



## Tamborine Mountain State School Inclusion & Diversity Policy

Tamborine Mountain State School is committed to providing all students with access to high quality schooling that is free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

As a school community we value, celebrate and respond to diversity. It is underpinned by respectful and collaborative relationships with parents and communities through transparent policy communication, learning partnerships, participation and consultative decision-making.

Inclusive education means that every day, in every classroom, every student is learning and achieving in a safe, supportive, inclusive and disciplined learning environment

At Tamborine Mountain State School we will:

- provide high-quality education for all students
- respond constructively to the needs of educationally disadvantaged/marginalised students
- view difference as a resource to support learning
- ensure that all school community members feel safe and free from discrimination, bias and harassment
- promote locally negotiated responses to student, family and community needs through effective community engagement processes and cross-agency collaboration

### Gender Diversity

#### Rationale:

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. TMSS 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. Professional development provided for staff on topics including gender-equity and gender identity.
4. Students are encouraged to express and celebrate their individuality, whether or not it conforms to gender stereotypes.
5. 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.
6. Students are entitled to use the bathroom associated with their gender identity.
7. Students will be supported in their choice of personal pronoun in school records and everyday usage.
8. TMSS 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.
9. TMSS acts on any identified incidents of discrimination, harassment or bullying, including gender-based bullying.
10. This policy is to be read in conjunction with TMSS's *Responsible Behaviour Plan for Students* policy of the school.

#### Evaluation:

This policy will be reviewed collaboratively with the P&C Association as part of TMSS's four-year review cycle.