



## **Policy to Support LGBTQIA+ Students**

### **PURPOSE**

Rangi Ruru aims to be an inclusive educational community in which our Values inform our actions and expectations.

Our goal is to provide a safe and caring environment where personal growth and positive self-esteem are nurtured. All members of our community have a right to feel safe, supported and respected in their own right and free from bullying and harassment.

Our aim is to support and respect a student's preferred gender identity and sexuality, and to have the same expectation of all members of our community.

### **Policy**

1. Rangi Ruru will provide a positive, supportive and safe environment for enrolled LGBTQIA+ students. Their confidentiality and privacy will be respected by the School as far as is reasonably practicable.
2. Any gender diverse student who is wanting to enrol as a new student at the School will be interviewed to establish whether the School can reasonably accommodate the individual needs of the student.
  - Students who are male, or identify as male will not be eligible for enrolment
  - All other gender diverse identities will be decided on an individual basis and in the best interests of the student, and students at the School.
3. The School will challenge all forms of homophobia, biphobia and transphobia and take all reasonable steps to prevent bullying, harassment and discrimination.
4. The School will give proper consideration to the impact of any requirements to participate in School activities and will take reasonable steps to ensure that the needs of gender diverse students are taken into account e.g. school camps
5. The School will give proper consideration to the impact of any requirements to participate in Sport activities/performing arts, being mindful of any requirements of external governing bodies/codes.

## Procedures

1. The student and their parents/caregivers will be invited to be part of the formulation of a school support plan. This may involve a number of sessions with designated Rangī Ruru staff, the student, their parents/caregivers and their gender identity specialist/Psychologist.
2. A support person/Psychologist will be appointed to advocate for LGBTQIA+ students.
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:
  - 3.1. Outline the student's gender identity
  - 3.2. Identify current external supports that are in place
  - 3.3. Identify potential school-based wellbeing support
  - 3.4. Consider the student's or the parents'/caregivers' desired assistance from the School
  - 3.5. Consider the best timing to undertake any change of gender identity, such as after term break
  - 3.6. Consider the implementation of a student support group to support, guide and monitor the student's progress
  - 3.7. Outline agreed arrangements in relation to toilet and change room facilities, uniform and sport
  - 3.8. Consider the wellbeing of other students in the event the student's gender identity change becomes known and causes distress. This may include a student support referral process
  - 3.9. If a student undertakes gender identity change and wishes this to be known:
  - 3.10. Determine which other staff members need to be advised to support the student
  - 3.11. Identify the main points of contact for both the student and the school community
  - 3.12. Delegate responsibilities and roles under the plan
  - 3.13. Consider an appropriate communications strategy
  - 3.14. Identify processes to:
    - 3.14.2. inform others should it be decided necessary
    - 3.14.3. amend school documentation and records
    - 3.14.4. address potential school community concerns
    - 3.14.5. manage unforeseen circumstances.
4. If a student wishes to change their name to a preferred option, the School will acknowledge and implement this in consultation with parents. The student's legal name will need to be used on external official documentation unless the student has changed their name by legal process.
5. Gender neutral bathroom/changing room options will be made available to students who wish to use them.
6. Sports or Performing Arts teams will be based on female gender selection in order to retain our participation in School Sport or wider national competitions. If a LGBTQIA+ student wishes to participate in a sports team, they do so on the understanding that they are participating in a female team.
7. Any LGBTQIA+ student who experiences bullying or harassment (homophobic and transphobic bullying) can follow the School's [Prevention of Harassment and Bullying Procedures and Guidelines](#)

8. LGBTQIA+ students will be required to wear School uniform and may seek alternative options depending on their requirements. This will be in consultation with senior managers, parents and the student.
9. Wider education programmes about the LGBTQIA+ community for all staff and students will be implemented to ensure that there are high levels of respect and equity for all students, regardless of their gender identity or sexuality.

#### 10. PARENTAL CONSENT

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

#### RELATED POLICIES

Harassment and Bullying Policy  
Enrolment Policy  
Complaints Policy  
Privacy Policy

Policy Approved by: Rangī Ruru Board of Governors

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Reviewer: Deputy Principal

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#### Terminology (InsideOUT, 2016)

**Biphobia:** Intense hatred, fear or aversion towards bisexuals or bisexuality, which may include negative stereotyping or denial of the existence of bisexuals. People of any sexual orientation can experience such feelings of aversion.

**Gender diverse:** An umbrella term used to encompass people who do not necessarily identify with being transgender, but don't feel their gender fits into the binary of male or female

**Gender identity:** A person's internal, deeply felt sense of being male, female, neither or both. A person's gender identity may or may not correspond with their sex.

**Homophobia:** An irrational negative response to lesbian, gay, bisexual or other sexuality diverse people.

**LGBTQIA+:** An acronym that stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual and more sexuality and gender diverse identities.

**Transgender:** A term used to describe someone whose gender does not align with the gender they were assigned at birth.

**Transphobia:** An irrational negative response to transgender and intersex people, as well as other gender identities. Transphobia often carries the assumption that gender is natural, rather than learned and conditioned.