



Gender Identity and Discrimination Policy

Purpose:	To state Woodline's commitment to providing a safe and supportive environment for all children in-line with Child Safe Standards
Scope:	Woodline Community
Implemented by:	Principal
Approved by:	Woodline Board – Policy Sub-Committee
Reviewed:	Every two years or as legislative changes or improvements are identified
Communicated via:	Policies and Procedures Master File, Team Meetings, Woodline Primary Website

1. Policy Statement

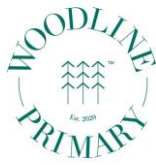
Woodline Primary is committed to providing all children with access to quality schooling that is free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability, neurodiversity or socioeconomic background. At Woodline, inline with our value of Honouring the Individual we value and celebrate diversity. It is underpinned by respectful and collaborative relationships with families through transparent policy communication and learning partnerships.

2. Aim

This policy is designed:

- To assist in the creation of a safe and inclusive environment that supports children's gender, affirmed gender or variations of sex characteristics
- To respond constructively to the needs of educationally disadvantaged/marginalised children
- To ensure that the Woodline community feel safe and free from discrimination, bias, and harassment
- To ensure all children are provided with equal opportunities to reach their potential, irrespective of gender, affirmed gender or variations of sex characteristics

The Sex Discrimination Act affords protection from discrimination to everyone regardless of gender identity. As of 1 August 2013, it is against the law to treat people unfairly because of their gender, affirmed gender, variation of sex characteristics, sexuality, if they have undergone any medical intervention and marital or relationship status. Gender identity refers to how a person understands, identifies or expresses themselves. Terms used to describe a person's gender identity include but are not limited to transgender (or trans), gender diverse, male and female.



Woodline recognises that a person's gender does not need to align with the person's sex designated at birth. Some people may identify as a different gender to the one assigned at birth, and some people may identify as neither exclusively male nor exclusively female. Gender affirmation' is the recommended term for when a person is going through the process of affirming the gender that they have always or have come to understand themselves to be. This is also commonly known as 'gender transition' or 'transitioning'. The Executive Team will endeavour to protect a child's privacy and confidentiality in relation to gender identity or intersex status but there may be circumstances where this is not possible. This would be discussed with the child and their caregiver. This policy has been developed in line with both the Victorian Equal Opportunity Act 2010 (Vic) and Sex Discrimination Act 1984 (Cth), as well as the Victorian Department of Education's LGBTIQA+ Student Support Policy.

3. Implementation

The following practices and procedures will be followed:

- Woodline's pedagogy and curriculum are inclusive and enhance the capacity of all children regardless of gender, affirmed gender or variations of sex characteristics to participate in all aspects of schooling
- Professional development provided for the Team
- Woodline is founded on safety and inclusion, ensuring that all individuals can express themselves authentically and feel supported in their unique identities
- Inclusive language is used and promoted with partnering organisations
- Once consent is provided by the family, they will be invited to be part of the formulation of a Gender Affirmation Plan
- The Gender Affirmation Plan will be shared with and followed by approved Team members
- Woodline will maintain appropriate privacy and confidentiality — considering the privacy of the child, and only share information with direct consent from the young person to do so
- Woodline will consider any issues that could arise relating to upcoming school camps or residential experiences and determine and agree upon appropriate arrangements as in accordance with the Sex Discrimination Act
- All sporting activities at Woodline will not be gendered
- For external sporting events that are gendered, children will be able to take part and compete in the team or event they feel most safe and comfortable
- For external sporting events that are gendered, there are circumstances where a child might not be able to take part in the event category of their choice. For specific guidelines we refer to Schools Sports Victoria Policies - <https://www.ssv.vic.edu.au/Pages/inclusion.aspx>
- Woodline acts on any identified incidents of discrimination, harassment, or bullying, including gender-based bullying as set out in our Behaviour Management Policy

If children or caregivers have an unresolved issue or complaint refer to the Complaints and Grievances Policy.



4. Legal Considerations

It is unlawful under state and federal laws to discriminate against a person on the grounds of their sexual orientation, gender identity or intersex status.

Anti-discrimination laws:

- require schools to take reasonable and proportionate measures to eliminate discrimination based on gender, affirmed gender or variations of sex characteristics, including by taking positive steps to promote an inclusive school environment
- prohibit direct and indirect discrimination based on children's gender, affirmed gender or variations of sex characteristics

Direct discrimination occurs when a person is treated unfavourably due to a protected attribute, such as gender, affirmed gender or variations of sex characteristics. This may happen if a school denies or limits access to benefits or imposes other detriments, like excluding a transgender student from using the bathroom of their affirmed gender.

Indirect discrimination occurs when a seemingly equal policy disadvantages children with a protected attribute. For example, a uniform policy with only 'male' and 'female' options may indirectly discriminate against a non-binary student if it forces them to wear the uniform of their sex assigned at birth, which is unreasonable.

Related Policy

1.i. Child Safe Standards Policy_2022 Legislation 1359

Related Resources

- Transcend Australia - <https://transcend.org.au/>
- Rainbow Door - <https://www.rainbowdoor.org.au/>
- Royal Children's Hospital Gender Services - <https://www.rch.org.au/adolescent-medicine/gender-service/>
- Victorian Equal Opportunity & Human Rights Commission - <https://www.humanrights.vic.gov.au/>

Table of Amendments

Version number	Date	Short description of amendment
1.0	June 2024	New policy
Scheduled Review Date		June 2026