

Diversity in Queensland schools



Caloundra State High School – Diversity Policy



1. Vision Statement

Caloundra State High School is committed to providing all students with a safe, supportive and welcoming environment where all students can learn free from discrimination based on gender, language, sexuality, culture, ethnicity, religion, health, disability or socioeconomic background.

2. Aim

Caloundra State High School is committed to creating and sustaining a community where all students are equally respected and valued and diversity is celebrated.

Our aim is to ensure that all students regardless of their sex, gender identity or sexuality are provided with equal opportunities to learn and perform to their highest potential within our school.

3. Implementation

All Caloundra State High School recognises the importance of its role in promoting diversity within our school community. This recognition is embedded in the way we engage with, educate and support our students.

Individuality

- Caloundra SHS recognises that every student is different and unique, and decisions will be made on a case-by-case basis, always ensuring the privacy of student information.

Student name

- Students may refer to themselves by a name of their choosing.
- As with all students, staff are encouraged to use a student's preferred name and gender when requested; including the use of appropriate pronouns.
- It is a legal requirement that school records are made and kept accurately, therefore school enrolment records must reflect the same sex as on the birth certificate or passport.
- The disclosure of students' personal information will be done in accordance with the Information Privacy Act (IPA) 2009 and the Education (General Provisions) Act 2006 (EGPA).

Curriculum

- All curriculum can be facilitated in a manner that promotes inclusivity.
- Teachers are encouraged to avoid making generalisations or assumptions about gender, sexuality or gender identity.

Toilet

- Caloundra SHS provides unisex toilets for student use.

School dress code

- Caloundra SHS supports the right of each child to dress in accordance with their gender identity. A gender-neutral uniform option is also available.
- The Caloundra SHS daily uniform is not gender specific.
- A student will not be forced to wear a uniform which is gender specific.

Camps

- Prior to camp, there should be a discussion with the student, parent or carer about any situation that may not be encountered in the regular school day eg sleeping arrangements.

Sports

- Restrictions on sport may be imposed on the basis of biological sex or gender identity, if the restriction is reasonable, having regard to the strength, stamina or physique requirements of the sport.
- The school is best placed to make informed choices about participation in sport.

Bullying, Harassment or Discrimination

- Any bullying, harassment or discrimination based on gender, sexuality or gender identity will result in a prompt and appropriate response as per the [Student Code of Conduct](#) and Parent Code of Conduct.
- The use of respectful and inclusive language is expected at all times within our school community.

Student Wellbeing

- All student's wellbeing is important. At Caloundra SHS each students' learning and wellbeing is monitored by our Student Support Team which comprises of Home Group teachers, teachers, Year Level Coordinators, Deputy Principals, Guidance Officers, School-Based Health Nurse, School Social Worker, Head of Department – Wellbeing and School Chaplain. Communication between parents or caregivers and the school is a vital component in our management of student wellbeing.

Recognition and Celebration

- Caloundra SHS recognises and celebrates diversity and individuality through signage and special events.
- Information provided on social media (Facebook), assembly and in notices.

4. Support

- Students at Caloundra State High School are supported through the school LGBTQIA+ group that is facilitated by a staff member. This group runs every fortnight during first break. A space that is developed by students themselves to feel, safe, comfortable and confident to be themselves.
- Students at Caloundra State High School have access to Guidance Officer support along with a school Nurse. Parental support is provided through access to the School Social Worker.

- Students at Caloundra State High School can confidently contact the following external agency for support at anytime of need:
 - Headspace - <https://headspace.org.au/> 07 5409 4900
 - Kids Helpline - <https://kidshelpline.com.au/> 1800 551 800
 - Open Doors Youth Services - <https://www.opendoors.net.au/> 07 3257 7660
 - Relationship Australia - <https://www.raq.org.au/services/rainbow-program> 1300 364 277
 - Beyond Blue - <https://www.beyondblue.org.au/> 1300 224 636

5. Links to Relevant Documents and Resources

- [Diversity in Queensland schools – Information for principals](#)
- [Melbourne Declaration on Educational Goals for Young Australians](#)
- [Supporting Students’ Mental Health and Wellbeing](#)
- [Bullying. No Way!](#)
- [True Relationships and Reproductive Health](#)

