

Diversity Policy

Creating a safe, supportive and inclusive environment for all students

1. Vision Statement

Craigslea State High School (CSHS) is committed to providing all students with a safe and supportive environment where all students can learn free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

2. Aim

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

CSHS is committed to creating and sustaining a community where all students are equally respected and valued and diversity is celebrated.

3. Implementation

CSHS recognises the importance of its role in promoting diversity within our school community. This recognition is embedded in the way we engage with, educate and support our students:

- CSHS recognises that every student is different and decisions will be made on a case-by-case basis
- The disclosure of students' personal information will be done in accordance with the Information Privacy Act (IPA) 2009 and the Education (General Provisions) Act 2006 (EGPA).
The school will manage information on a case-by-case basis and in consultation with student and family.
- The use of respectful and inclusive languages is expected at all times within our school community.
- Students will be supported in their choice of personal pronoun in everyday use.
- CSHS supports the right of each child to dress in accordance with their gender identity. A gender neutral uniform option is also available.
- CSHS will consult with gender diverse students and family on bathroom and change room facilities.
- All students wellbeing is important. At CSHS each students' learning and wellbeing is monitored by our Student Support Team which comprises of Form teachers, teachers, Year Level Coordinators, Deputy Principals, Guidance Officers, School-Based Health Nurse and Chaplain. Communication between parents or caregivers and the school is a vital component in our management of student wellbeing.
- CSHS responds promptly to bullying, harassment and discrimination in a manner consistent with its Responsible Behaviour Plan. Students are encouraged to report such behaviours.
- CSHS regularly celebrates our student diversity and individuality.

4. Support

- CSHS supports and respects a student's right to express their gender identity whether or not this aligns with their designated sex at birth.
- CSHS believes that it is vital that the student and their parents/caregivers are at the centre of discussions when planning on-going support for the student.
- CSHS will assign a support team for the student which will likely consist of a Year Level Coordinator, Guidance Officer and Deputy Principal and any other school employee the student would like to seek support from.
- Other support available at school could be:
 - Teachers
 - Form Teacher
 - School-Based Health Nurse
 - Chaplain
 - Teacher-Aides
- External Organisations that also provide support include:
 - [Kids Helpline](#)
 - [Beyondblue](#)
 - [Lifeline](#)

5. Links to Relevant Documents and Resources

- [Diversity in Queensland Schools](#)
- [Melbourne Declaration on Educational Goals for Young Australians](#)
- [CSHS Student Learning and Wellbeing Framework](#)
- [Bullying. NoWay!](#)
- [True Relationships and Reproductive Health](#)