



Diversity in Schools – Supporting LGBTIQ+ students

Our Vision:

First Class Location, World Class Education.

Our Values:

Respect, Connect, Inspire.

Our Mission:

To generate innovative opportunities to excite, engage and empower everyone every day.

1.0 RATIONALE

At Miami SHS our philosophy is to provide each and every student with a personal learning journey through secondary school and one that best positions every student for a learning pathway beyond school. The school aligns with the Departments improvement strategy of Every Student Succeeding. Our school community reflects the diverse nature of communities across Queensland.

All members of our school community have the right to inclusiveness. This includes the right to feel safe, be respected and free from discrimination based on gender, language, sexual orientation, intersex status, culture, ethnicity, religion, health, disability or socioeconomic background.

At Miami SHS we acknowledge our diversity and respect all students and their choice to live authentically in their gender identity, sexual orientation and/or intersex status. As a school community we will:

- Promote positive educational outcomes for gender diverse, sexually diverse and/or intersex students.
- Promote an inclusive school community which encourages all students to be authentic and acknowledge their gender diversity, sexual diversity and/or intersex status.
- Promote compliance with relevant legislation concerning discrimination and privacy.
- Work collaboratively with community members to support gender diverse, sexually diverse and/or intersex students and their families.
- Negotiate and respond to the individual needs of gender diverse, sexually diverse and/or intersex students
- Support staff in the ongoing development of inclusive curriculum which incorporates gender diverse, sexually diverse and/or intersex students.

2.0 LEGISLATION

The **Anti-Discrimination Act 1991** prohibits state schools from discriminating on the attribute of gender identity or sexuality. The **Sex Discrimination Act 1984** also prohibits discrimination on the basis of a person's sex, gender identity, intersex status or sexual orientation in the area of education.

Schools must provide all students who identify as same-sex attracted, intersex or transgender with access to high-quality schooling that is free from discrimination based on gender and sexual orientation. Links to relevant legislation:

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Sex Discrimination Act 1984 \(Cwlth\)](#)
- [QLD Human Rights Act \(2019\)](#)
- [Sex Discrimination Amendment \(Sexual Orientation, Gender Identity and Intersex Status\) Act 2013](#)
- [Information Privacy Act 2009 \(Qld\)](#)
- [Education \(General Provisions\) Act 2006](#)

3.0 POLICY

The following information is based on expert advice and the governing legislation. This information will be considered by the school on a case-by-case basis and following a consultation process with relevant stakeholders.

3.1 Curriculum

All curriculum can be facilitated in a manner that promotes inclusivity. Teachers should avoid making generalisations or assumptions about sexuality, gender identity and/or intersex status, particularly when delivering curriculum related to relationships and sexuality education.

Students will be educated in line with the Department of Education Student Learning and Wellbeing Framework and ACARA guidelines. This is supported by Department of Education's Inclusion Policy and the Diversity in QLD Schools document.

3.2 Student support plan

Students who are gender diverse, sexually diverse and/or intersex, may choose to work with the Guidance Officer to develop a support plan.

A support plan may include such things as: addressing name and pronoun changes, toilet and change room access, uniform access, One School changes and confidentiality.

Protecting student confidentiality, privacy and safety is paramount and considered by the Guidance Officer when developing a support plan.

3.3 Student Name and Pronouns

Students may refer to themselves by a name and/or pronoun of their choosing.

As with all students, school staff should use a student's affirmed name, gender and/or pronoun when requested, following consultation with school Guidance Officers.

Academic reporting, school rolls and One School information changes are made in consultation with a school Guidance Officer.

3.4 Toilet and Change Room

When determining which toilets and change rooms a student will use, the school will discuss this with relevant stakeholders, and consider options based on facilities available at the school e.g. the establishment of non-gender specific toilets and change rooms where there are individual stalls or cubicles that can provide privacy for all users.

3.5 School Dress Code

A school uniform option is available that can be worn by students of any gender. Students who are transgender or intersex are permitted to wear the uniform of their choosing.

3.6 Medical Evidence

In some circumstances, the school may require appropriate medical evidence of gender identity in relation to a student to ensure that their needs are being met.

3.7 Camps

When determining school camp arrangements, it is important to discuss with relevant stakeholders, any situations that may not usually be encountered during the school day, such as sleeping arrangements and areas for showering and changing clothes.

3.8 Sports

Schools are best placed to make decisions about participation in sporting activities within the school. Schools must adhere to their obligations under the discrimination legislation. For children over 12 years of age, restrictions on participation in 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.

3.9 Workplace Health & Safety

As schools are places of work, schools must be vigilant and act in a way that is reasonably necessary to protect the health and safety of people at the school. Such workplace health and safety obligations and acts are exempt from the discrimination legislation.

3.10 Bullying, harassment and discrimination

Students have the right to learn in a safe and supportive environment that values diversity and individual identity, and should be free from bullying, harassment, discrimination, and violence. Trans, gender, sexually diverse and/or intersex students are often the targets of bullying including verbal and physical abuse.

Bullying, harassment, discrimination and violence against an individual on the basis of their gender identity, intersex status, sex, sexuality or presumed sexuality will not be tolerated and is incorporated into the schools Behaviour Policy.

The Miami SHS Behaviour Policy outlined in the student planner identifies a variety of unacceptable behaviours that will result in consequences. These behaviours include:

- Something that violates the rights of others in a serious way
- Repeated incidents of inappropriate targeted behaviour
- Incite or encourage inappropriate/disrespectful behaviour toward others of a verbal, sexual, physical, aggressive, discriminatory, or indecent nature
- Inappropriate use of electronic devices and/or media (including the use to harass, intimidate or bully others
- Behaviour that poses an unacceptable risk to the safety or wellbeing of other students, staff, or other members of the school community (including but not limited to bullying, fighting, violence, threats, harassment, sexual harassment, intimidation, or facilitation thereof by others, encouraging persons to trespass onto school premises or to interfere with school activities, use of internet or electronic media/devices to abuse or denigrate)

If any of these behaviours occur, contact is to be made with your Dean of Students so it can be addressed.

3.10 Staff development

Staff will be provided with appropriate education and training to support gender diverse, sexually diverse and/or intersex members of the school community.

4.0 DEFINITIONS

- **Transgender** — an umbrella term used to describe anyone whose gender identity differs from their biological sex.
- **Intersex** — a long-established medical condition where an infant is born with reproductive organs and/or sex chromosomes that are not exclusively male or female.
- **Gender diverse** — used to describe anyone whose gender identity differs from their biological sex. Includes people who identify as transgender, a-gender (having no gender), bi-gender (having two genders), and non-binary (not strictly a woman or man).
- **Gender identity** — a word or series of words that a person of any sexuality may use to describe their gender, for example: girl, boy, woman, man, transgender, cisgender, gender diverse etc.
- **Same-sex attracted** — any person who identifies as being same-sex attracted. This may include people who identify as gay, lesbian or bisexual.
- **Sexual orientation** — the underlying direction of sexual attraction towards people of a particular gender or genders. Examples of sexual orientation include: heterosexual, homosexual, pansexual or bisexual. Having a homosexual or heterosexual orientation does not always mean people will have a gay, lesbian or heterosexual identity.
- **Sexual identity** — how you see yourself sexually and how you present yourself to others. It includes being gay, lesbian, bisexual or heterosexual.

SUPPORT

- [Kids Helpline](#)
- [Beyondblue](#)
- [Headspace](#)

RESOURCES

- [QLD Department of Education Inclusion Policy](#)
- [QLD Department of Education Inclusive Education Fact Sheet](#)
- [Diversity in Queensland schools Information for principals](#)
- [Diversity in Queensland schools Fact sheet for students](#)

Miami State High School

- [Diversity in Queensland schools Fact sheet for parents](#)
- [Supporting students' mental health and wellbeing](#)
- [True Relationships and Reproductive Health \(True\)](#)
- [Bullying. No Way!](#)
- [Melbourne Declaration on Educational Goals for Young Australians](#)
- [Transcend](#)
- [Trans@School – A guide for trans and gender diverse children and young people](#)
- [Trans@School – A guide for schools, educators, and families of trans and gender diverse children and young people](#)