



Peregian Springs State School

Inclusion and Diversity Framework

Peregian Springs 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 families 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, and inclusive learning environment.

At Peregian Springs State School we:

- provide high quality education for all students
- respond constructively to the needs of all students
- view difference as a celebration and 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

Children are entitled to respect and to succeed regardless of gender identity. It is unlawful to discriminate against a person on the basis of sex, gender or gender-identity.

To ensure all students at Peregian Springs State School are provided with equal opportunity to reach their potential, irrespective of sex, gender, gender variance or gender expectations we:

- ensure all students receive equal respect and equal opportunities to succeed.
- lead learning and teaching programs that are inclusive and enhance the capacity of gender diverse children to participate in all aspects of school life.
- provide professional development for staff on topics including gender-equity and gender identity.
- encourage students to express and celebrate their individuality, regardless of gender stereotypes.
- use inclusive and non-sexist language within the school, and limit gender-based segregation. Any segregation on the basis of gender (e.g. sport team) will respect the child's gender identity.
- consult with students to use their preferred facilities associated with their gender identity (e.g. toilets, camp cabins)
- support students in their choice of personal pronoun in school records and everyday usage.
- support the rights 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.
- act on any identified incidents of discrimination, harassment or bullying, including gender-based bullying.

This policy is to be read in conjunction with PSSS's Student Code of Conduct and PSSS's Wellbeing Framework. This will be reviewed collaboratively with the P&C Association as part of our school review cycle.