



Yeronga State High School - Diversity Policy

Creating a safe, supportive and inclusive environment for all students. This includes supporting students who are diverse in their sex, gender identity or sexuality.

1. Vision Statement

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

2. Aim

The aim of this policy is to ensure all students are provided with equal opportunities to reach their potential to become successful learners, irrespective of sex, gender identity or sexual orientation.

Yeronga State High School values of *Harmony, Quality and Sustainability* and is committed to creating and sustaining a community where all students are equally respected and valued and diversity is celebrated.

3. Implementation

Yeronga 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.

- Every student is unique and decisions will be made on a case-by-case basis.
- Students will be supported in their choice of personal pronouns in everyday use.
- 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).
- The school will manage information on a case-by-case basis and in consultation with the student and family.
- Yeronga State High School supports the rights of each student to dress in accordance with their gender identity. Yeronga SHS uniform is gender-neutral and students have a wide range of uniforms to choose from to reflect their personal identity.
- Yeronga State High School has three gender-neutral toilets and two gender-neutral bathrooms.
- Student wellbeing is vital to assist the growth, development and support of the student as they strive for their own learning pathway. At Yeronga State High School each students' learning and wellbeing is monitored by our Student Support Team which includes: Care Teachers, teachers, Year Level Coordinators, Heads of Department, Deputy Principal, Guidance Officer, Youth Support Coordinator, School-Based Nurse, Chaplain and the Art Therapist.
- Yeronga State High School responds promptly to bullying, harassment and discrimination in a manner consistent with the Student Code of Conduct. Students are encouraged to report such behaviours to support prompt and effect resolution to such behaviours.
- Promote an inclusive school community where all students feel valued and diversity is acknowledged, accepted and celebrated.

4. Support

Yeronga State High School supports and respects a student's right to express their gender identify whether or not this aligns with their designated sex at birth.

Yeronga State High School believes that it is vital that the student and their parents and carers are at the centre of the discussions when planning on-going support for the student.

Support available to students and staff is available through the Wellbeing Team. This team includes the Guidance Officer (GO), Youth Support Coordinator (YSC), School Based Health Nurse, School Chaplain and the Art Therapist.

StAR (Students at Risk) group, comprising of the Year Coordinator, Head of Department of Junior School or Senior School, Head of Department of Inclusive Practices, Guidance Officer and Deputy Principals meet every fortnight. Support is provided to students on a case by case basis with support offered by a range of supports offered by our Wellbeing Team.

Other support available at school could be:

- Care Teachers
- Teachers
- Heads of Department
- Teacher-Aides

External organisations that also provide support include:

- [Kids Helpline](#)
- [Beyondblue](#)
- [HeadSpace](#)
- [QLife](#)
- [Relationships Australia Queensland](#)

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 procedure](#)
- [Bullying. No Way!](#)
- [True Relationships and Reproductive Health](#)