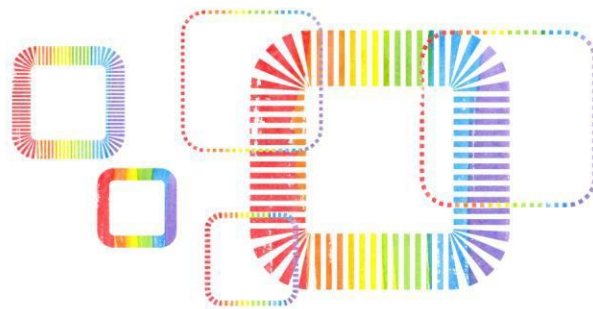


# Diversity in Queensland schools



## Urangan State High School – Diversity Policy



*Creating a safe, supportive and inclusive environment for all students and supporting students who are diverse in their sex, gender identity and sexuality.*

We know from research that students who are diverse in their sex, gender identity or sexuality are less likely to experience bullying and mental health issues, or disengage from school, when school staff are supportive and the school has a specific policy around supporting these students. This policy outlines the expectations of our school community in relation to diversity and helps us to respect and support all of our students.

### 1. Vision Statement

Urangan State High School is committed to providing all students with a safe and supportive environment where all students can learn free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

### 2. Aim or Goal

The aim of this policy is to ensure all students are provided with equal opportunities to reach their potential to become successful learners, irrespective of sex, gender identity or sexual orientation.



## Implementation

### Student name

- Students may refer to themselves by a name of their choosing
- As with all students, staff are encouraged to use a student's preferred name and gender when requested; including the use of appropriate pronouns
- It is a legal requirement that school records are made and kept accurately therefore school enrolment records must reflect the same sex as on the birth certificate or passport

### Curriculum

- All curriculum can be facilitated in a manner that promote inclusivity
- Teachers are encouraged to avoid making generalisations or assumptions about gender, sexuality or gender identity

### Toilet and change room use

- The school should discuss with the student, parent or carer and consider options based on available facilities

### School dress code

- The Urangan daily uniform is not gender specific
- A student will not be forced to wear a Formal uniform which is gender specific

### Camps

- Prior to camp, there should be a discussion with the student, parent or carer about any situation that may not be encountered in the regular school day e.g. sleeping arrangements

### Sports

- Restrictions on sport may be imposed on the basis of biological sex or gender identity if the restriction is reasonable, having regard to the strength, stamina or physique requirements of the sport
- The school is best placed to make informed choices about participation in sport

### Bullying, Harassment or Discrimination

- Any bullying, harassment or discrimination based on gender, sexuality or gender identity will result in a prompt and appropriate response as is the case with all examples of this at Urangan SHS

### Individuality

- Urangan recognizes that every student is different and decisions will be made on a case-by-case basis, always ensuring the privacy of student information

### 3. Support

There is support available to students and staff. The Support team includes the Guidance Officer (GO), Youth Support Coordinator (YSC), School Based Health Nurse and School Chaplain. For staff members there is also a Wellbeing Team. External organisations are also available. These include [Kids Helpline](#), [beyondblue](#), [ReachOut](#) and [Diverse Voices](#).

### 4. Links to relevant documents and resources

- [Diversity in Queensland schools - Information for principals](#)
- [Diversity Parent Fact Sheet](#)
- [Diversity Student Fact Sheet](#)
- Melbourne Declaration on Educational Goals for Young Australians
- Student Mental Health and Wellbeing procedure
- Bullying. No Way!
- True Relationships and Reproductive Health