

GENDER DIVERSITY

POLICY

Rationale:

Alphington Primary promotes equal opportunities for success in all aspects of schooling. Children are entitled to respect and to flourish regardless of gender. It is unlawful to discriminate against a person on the basis of sex, gender or gender-identity.

Aim:

- To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender, gender variance or expectations about gender.

Implementation:

1. APS works to ensure all students receive equal respect and equal opportunities to succeed.
2. Learning and teaching programs are inclusive and enhance the capacity of gender diverse children to participate in all aspects of schooling.
3. A School Management Plan is developed for gender diverse students in consultation with the parents, staff and student.
4. Professional development provides for staff on topics including gender-equity, gender variance and transphobic bullying.
5. Curriculum programs and practices will challenge stereotypical gender views, including historical values, attitudes and roles as well as the relationship between biological sex, gender and different family structures.
6. The curriculum includes the development of personal, social and emotional skills that support a diverse community and respect of individual difference.
7. Students are encouraged to express and celebrate their individuality, whether or not it conforms to gender stereotypes.
8. Inclusive and non-sexist language is used within the school, and gender based segregation will generally be avoided. Any segregation on the basis of gender (e.g. for sports teams) will respect the child's gender identity.
9. APS supports the right of each child to dress in accordance with their gender identity. The student dress code provides all students with safe and comfortable uniforms with unisex options.
10. APS acts on any identified incidents of discrimination, harassment or bullying, including gender-based or transphobic bullying.
11. This policy is to be read in conjunction with the Anti-Bullying, Equal Opportunity and Student Engagement policies of the school.

Evaluation:

This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

October 2014