



Court Grammar
School

Topic	Transgender
Director General's Requirement/Registration Standard	4: Levels of Care (Student Wellbeing)
Originally Released	2021
Date for Review	2024

Rationale:

Court Grammar aims to be an inclusive educational community in which our Christian values and foundation informs our actions and expectations.

At Court Grammar, our goal is to provide a safe and caring environment where personal growth and positive self-esteem are nurtured.

To promote to all members of the School community that they are expected to respect the School values and culture.

To promote to all members of our community that everyone has a right to feel safe, supported and respected in or her own right and to accept that every student has the right to an education in a safe environment that is free from harassment, bullying or judgement.

It is the responsibility of all members of the Court Grammar community to work collaboratively to ensure that this happens.

Definitions

Below is the definition of gender identity as outlined in the Sex Discrimination Act 1984 (Cth).

Gender Identity

Gender identity is broadly defined in the Sex Discrimination Act as meaning:

'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'.

The Sex Discrimination Act affords protection from discrimination for persons who identify as male, female, also as neither male nor female. It does not matter what sex the person was designated at birth, or whether the person has undergone any medical intervention.

Court Grammar prohibits unlawful discrimination and bullying, including on the grounds of gender identity. Some other terms used to describe a person's gender identity include trans, transgender and gender diverse or fluid.

Scope

Court Grammar aims to support and respect a student's preferred gender identity and expects all of its staff, students, parents and members of the school community to do the same.

This policy sets out Court Grammar's views and expectations with respect to managing gender identity issues and the steps involved in developing a school support plan.

Parental Consent

This policy has been drafted on the assumption that a student and their parents/guardians are in agreement regarding the student's gender identity. However, Court Grammar acknowledges that circumstances may arise in which a student wishes to change their gender identity without the consent of their parents/guardians. Such a situation will need to be considered carefully and each situation will be dealt with individually based on the facts at the time and the age of the student.

Policy

1. Court Grammar endeavours to support and respect a student's choice to identify as a particular gender whether not this aligns with their designated sex at birth.
2. Once a student has identified as having a gender identity which is different to the sex they were designated at birth and the student and their parents/guardians have requested the support of Court Grammar, the following steps will generally be followed:
 - 2.1 A letter from an acknowledged adolescent gender identity specialist/psychologist or the parent/caregiver will be required by Court Grammar. This letter is a requirement of Court Grammar in providing support to the student, as it is crucial in enabling Court Grammar to plan appropriately.
 - 2.2 The student and their parents/guardians will be invited to be part of the formulation of a school support plan. This may involve a number of sessions with designated Court Grammar staff, the student, their parents/guardians and their gender identity specialist/psychologist. During these sessions a range of factors may be discussed as set out in further detail below.
 - 2.3 The school support plan will then be trialled and adjusted as necessary.
3. At all times, Court Grammar aims to respect the privacy and confidentiality of the gender identity of its students so far as is reasonably practicable.
4. It is important for everyone to understand that a student will be choosing to change their gender identity in an on-going capacity; they will not be entitled to choose different genders on multiple occasions.

School Support Plans

1. The Principal, the School Social Worker, selected members of the student's pastoral support team, the relevant Head of School, along with the student, their parents/guardians and their gender identity specialist/psychologist, will be involved in creating a school support plan that aims to ensure that Court Grammar appropriately responds to the student's needs and addresses any potential facilities and privacy issues. These plans will generally be developed over staggered sessions to allow time for trialling and opportunity for adjustments to occur.
2. It is important that the student understands they are a partner in the plan and actively follows the agreed decisions.
3. The process and considerations involved in developing school support plans will be different depending on each student's particular preferences and needs. However, as a guide, the school support plan may:
 - i. Outline the student's gender identity
 - ii. Identify current external supports that are in place
 - iii. Identify potential school-based wellbeing support
 - iv. Identify the student's or the parents'/guardians' desired assistance from the School
 - v. Consider the best timing to undertake any change of gender identity, such as after term break

- vi. Consider the implementation of a student support group to support, guide and monitor the student's progress
- vii. Outline agreed arrangements in relation to toilet and change room facilities, uniform and sport
- viii. Consider the wellbeing of other students in the event the student's gender identity change becomes known and gives rise to questions of concern. This may include a student support referral process
- ix. List the names of staff members who know of the gender identity change
 - x. Determine which other staff members need to be advised to support the student
 - xi. Identify the main points of contact for both the student and the school community
 - xii. Delegate responsibilities and roles under the plan
 - xiii. Consider an appropriate communications strategy
 - xiv. Identify processes to:
 - review the plan
 - inform others should it be decided necessary
 - amend school documentation and records
 - address potential school community concerns
 - manage unforeseen circumstances.

4. Important: In the instance that the student is new to Court Grammar, the best way to protect the student's privacy and confidentiality is generally to minimise the number of staff required to know the student's gender identity status. In some cases, this may be limited to the Principal. No one can assume that a staff member, extended family, or the student's social network is aware of the student's gender identity.

Name Changes

If a student's parents/guardians have applied to change the student's name on their birth certificate and wish for Court Grammar to update their records accordingly, Court Grammar will require a copy of the student's new birth certificate reflecting their name change. Once this is received, Court Grammar will be able to update the School database and reporting procedures and arrange for new student ID cards to be made. The School will also contact relevant external agencies to advise of the student's approved name change.

Facilities

Court Grammar will aim to give careful consideration to the appropriate use of facilities in particular, toilets, showers, and changes rooms in consultation with the student, their parents/guardians and their gender identity specialist/psychologist. Whilst Court Grammar will endeavour to accommodate the student's preferences with respect to facilities use in every way, this may not always be possible.

Uniforms

In circumstances where a student is undertaking a gender identity change, Court Grammar will endeavour to accommodate the student's preferences with respect to uniforms (i.e. both school and sports uniforms).

Community Adjustment

1. Where the student changing gender identity is a current Court Grammar student, community members who knew the student before may need:
 - support
 - further information on gender identity
 - to discuss issues in general with a senior staff member
2. Court Grammar will endeavour to ensure that an appropriate contact person is designated to handle any community concerns.

3. Adjustments to a student's change in gender identity will typically:
 - 3.1 Occur as a matter of practice over time
 - 3.2 Include use of:
 - the student's new name
 - address appropriate to the student's preferred gender identity (ie pronoun use)

References

Sex Discrimination Act 1984 (Cth)
 Equal Opportunity Act 1984 (WA)

Related Documents

Bullying Policy
 Enrolment Policy
 Complaints and Disputes Policy and Procedures
 Privacy Policy

Review History

Year of Review	Review/Amendments	Approved By
2021	Developed and Implemented	Deputy Principal

Next Review

Year	Reviewer
2024	Deputy Principal