



OUR MISSION

សាលាពិភពកម្ពុជាបង្កើនការសិក្សា

OUR VALUES

វិជ្ជាជីវៈ គ្រប់គ្រង

OUR VISION

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that inspires learning as a mo

The purpose of the Gender Inclusion Policy is to provide a framework that guides decision making and supports all members of the South Coast Baptist College community when a student experiences gender dysphoria.

In addition to prohibiting unlawful discrimination and bullying, including on the grounds of gender identity, the College aims to provide a safe and supportive environment for all students of gender identity and calls on all members of the College community to provide the same level of respect and support. The College will ensure that all students are treated with dignity and respect, and that their gender identity is not a basis for discrimination or harassment.

This Policy has been drafted on the assumption that a student and their parents/guardians are aware of the circumstances that may arise in which a student wishes to change their gender identity without the consent of their parents/guardians. Such a situation will need to be considered carefully and each situation will be dealt with individually based on the facts at the time.

This policy applies to all students and staff of South Coast Baptist College, relating to the roles and responsibilities of staff as they work with parents and students to create a positive and safe environment where students are empowered to be their best selves.

As in all aspects of providing students with a holistic education, the College views the matter of supporting students with gender identity issues as a partnership with the student and their parents/carers.

This policy will be enacted if a student has identified as having a gender identity different from the sex they were designated at birth and the student, seeks the support of South Coast Baptist College.

In general, the following steps will be followed once a student has requested support:

1. Where a student has not discussed their gender dysphoria with their parents/carers, the staff with whom they have spoken will affirm the intrinsic value of the students and reassure them of the ongoing support and understanding of the College.
2. The student's pastoral care will include the College Principal, all legal guardians of the student, a referring GP, appropriate mental health specialists and the student. Management of cases requires the consent and collaboration of all these parties.
3. Parents/carers will be asked to provide the College with a letter from a gender identity specialist or psychologist that outlines the issues and recommendations. This written communication is required so that the College can plan appropriately and develop an individual plan to support the student.
4. Relevant stakeholders, including the student, their parents, specialists and College staff, will meet to formulate strategies and develop an individual support plan for the student whilst they are at the College.
5. The support plan will be trialled for an appropriate amount of time determined at the time of implementation, reviewed and adjusted where necessary.
6. At all times, the College will aim to respect the privacy and confidentiality of the gender identity of its students so far as is reasonably practicable.

