

Transgender / Gender Diversity Policy

INTRODUCTION

1. Our school promotes a culture of inclusiveness and values diversity, including in relation to transgender and gender diverse students.
2. This Policy sets out the way in which we apply our values to students who identify as gender diverse and/or transgender.

PRACTICES TO SUPPORT TRANSGENDER / GENDER DIVERSE STUDENTS

1. The school promotes a culture of inclusiveness and values diversity, including in relation to transgender and gender diverse students. This will be demonstrated through establishing and fostering positive relationships with classmates and teachers.
2. Transgender / gender diverse students shall decide what they feel most comfortable wearing in relation to school dress codes.
3. Bullying of transgender and gender diverse students is unacceptable and will be treated in accordance with the school Bullying Policy^[HM1].
4. Staff at our school must embrace our schoolwide culture of inclusiveness and values diversity, including in relation to transgender and gender diverse students.
5. The school will foster respect for transgender and gender diverse students among members of the broader school community by including transgender / gender diversity when we talk about diversity and inclusiveness in relation to school policy, procedures, values and practices.
6. The school will provide professional development for staff around diversity and inclusiveness, including transgender and gender diversity. In addition, external experts in the field of transgender / gender diversity will work with staff to keep them up to date on effective practices when working with transgender /gender diverse students.

7. The school will respond to complaints about the way transgender / gender diverse students are treated in accordance with the Complaints Policy[HM2] .
8. The school will provide support to a student transitioning from one school to another at the request of the student's parents and whānau.

STUDENT TRANSITIONS

1. The school will be guided by parents / whānau as to if / when a student transitions. The school recognises that gender diverse students may not transition and again, the school will be guided by the parents / whānau of that student.
2. The school encourages parents / whānau to meet with management and staff so they can support the process of transition.
3. All communication with students which relates to transgender / gender diversity matters will be done with the student's parents / whānau in attendance.

PRIVACY, CONFIDENTIALITY & STUDENT RECORDS

1. The school will protect the student's privacy in the same manner as any other student. In particular, the school will observe the relevant laws and its own Privacy[HM4] policy.
2. The student and their parents / whānau will advise the school of the student's name and pronouns to be used.
3. The school will change the student's name and / or gender designation at the written request of the student's parents / whānau.

SEX-SEGREGATED ACTIVITIES AND FACILITIES

1. The school will promote a culture of inclusiveness which allows transgender / gender diverse students to feel comfortable accessing whichever gender specific facilities they identify with. A unisex facility will be provided in addition to this to cater to those students that feel more comfortable using a gender non-specific facility.
2. Students will be encouraged to participate in physical education and athletics consistent with the gender they identify with.

3. For field trips that require overnight accommodation, the school will ensure that students shall sleep in the same quarters as the gender they identify with. Arrangements for showering will be discussed previously with the student's parents / whānau and a procedure to be put in place. An adult will be assigned to ensure the procedure is followed.

TERMINOLOGY

1. Insert link to MoE definitions webpage

RESOURCES

1. www.insideout.org.nz
2. <http://inclusive.tki.org.nz/guides/lgbtiqa/>