

POLICIES AND PROCEDURES

LGBTIQ + Student Support Policy



Date **May 2022**

Review **May 2025**

1. Purpose

Lauriston Girls' School is committed to providing a safe and respectful learning environment for all members of the school community.

The purpose of this policy is to explain to our School community how Lauriston Girls' School supports the engagement and inclusion of Lesbian, Gay, Bisexual, Trans and gender diverse, Intersex, Queer and questioning (LGBTIQ+) students. This includes supporting trans and gender diverse students who want to socially affirm their gender identity at Lauriston Girls' School.

2. Scope

This policy applies to all LGBTIQ+ students, including those who are socially affirming their gender, fellow students, staff and the broader school community at Lauriston Girls' School.

This policy sits alongside the Lauriston Girls' School Inclusion and Diversity Policy which explains our school's commitment to providing a safe, inclusive and supportive school environment which values the human rights of all students and staff.

3. Definitions

- Lesbian: A woman who is romantically and/or sexually attracted to other women.
- Gay: A person who is romantically and/or sexually attracted to people of the same sex and/or gender as themselves. This term is often used to describe men who are attracted to other men, but some women and gender diverse people may describe themselves as gay.
- Bisexual: A person who is romantically and/or sexually attracted to people of their own gender and other genders.
- Transgender: A person whose gender does not exclusively align with their sex assignment at birth.
- Gender diversity: refers to a range of gender expressions and identities. This term includes those who may identify as transgender, gender diverse, gender-fluid, or who otherwise feel that their gender identity does not align with the sex assigned to them at birth and/or society's expectations of gender.
- Intersex: means the status of having physical, hormonal or genetic features that are:
 - neither wholly female nor wholly male, or
 - a combination of female and male, or
 - neither female nor male.

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- Being intersex is about biological variations, not about a person's gender identity. People with intersex variations share the same range of sexual orientation and gender identities as people with no intersex variations.
- Queer: An umbrella term for diverse genders of sexualities.
- Questioning: A person who is still exploring or questioning their gender identity or sexual orientation, or don't want to be locked into a label.
- Gender identity: is defined in legislation as meaning the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not) with or without regard to the person's assigned sex at birth.
- Gender transition/affirmation: refers to the process whereby a transgender or gender diverse person socially and/or medically affirms their gender identity. There is no single moment of gender affirmation; it is an ongoing and individual process which may or may not involve medical support.
- Sexual diversity: refers to a diverse range of different sexualities, identities, and romantic or sexual attractions. This term includes those who may identify as same sex attracted, lesbian, gay, bisexual, queer and questioning or who may use other terms.
- Sexual orientation: is defined in legislation as meaning a person's sexual orientation towards: (a) persons of the same sex; or (b) persons of a different sex; or (c) persons of the same sex and persons of a different sex.

4. Policy

Lauriston Girls' School will take reasonable steps to eliminate unlawful discrimination based on sex, gender or sexual orientation. Lauriston Girls' School will support trans and gender diverse students by:

- providing a supportive, inclusive and respectful environment
- challenging all forms of discrimination and bullying on the basis of gender identity
- making necessary arrangements to support students who want to socially affirm their gender identity at school, including enabling them to participate in all school activities
- respecting a student's right to privacy and confidentiality.

5. Legal Obligations

It is unlawful under state and federal laws to discriminate against a person on the basis of their sex, gender or sexual orientation.

Anti-discrimination laws:

- require Lauriston Girls' School to take reasonable and proportionate measures to eliminate discrimination on the basis of sex, gender or sexual orientation, including by taking positive steps to promote an inclusive school environment
- prohibit direct and indirect discrimination on the basis of gender identity.

State laws also protect the privacy and confidentiality of student information so that information about a student's transition to their affirmed gender is limited to those staff who need to know in order to support students' wellbeing and comply with our duty of care to students. Lauriston Girls' School will consult with

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and reach agreement with the student and where appropriate, their family, as to what information is necessary to be communicated to the broader school community.

6. Gender Affirmation

Lauriston Girls' School will support a student to socially affirm their gender at school. Upon reasonable request of the student (where they are a mature minor) or a person with decision-making responsibility for a student, Lauriston Girls' School will make adjustments and arrangements so the student can participate fully in all aspects of school life as their affirmed gender. This includes, but is not limited to, the following areas:

- School documentation and records – Lauriston Girls' School will change the student's name and gender on all school documentation and records to reflect the student's name and affirmed gender notwithstanding that these may differ to the name and gender recorded on the student's birth certificate. It may be necessary to keep a record of a student's affirmed gender together with any record of a student's sex at birth where the student's affirmed gender differs from the sex assigned at birth.
- Toilets, change rooms and other facilities – the use of these will be based on the student's gender identity, or whichever facilities meet their needs in relation to their safety and wellbeing. Accessible toilets or facilities will not be the only option given to students.
- Uniform – students will wear the uniform that they are most comfortable wearing that meets Lauriston Girls' School uniform guidelines.
- School camps, sports/PE, school events or extra-curricular activities – students will be encouraged and able to participate in all school activities as their affirmed gender, or be able to participate in a way that accommodates their needs in relation to their safety and wellbeing.
- School leadership positions will be open to all trans and gender diverse students and will not be identified as gendered positions.

To assist in the gender affirmation process and to document decisions, Lauriston Girls' School will develop a Student Support Plan – Gender Affirmation. The student will be at the centre of creating their own support plan and engaged in all decision-making.

7. Commitment to Inclusive Practices

Staff at Lauriston Girls' School demonstrate commitment to supporting trans and gender diverse students through professional learning that includes:

- Respectful Relationships Curriculum development

8. Parental/Carer consent

There may be circumstances in which students wish or need to affirm their gender without the consent of their parent/s (or carer/s). There may also be situations where there is a dispute between a student and their parents/carers regarding the student's gender identity. In such circumstances, the principal will need to consider whether the student is a mature minor for the purposes of decisions about their gender identity.

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In circumstances where the student is not a mature minor for the purposes of making a decision, the school will work with the parents/carers and the student and relevant staff to ensure that appropriate support is provided to the student. Where appropriate, further review can be undertaken to assess the student's status as a mature minor.

9. Further Information and resources

Legislation

- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Health Records Act 2001 (Vic)
- Privacy and Data Protection Act 2014 (Vic)
- Sex Discrimination Act 1984 (Cth)

Lauriston Girls' School Policies

- Bullying Prevention Policy
- Student Engagement Policy
- Inclusion and Diversity Policy

Review Cycle