



Student Diversity Guidelines

Mudgeeraba State School: Creating a safe, supportive and inclusive environment for all students.

Mudgeeraba State School is committed to providing all students with access to high quality education to ensure all students are able to achieve simply their best.

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

Aim

The aim of these guidelines are:

- To create a working and learning environment that is inclusive of all students and staff and where all members are treated with courtesy, dignity and respect
- To promote positive educational outcomes for gender diverse students
- To ensure that all students have the opportunity to be authentic and acknowledge their chosen gender identity
- Promote compliance with legislation concerning discrimination, bullying, harassment and privacy

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

Sex Discrimination Act (Cwlth) 1984

Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act (Cwlth) 2013

Information Privacy Act (QLD) 2009

Education (General Provisions) Act (QLD) 2006

Privacy

All students have the right to privacy. According to privacy laws, a person's gender identity is private and consent must be given by the student/caregivers to disclose or share information. A student's transgender status, legal name or gender assigned at birth constitutes confidential medical information.

Student Transitions

At Mudgeeraba State School we acknowledge each student's chosen gender identity. Students who are identified as wishing to transition while at school will be supported through a collaborative approach involving the student, their family, the Principal, the Guidance Officer and any involved external support services. A unique transition plan will be developed to suit the specific needs of the individual student.

There is no medical or mental health diagnosis or treatment threshold that students must meet in order to have their gender identity respected and recognised.



Implementation

1. Mudgeeraba State School will respect a student's request to change their name and staff will use the preferred pronoun, name and gender as advised by the student. Academic reports may use the student's preferred name.
2. All students have the right to dress in a manner consistent with their gender identity and expression. The student dress code provides all students with safe, and comfortable uniforms with unisex options. Uniform and dress code guidelines apply to all students.
3. Considerations about appropriate bathroom access will be negotiated with each individual student. Students are entitled to use the bathroom associated with their gender identity.
4. All curriculum is facilitated in a manner that promotes inclusivity. Teachers are encouraged to avoid making generalisations or assumptions about sexuality or gender identity, particularly when delivering curriculum related to relationships.
5. All students have the right to participate in sporting activities. When an event or activity is separated by gender, the school will negotiate, where possible for the student to participate in their chosen gender identity.
*Swimming can be problematic for young people identifying as a gender different from the physical development of their body. Flexibility may be required in either swimming costume or participation.
6. Reasonable adjustments are made to enable participation in school camps for gender diverse students. In preparation for camps negotiations will take place with the caregivers, student and host venue to accommodate access, sleeping arrangements and bathroom facilities for gender diverse students.
7. Any incidents of discrimination, harassment or bullying will be actioned as per the Mudgeeraba State School Student Code of Conduct. All staff are expected to adhere to the Department of Education's Code of Conduct.

Support and links to relevant documents and resources

1. Support will be provided for gender diverse students at Mudgeeraba State School as required. School based services will provide pathways and referrals to external services to further support students and their caregivers.
2. Professional development will be provided to staff on topics including gender equity and gender diversity
3. Students will be offered a case manager or supportive adult in the school to liaise with
4. Students are encouraged to access support through external organisations such as:
 - [Bullying No Way!](#)
 - [ReachOut](#)
 - [2Spirits](#)
 - Kids Helpline
 - Beyond Blue
 - True Relationships and Reproductive Health
 - Supporting Students' Mental Health and Wellbeing procedure
 - Melbourne Declaration on Educational Goals for Young Australians
 - Diversity in Queensland State Schools – Information for Principals