

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 giddcfhiUbXifYgdYWhihYighiXYbhNgidfYZYffYXi[YbXYfidentity and calls on all members of the College community to provide the same level of respect and support. Hh]gigiddcfhighciiXiZJiiibXYfihYiWhY[cfmcZfhcgd]hUViYidUghcfUiWJfYñibchflXYcic[YgicZgYIiUidc]h]WbN

This Policy has been drafted on the assumption that a student and their parents/guardians are by U[fYYa YbhfY[UfX]b[hhY ghi XYbhfY[YbXYf]XYbhfmf < ck Yj YfzhhY 7 c Y[Y UW\_bck YX[Yg] that circumstances 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. Hay a UbU[Ya YbhcZhay ghi Xybhis 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.

₹ U ghi XYbhÑg dUfYbhg#carers \Uj Y Udd`]YX hc WUb[Y h\Y ghi XYbhÑg bUa Y cb h\Y]f V]fh\ certificate and wish for the College to update their records accordingly, the College will require h\Y ghi XYbhÑg dUfYbhg#carers to provide a letter to the College requesting name and pronoun changes. Once received, the College will be able to update the College database, reporting procedures and arrange for new student ID cards to be made. The College will also require a WcdmcZh\Y ghi XYbhÑg bYk V]fh\ W fh]Z]WUhY fYZYWh]b[ h\Y]f bUa Y WUb[ Y cbW ]h VYWca Yg available.

In the case that a student requests a name and/or pronoun change be made in relation to them without the knowledge or consent of their parents/carers, the College will offer support and understanding. This may include consultation with a counsellor or advocate alongside the student and the staff to which they have disclosed. Where appropriate, the student will be encouraged and supported in including their parents/carers in the discussion regarding the name and pronouns used when referring to the student in both verbal and written communication.

The College will consider the appropriate use of facilities such as toilets, showers and change rooms, in consultation with the student, their parents/carers and their gender identity specialist/psychologist. In general, this will see students either use the facilities of their identified gender or the universal access facilities, as negotiated between students, their families and the College

K \] gh\Y77c Y[Yk] YbXYUj ci fhc UWWca a cXUhYh\Ygh XYbh yd fYZYfYbW gk]h\fygd YWhhc facilities use, this may not always be possible. As the College campus develops, provisions for appropriate facilities that allow for privacy and inclusion will be made.

In circumstances where a student is experiencing a gender dysphoria, the College will YbXYUj ci f hc UWWca a cXUhY h\Y gri XYbh  $\tilde{y}$  dfYZYfYbW g k ]th respect to uniforms (ie both school and sports uniforms).

Accommodation on Year Group Camps, International Tours or Outdoor Education activities has the potential to be highly complex and contentious. The College has the obligation to ensure the safety of all students including any students undergoing gender dysphoria. The College cannot knowingly put students in a position of risk. As such, arrangements for students experiencing gender dysphoria who participate in Year Group Camps, International Tours or Outdoor Education activities would form part of the Student Support Plan and as such be in agreement with the parents of the gender dysphoric student.

Where the student changing gender identity is a current student, community members who already know the student may need:

- support
- further information on gender identity
- to discuss issues in general with a senior staff member

The College will endeavour to ensure that an appropriate contact person is designated to handle any community concerns.