

# Supporting the LGTBQ+ Community



**Vision:** Excellence in all we do

**Expectations:** We are here to learn, do what is right, work together

**Key Focus:** *Is every student learning?*

## **Rationale:**

Park Ridge State High School is committed to providing quality educational experiences to all of our students to ensure they have the opportunity to reach their full potential. Our school community reflects the diverse nature of communities across Queensland. We are committed to providing the opportunity to learn and succeed in a safe, supportive, inclusive and disciplined learning environment.

All members of the Park Ridge State High school community should honour, respect and support this commitment. The School community includes students, staff, parents and members of the public who have any involvement with the school. Inclusion of all students, all staff and all community members is an expectation. Discrimination is unacceptable and will not be tolerated under any circumstances.

## **Objectives:**

Park Ridge State High School aims :

- To create a working and learning environment that is inclusive of all students and staff and where all members are treated with courtesy, dignity and respect.
- To promote appropriate standards of conduct at all times.
- To implement strategies to ensure that all members of the school community know their rights and responsibilities.
- Provide all students with access to high-quality education that is free from discrimination based on gender and sexual orientation.
- To provide all staff with access to an inclusive and safe work environment free from discrimination.

## **Legislation:**

The [Anti-Discrimination Act 1991](#) prohibits state schools from discriminating on the attribute of gender identity or sexuality. The [Sex Discrimination Act 1984](#) also prohibits discrimination on the basis of a person's sex, gender identity, intersex status or sexual orientation in the area of education.

Links to relevant legislation:

[Anti-Discrimination Act 1991 \(QLD\)](#)

[Sex Discrimination Act 1984 \(Cwlth\)](#)

[Sex Discrimination Amendment \(Sexual Orientation, Gender Identity and Intersex Status\) Act 2013](#)

[Information Privacy Act 2009 \(Qld\)](#)

[Education \(General Provisions\) Act 2006](#)

## School Responsibilities

- Provide an inclusive, safe and supportive environment.
- Create a school community where students and families experience a sense of belonging helping to promote positive mental health and wellbeing.
- Create a collaborative partnership between parents and carers as students are more likely to succeed at school when these partnerships are well developed.
- Connect students with support services, as required, external to the school.
- Promote the LifeWorks service 1800 604 640 to staff and provide access to support staff/Principal as needed.
- Provide students with an opportunity to discuss their needs and address this through an individual support plan.
- Offer support and education for staff through professional development.

## Confidentiality and Privacy

LGBTIQ+ students are entitled to the same confidentiality and privacy as any other student. The decision to disclose gender diversity or sexuality is an individual matter and must be treated respectfully and in accordance with confidentiality and privacy requirements.

## Staff Responsibilities for Student name and pronoun use:

- School staff to be aware that students may refer to themselves by a name of their choosing.
- Staff are encouraged to use a student's preferred name and pronouns as requested. Pronouns may include, but are not limited to, she/her, he/him, they/their or zie.
- The [Student Code of Conduct](#) should be utilised where students deliberately or repeatedly use names or pronouns other than the one identified by the person concerned.
- Staff are guided by the [Code of conduct for the Queensland public service](#) and the [Standard of Practice](#).
- School staff should promote the use of inclusive and non-gendered language within the school.
- School staff should respond to and challenge all forms of homophobic, transphobic and biphobic behaviour and language.
- As per legal requirements, school staff must ensure that school records are made and kept accurately. School records must reflect the sex as stated on the student's birth certificate or passport.
- At parental request student academic reports may use the student's preferred name in OneSchool.
- At parental request student gender may be changed through Principal contacting OneSchool.
- Independent students may request any name or gender changes directly to the Principal.

## Curriculum Considerations

Teaching staff will consider that curriculum can be facilitated in a manner that promotes inclusivity. School staff should be aware of curriculum considerations when teaching specific content and Heads of Department will be responsible to ensure that this is occurring within subject areas. Teachers are encouraged to avoid making generalisations or assumptions about sexuality or gender identity, particularly

when delivering curriculum related to relationships and sexuality education e.g. using 'parents' instead of mum and dad, 'relationships' instead of boyfriend or girlfriend etc.

## **Toilet and change room use**

Transgender and gender diverse students should have the choice of accessing a toilet/change room that matches their gender identity. A gender-neutral toilet is available for students to use in the Resource Centre. All considerations for the use of toilets and change rooms will be discussed with the individual as they have the choice of accessing the toilet/change room that matches their gender identity.

## **School dress code**

Park Ridge SHS provides unisex uniform options.

## **Camps**

Considerations around sleeping arrangements and situations that are not usually encountered during the school day will be made with parents/carers/students and the school prior to the camp. For instance, considerations if camp groups are grouped according to gender, areas for showering and changing of clothes. A risk assessment for the safety and wellbeing of all children and young people is a requirement of all excursions and camps.

## **Sports**

Considerations of students' needs and sport will be discussed as required with the Principal.

## **Workplace**

Park Ridge SHS values teamwork and sees each member of the team as vital in developing the learning environment to provide a safe and productive workplace. All staff are subject to the [Code of conduct for the Queensland public service](#) and the [Standard of Practice](#).

## **Process of support for Gender Diverse Students at Park Ridge SHS: (see also Flow Chart page 5)**

1. Staff who become aware of students requesting to transition or affirm gender at the school, will notify a Guidance Officer at the school.

The purpose of this is to ensure that adequate support is offered to the student and parents/carers with specific consideration of the student's individual needs.

2. The Guidance Officer will speak with the student and, where appropriate, the parents/carers.

Guidance Officers have specific training in developing student plans and supporting students and families.

3. In circumstances where the student's parents/carers have been consulted and the parents/carers support the student's preferences, the Guidance Officer will meet with the student again to confirm any adjustments or arrangements to be put in place to support their preferences. Staff will be informed by the Guidance Officer, Associate Principal or Deputy Principal of the necessary adjustments e.g. change of name, change of pronoun, change of toileting facilities etc. This will be a student-informed

process with regards to timing, which students and staff are to be informed, when the communication will occur, and the type of language used.

OneSchool records will be updated as appropriate.

4. In instances where one or both parents/carers do not support or oppose the young person's decision to adjust and affirm their identity, the school will assess the best interests of the child to support their physical and psychological safety and wellbeing.

The Guidance Officer will meet with the student again to discuss any issues arising out of the parent/carer consultation and confirm any adjustments or arrangements to be put in place to support their preferences.

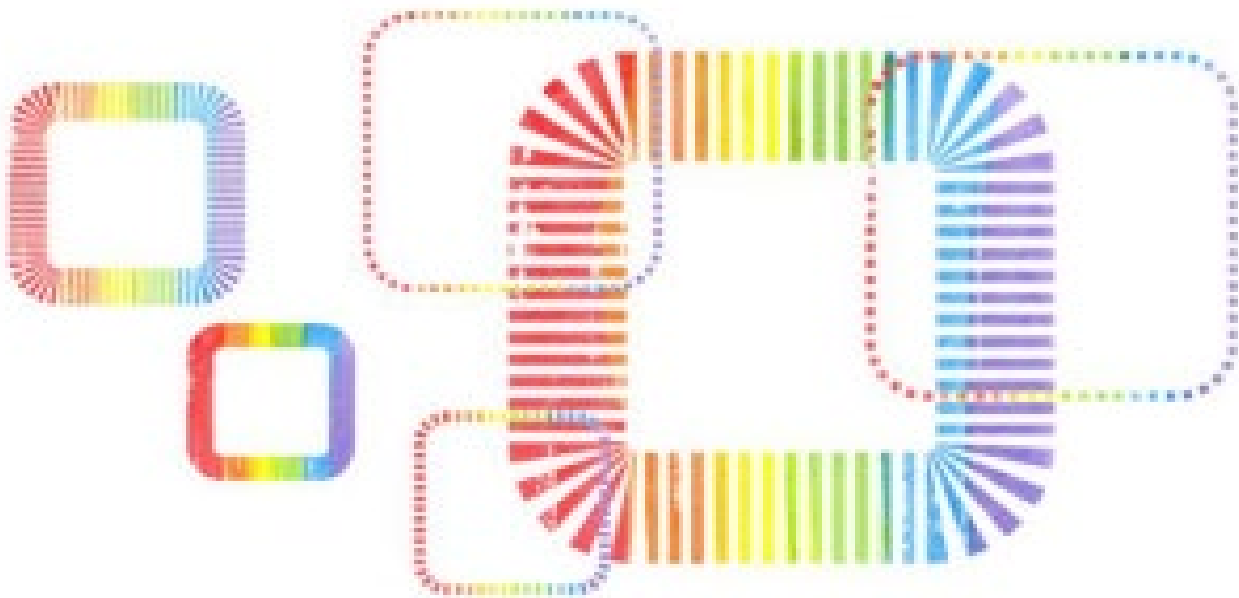
It may be determined that staff may use the student's preferred name and pronoun.

Guidance Officers, Associate Principal or Deputy Principals will inform relevant staff of any support or adjustments as required. Specific professional development may be offered to staff.

OneSchool records will be updated as appropriate.

5. Students will be offered a Case Manager or supportive adult in the school to liaise with. The student will be offered opportunities to "check in" with staff. Parents may be invited to "check in" with staff.

The student's plan will be reviewed and adjustments made if necessary. Where the designated support person is not the Guidance Officer, when it is time for plan reviews and adjustments, the Guidance Officer will be included in the reviews.



# Student

**Review** student plan & check ins.  
**Adjustment** of plan.  
**Notify staff** of adjustments  
(GO, AP, DP).

Student & parent /carer **offered**  
"check ins" as appropriate.

Staff offered **advice or profession development** as appropriate.

Guidance Officer, Associate Principal or Deputy Principal **informs staff** of supports and adjustments.  
OneSchool record **updated** as appropriate.

**Student Discloses** to Staff Member that they have a change in identity preferences.

**Staff member contacts Guidance Officer** to notify them of student's disclosure.  
Student may directly disclose to Guidance Officer.

**Guidance Officer meets with student** & where appropriate contacts **parents/carers**.

**If parent/carer supports** student preferences, **Guidance Officer meets with student** to discuss support strategies and timeline for implementation.  
Student **plan drafted**.  
**Support person** in place.

**If a parent/carer does not support** student preferences, **Guidance Officer meets with student** to discuss.  
It may be decided that the student's preferred name and identity may be used at school.  
**Additional parent/carer consultation** as appropriate.  
Student **plan drafted**.  
**Support person** in place.

## Definitions:

*For the purpose of this document the follow terms are defined but it is acknowledged that they are general terms.*

**Discrimination** – treating a person in a way that results in that person receiving less favourable treatment because of their sexual orientation, gender identity or intersex status.

**~phobia (as in: homophobia, transphobia and biphobia)** – the fear, intolerance, and/or discrimination of people who identify as: same-sex attracted (homophobia); transgender, gender diverse or gender nonconforming (transphobia); bisexual (biphobia).

**Transgender (or Trans)** – an umbrella term used to describe anyone whose gender identity differs from their biological sex.

**Sistergirls and Brotherboy** – terms used by some Aboriginal and Torres Strait Islander people to describe a person assigned male or female at birth and living partly or fully as the other gender. Use and spelling of the terms may vary across different groups and communities and other cultures will use different terms to describe gender diversity.

**Intersex** – a long-established medical condition where an infant is born with reproductive organs and/or sex chromosomes that are not exclusively male or female.

**Gender expression** – is the outward signs they present to the world around them. This could include their choice of name and preferred pronoun, their style of dress and appearance and/or mannerisms.

**Gender diverse** – used to describe anyone whose gender identity differs from their biological sex. Includes people who identify as transgender, a-gender (having no gender), bi-gender (having two genders), and non-binary (not strictly woman or man).

**Gender transition/affirmation** – is the process whereby a transgender person commences living as their true gender identity.

**Gender identity** – a word or series of words that a person of any sexuality may use to describe their gender – for example: girl, boy, woman, man, transgender, gender diverse etc.

**Same-sex attracted** – any person who identifies as being same-sex attracted. This may include people who identify as gay, lesbian or bisexual.

**Sexual orientation** – the underlying direction of sexual attraction towards people of a particular gender or genders. Sexual orientation can include being heterosexual, homosexual or bisexual. Having a homosexual or heterosexual orientation does not always mean people will have a gay, lesbian or heterosexual identity.

**Sexual identity** – how you see yourself sexually and how you present yourself to others. It includes being gay, lesbian, bisexual or heterosexual.

(Definitions have been resourced from: Australian Human Rights Commission, Safe Schools Coalition Australia, Victorian Department of Education and Training, Education Queensland)

## Supporting Documents & Key Support Contacts

The following supporting documents were used to inform this document:

[Diversity in Queensland Schools – Information for Principals](#)  
[Transgender and intersex student support \(SA\)](#)  
[Internal Guidance Materials: Guidelines for supporting students who are gender diverse](#)  
[Code of Conduct for the Queensland Public Service](#)  
[Standard of Practice](#)  
[Student Protection](#)  
[Health and Wellbeing](#)  
[Melbourne Declaration on Educational Goals for Young Australians](#)  
[Learning Together – PRSHS Behaviour Plan](#)  
[From Blues to Rainbows](#)

## Key Support Contacts

Queensland State Schools: [support.diversity@det.qld.gov.au](mailto:support.diversity@det.qld.gov.au)

True Relationships: <http://www.true.org.au/>

South East Region Inclusion Coach: Eagleby Office (07) 5656 6688

PFlag: <http://www.pflagbrisbane.org.au/>

## Further services and support:

Service		Address	Contact
Q Space	Group program for 12-17 year olds (lesbian, gay, bisexual, trans, intersex, queer, questioning, asexual, pansexual and other diverse identities). The program runs weekly on Wednesday afternoons from 3:30 – 6:30pm. Information is presented on a range of topics.	Southport	0437 013 710 (Rachel) <a href="http://www.qspace.net.au">www.qspace.net.au</a>
Q Plus	Social support group for young people aged 18-25. QPlus is a gathering of gender diverse, sexually and romantically diverse, intersex and questioning young people and includes social events, skill sharing, and community exploration.	Southport	0427 476 806 (Tobi) <a href="http://www.qspace.net.au">www.qspace.net.au</a>
Q Life	National counselling and referral service for people who are lesbian, gay, bisexual, trans, and/or intersex (LGBTI). Q Life provides nation-wide, early intervention, peer supported telephone and web-based services to people of all ages across the full breadth of people's bodies, genders, relationships, sexualities, and lived experiences.	Australia Wide	1800 184 527 <a href="http://www qlife.org.au">www qlife.org.au</a>
Evandale Practice Dr Stuart Aitken Dr Morris Bersin	Private practice specialising in all areas of Sexual Health including Hormone Therapies for Gender Dysphoria, HIV Medicine, Genital Dermatology and STIs.	2/142 Bundall Road, Bundall	(07) 5510 3122 <a href="http://www.evandalepractice.com">www.evandalepractice.com</a>

<p><b>Tea Time headspace Southport</b></p>	<p>“Feel like a chat? Drop in to tea time from 4-5pm every Thursday for some fancy brews, delicious cookies and fabulous conversations with fellow lesbian, gay, bisexual, transgender, intersex, queer, asexual, pansexual + more! Folk aged 12-25</p>	<p>H20 Broadwater 1/2 Nind St, Southport</p>	<p>(07) 5509 5900 0412 627 120 <b>Email:</b> <a href="mailto:jade.mirabito@headspacesouthport.org.au">jade.mirabito@headspacesouthport.org.au</a></p>
<p><b>Rainbow Program (Relationships Australia)</b></p>	<p>Supports the mental health and wellbeing of people of diverse bodies, genders and sexualities, including lesbian, gay, bisexual, transgender &amp; intersex (LGBTI) people, as well as those questioning their gender identity or sexual orientation.</p> <p>The Rainbow Counselling Service</p> <p><b>Transcendence Social and Emotional Support Group 18+</b> Held second Monday evening of each month, 6-8pm.</p>	<p>Level 1 Robina Super Centre 86-104 Robina Town Centre Drive, Robina.</p>	<p><b>1300 364 277</b> <a href="http://www.raq.org.au/services/rainbow-program">www.raq.org.au/services/rainbow-program</a></p>
<p><b>Queensland Children’s Gender Service</b></p>	<p>Provides support to children diverse in gender identity through affirmative, family focused, interdisciplinary assessment and specialist outpatient care.</p>	<p>Level 3 501 Stanley Street South Brisbane</p>	<p>07 3069 7377 <a href="http://www.childrens.health.qld.gov.au/service-gender-clinic">www.childrens.health.qld.gov.au/service-gender-clinic</a></p>
<p><b>Clinic 145</b></p>	<p>Sexual health clinic offering consulting and medical affirmation service for gender dysphoria 16+ who reside in Northern NSW.</p>	<p>145 Warf Street Tweed Heads</p>	<p>(07) 5506 6850</p>
<p><b>Compass Headspace Tweed Heads</b></p>	<p>Youth driven network of community members and service providers uniting to provide safety, support, acceptance and celebration for LGBTQIQAP+ young people in Tweed Shire and Southern Gold Coast. Compass meets on the 2nd Thursday of every 2nd month from 3.00-5.00pm at headspace Tweed Heads.</p>	<p>145 Warf Street Tweed Heads</p>	<p>(07) 5589 8700 <a href="https://headspace.org.au/headspace-centres/tweed-heads/compass-lgbtqip-youth-network-planning-for-an-awesome-2019/">https://headspace.org.au/headspace-centres/tweed-heads/compass-lgbtqip-youth-network-planning-for-an-awesome-2019/</a></p>
<p><b>Diverse Voices</b></p>	<p>Non-profit organisation with a focus on the wellbeing of the diverse voices that make up our community. Our focus is on the operation of a LGBTQIQ+ peer to peer telephone, web chat and referral service.</p>		<p><b>1800 186 527</b> <a href="http://www.diversevoices.org.au">www.diversevoices.org.au</a></p>
<p><b>Parents and Friends of Lesbians and Gays (PFLAG)</b></p>	<p>Peer support group that assists families and friends to understand their lesbian, gay, bisexual and trans (LGBTIQ) loved ones.</p>		<p>0400 767 832 <a href="http://www.pflagbrisbane.org.au">www.pflagbrisbane.org.au</a></p>
<p><b>Open Doors Youth Service</b></p>	<p>Service is for LGBT young people aged 12-18. Meet other young lesbian, gay, bisexual and/or transgender people in a safe and friendly environment where everyone can be themselves without judgement.</p> <p><b>Reconnect Program</b> For LGBTQIQAP+ Sistergirl and Brotherboy identifying young people aged 12 to 18 who are homeless or at risk of homelessness as well as at risk of disengaging with community.</p> <p><b>Drop In</b> Various social support groups for 12-24 year olds.</p> <p><b>Jellybeans Program</b> Supports young people who identify as gender queer, gender questioning, gender non-conforming, gender diverse or transgender young people aged 12-24.</p> <p><b>Alcohol and Other Drug Program</b></p>	<p><a href="#">5 Green Square Cl, Fortitude Valley</a></p>	<p><a href="tel:0732577660">07 3257 7660</a> <a href="http://www.opendoors.net.au">www.opendoors.net.au</a></p>



	Provides one on one and group alcohol and drug support to young people who are between the ages of 12-24 years who live in South East Queensland		
<b>Queensland Aids Council (QuAC)</b>	Non-profit, community based health promotion charity focused on providing quality services that enhance the lives of lesbian, gay, bisexual, transgender, intersex (LGBTI), sistergirl and brotherboy peoples in QLD.	30 Helen Street Teneriffe	<a href="tel:1800177434">1800 177 434</a> <a href="http://www.quac.org.au">www.quac.org.au</a>
<b>National LGBTI Health Alliance</b>	National peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, and intersex people (LGBTI) and other sexuality, gender, and bodily diverse people and communities.		<a href="http://www.lgbtihealth.org.au">www.lgbtihealth.org.au</a>
<b>Twenty10</b>	Gay & lesbian counselling service of NSW	Level 1, 45 Chippen Street, Chippendale	<a href="http://www.twenty10.org.au">www.twenty10.org.au</a>
<b>True Relationships and Reproductive Health.</b>	Offers training that is engaging, safe and evidence-based. Service caters for participants from different fields and offer flexibility for people seeking anywhere, anytime learning.	Queensland Wide	(07) 3250 0280 <a href="https://www.true.org.au/Education/allschool">https://www.true.org.au/Education/allschool</a>
<b>Parents Group Brisbane</b>	Group for parents of gender diverse children and young people. Meetings are held bi-monthly and are organised and run by parents for parents. Tea/coffee and nibbles provided. Video and teleconferencing available.	Level 2, Cherside Galleria 831 Gympie Road Cherside	Email: <a href="mailto:parentsgroupbrisbane@gmail.com">parentsgroupbrisbane@gmail.com</a>