



Somers School Camp



Affirming Gender Identity Policy.

Policies, procedures, measures and practices in accordance with Ministerial Order 870 for managing the risk of child abuse.

Rationale:

To ensure Somers School Camp supports same sex attracted, gender diverse, transgender and intersex students and staff and affirm their gender identity. That positive action is taken to eliminate discrimination or harassment of student and staff on the basis of their sexual or gender identity or intersex status and that our policies, practices and activities are inclusive and do not have the effect of treating any student or staff member un-favourably because of their sexual orientation, gender identity or intersex status.

The Somers School Camp community will support same sex attracted, gender diverse, trans-gender and intersex students and staff by-

- Providing a positive, supportive and respectful environment
- Respecting privacy and confidentiality in relation to all students
- Challenging all forms of homophobia and transphobia to prevent discrimination and bullying
- Give proper consideration to the impact of participating in a residential school setting

Implementation:

When developing an implementation plan to address gender diversity, the following will be considered.

- The plan be developed in consultation with the student, their parents (or carers) and the school principal of the student's 'home school'. The student is at the centre of creating their own support plan, and is consulted in all decision making.
- Appropriate privacy and confidentiality- not everyone at Somers School Camp needs to know whether a student or staff member is transgender. Consideration for the privacy of the person, information shared is to those who have an appropriate reason to know. This may include a communication plan that includes what information staff members and other students need to know to best support the student or staff member.
- Due to the residential nature of our school setting, all students need to be briefed on appropriate use of showers, toilets and change rooms whilst respecting the privacy of all. Students without a disability should not be required to use disabled toilets or facilities
- Staff to use non- gender specific language wherever possible when organising groups and /or working partners. The use of pronouns (he, she, they etc.) need to be considered. A review of all lessons plans be completed to eliminate (where possible) all references to boy/ girl terminology and grouping. Furthermore, any lessons or activities that require gender groupings be reviewed to be non -gender specific where possible.
- The provision of support for staff through professional learning and briefings.
- Updating school policies to include support for transgender and gender diverse students and responses to transphobic bullying.

For further guidance on how to actively and positively support same sex attracted, gender diverse, transgender and intersex students, visit the [Department's Student Health and Wellbeing webpage](#).

The Safe Schools Unit can also support your school with free staff professional development, resources, tailored support, planning, and guidance – see the below link for contact details

<https://www.education.vic.gov.au/school/teachers/health/childprotection/Pages/default.aspx>