the school.
- Gender based segregation will generally be avoided. In the case of unavoidable segregation on the basis of gender, the school will respect the student's gender identity and/or preference by allowing student choice and non-gendered options will be provided wherever possible.
- CNPS supports the right of each student to dress in accordance with their gender identity. The student dress code provides all students with choice and safe and comfortable uniforms with unisex options.
- Students are entitled to use the bathroom associated with their gender identity, and non-gendered options will be provided wherever possible.
- Students will be supported in their gender identity and choice of personal pronoun and in school records and everyday usage.
- CNPS acts on any identified incidents of discrimination, harassment or bullying, including gender based, homophobic or transphobic bullying according the CNPS Behaviour Consequences Flowchart as outlined in the Student Engagement and Wellbeing Policy.
- This policy is to be read in conjunction with the Bullying and Harassment (including cyber-bullying) Prevention Policy and Student Engagement and Wellbeing Policy.

## **Links and Appendices**

Links which are connected with this policy are:

DET Gender Identity Policy

<http://www.education.vic.gov.au/school/principals/spag/health/Pages/genderidentity.aspx>

DET Safe Schools Information

<http://www.education.vic.gov.au/about/programs/health/Pages/safe-schools-coalition.aspx?Redirect=I>

Safe Schools Coalition Australia

<http://www.safeschoolscoalition.org.au/>

## **Evaluation**

This policy will be reviewed by 2021 or sooner if required.

This policy was ratified by School Council on 9 August 2017.