



## Cranbourne Secondary College

WHILE WE LIVE WE GROW

### **DIVERSITY POLICY**

#### **Statement of Belief:**

This college affirms the rights of all members of the school community to feel safe and be safe at school that includes transgender and gender diverse students, teachers and families. We acknowledge that being safe and supported at school is essential for student wellbeing and effective learning.

This college accepts responsibility for developing and sustaining safe and supportive learning and teaching communities that also fulfil the school's child protection responsibilities. We encourage the active participation of all school community members in developing and maintaining a safe school community where diversity is valued.

We fully comply with the requirements of the Sex Discrimination Act 2013 as it applies to Sexual Orientation, Gender Identity and Intersex Status.

#### **Guiding Principles**

1. We provide clear procedures that enable staff, parents, carers and students to confidentially report any incidents or situations of child maltreatment, harassment, aggression, violence or bullying, including misuse of technology.
2. All claims of harassment will be treated confidentially and constructively addressed. The rights and sensitivities of all individuals will be protected. Staff are expected to follow the procedures set out in the Staff Handbook.
3. Proactive measures are taken to inform staff about procedures to take if offensive or threatening communications are sent via mobile phones or computers.
4. To develop agreements for responsible use of technology by staff and students, we require all members of the school community, including visitors, to complete a responsible usage agreement. This includes students' use of social networking sites.
5. Police checks will be required on visitors to school
6. Professional Development for staff is conducted on an annual basis
7. Students are regularly provided with an education program on anti-harassment where school expectations and complaints procedures are conveyed to them.
8. The college is a member of the safe schools coalition
9. The pastoral care program supports the development of students' personal and social capability as outlined in the Australian Curriculum. This includes establishing and building positive relations and handling challenging relationships constructively.

10. The college uniform policy will be presented in a gender neutral form. The Principal can approve special uniform conditions for any student in line with this Policy.