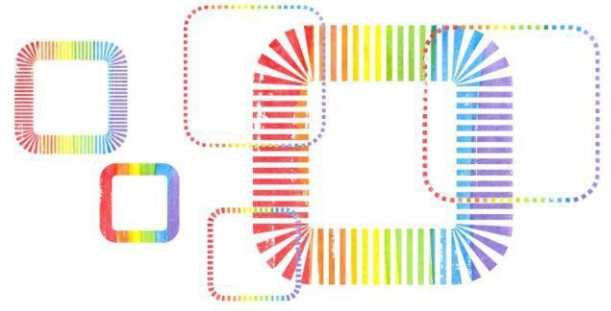


# Diversity in Queensland schools

## Policy template



We know from research that students who are diverse in their sex, gender identity or sexuality are less likely to experience bullying and mental health issues, or disengage from school, when school staff are supportive and the school has a specific policy around supporting these students.

The policy template below is designed to assist schools to develop a diversity policy that makes explicit the expectations of the school community with respect to celebrating, respecting and supporting diversity. It provides examples of the actions that will be taken to ensure that lesbian, gay, bisexual, trans, intersex and queer (LGBTIQ+) students are supported in the school environment.

Your school's diversity policy should reflect your school's vision for supporting LGBTIQ+ students and the goals, strategies and supports that are in place to achieve this vision.

[School logo]

## [School Name] – [Title]

For example:

*Supporting students who are diverse in their sex, gender identity or sexuality; Student diversity policy; Creating a safe, supportive and inclusive environment for all students.*

### 1. Vision Statement

In this section include a statement about the overall vision for the school with respect to creating a safe and supportive environment that celebrates diversity and supports all students, including LGBTIQ+ students. For example:

*[School name] 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 or Goal

Include the specific aim or goal of this policy. For example:

*To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender identity or sexuality.*

- You could refer to the [Department of Education Inclusive education policy](#) and [Department of Education Equity and excellence: realising the potential of every student](#) for ideas when drafting your aims or goals.



### 3. Implementation

In this section, include statements that articulate how the school's aims or goals will be achieved through specific actions. These statements will set the expectations for how school staff, students and the school community will act. It will deliver concrete commitments to the school's vision statement. Write as many statements as you need.

For example, statements could be about:

- recognition that every student is different and decisions will be made on a case-by-case basis
- privacy of student information
- use of respectful and inclusive language at all times
- support for students to use their preferred name and pronoun
- use of bathrooms and change rooms
- student dress code
- participation in sport
- inclusion in activities such as school camps and trips
- communication with parents and carers
- inclusive teaching and learning programs
- professional development for staff
- celebration of individuality
- prompt response to bullying, harassment and discrimination.

Some specific examples could include:

- *Students will be supported in their choice of personal pronoun in everyday use.*
- *[School name] supports the right of each child to dress in accordance with their gender identity.*

### 4. Support

In this section, outline the support that is available to students and members of the school community. You might suggest that students can confidentially contact their Guidance Officer or a staff member nominated as a wellbeing contact or coordinator. You may also wish to include links to external organisations that students can contact if they need support, such as [Kids Helpline](#) or [Beyond Blue](#).

### 5. Links to relevant documents and resources

Include any links that will guide and/or inform your school community, e.g.,

- [Diversity in Queensland schools - Information for principals](#)
- [Department of Education Inclusive education policy](#)
- [Department of Education Equity and excellence: realising the potential of every student](#)
- [Queensland Human Rights Commission](#)
- [Alice Springs \(Mparntwe\) Education Declaration](#)