

Onslow College Sex, Gender Identity and Gender Expression Policy

Statement of Intent:

Onslow College places a very high value on inclusivity and recognises that matters of sex, gender identity and gender expression are an important and evolving area.

This policy has been developed to position the College so that it is responsive to these evolving needs and in so doing stays true to its commitment to a fully inclusive and welcoming school community.

The College acknowledges that these matters can be challenging for anyone. To this end support and access to guidance will be provided to any individual when it is required.

Rationale:

To create a safe learning environment that is free from discrimination based on sex, gender identity or gender expression and to ensure that every student, staff and visitor at Onslow College has equal access to all school learning programs and activities.

Board Expectations:

- The school will follow best practice guidelines¹ for ensuring that trans and intersex individuals are safe and free from discrimination in all aspects of College life.
- The school will make support and guidance available to any individual in need.

Definitions:

- Cisgender (or cis) – describes those whose gender identity corresponds to their sex assigned at birth
- Fa'afafine (Samoa, American Samoa and Tokelau), Fakaleiti or Leiti (Tonga), Fakafifine (Niue), Akava'ine (Cook Islands), Akava'ine Mahu (Tahiti and Hawaii), Vaka salewa lewa (Fiji), Palopa (Papua New Guinea), Rae rae, Fafafine: Terms Pasifika transgender people use to describe themselves, which have wider meanings that are best understood within their cultural context
- Gender Binary – The social construction of *gender* in most societies in the world where *gender* is a division between male and female
- Gender expression –the ways in which we each manifest our masculinity, femininity, androgyny or gender lessness

¹ Best practice guidelines are prescribed by a number of organisations including the Human Rights Commission, Ministry of Education, Inside Out and the Ministry of Health.

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- 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 - the internal perception of an individual's gender, and how they label themselves Individuals refers to any member of the Onslow College community
- Intersex – an umbrella term for those who have variations in sex characteristics including chromosomes, gonads or genitals which puts an individual outside the accepted sex binary of male and female. Intersex people can identify as any gender, within the gender binary, or outside it
- Non-binary genders– gender identities that don't fit within the accepted binary of male and female. Some labels for non-binary genders include genderqueer, gender fluid, genderless, androgyne, agender and others
- Sex – the way in which humans are divided on the basis of their reproductive functions, chromosomes and hormones. This divided into male, female, and intersex
- Tangata ira tane: Māori terms describing someone born with a female body that has a male gender identity
- Transgender (or trans) – describes those whose gender identity is different from their sex assigned at birth. This definition includes those who are transgender and identify within the gender binary, and those who identify with a non-binary gender identity
- Transitioned/Transitioning - a person who has changed, or is in the process of changing, their physical sex to conform to their gender identity
- Whakawahine, Hinehi, Hinehua: Māori terms describing someone born with a male body that has a female gender identity.

Purpose:

1. To embrace social integration of all within Onslow College regardless of sex, gender identity and gender expression
2. To provide equal opportunities to all regardless of sex, gender identity and gender expression to ensure the safety of transgender and intersex individuals
3. To assess the needs of transgender and intersex individuals on a case by case basis
4. To minimise stigmatisation of transgender and intersex individuals, on a case by case basis within Onslow College.

Guidelines:

1. All individuals, including visitors to Onslow, have access to the facilities that match their gender identity. The Board will endeavor to support infrastructure as far as resourcing allows

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2. Gender identity is not of itself a barrier to someone participating in any activity
3. All individuals can participate in physical education (and ideally sports competitions, in the near future) consistent with their gender identity
4. Where possible, grouping of people by gender should be avoided. If grouping people by gender is necessary, non-binary individuals should be included in the group that they identify with or feel comfortable with. An individual's legal name must stay consistent with that of legal documents
5. Individuals can choose from an M, F or X on the school database and have any one of the three to represent their gender identity. The school will support initiatives to change the central government, e.g. NZQA, ENROL recording of gender and identity data consistent with this policy
6. It is practice at Onslow that upon enrollment, a preferred name is nominated for everyday school and classroom use. Individuals have the right to have their preferred name changed, and this name, and the pronoun that corresponds to their gender identity used in any informal school documentation. For this to occur students will need to meet with the counsellor and have a note made on the PC school profile
7. Any release of this adjusted information should be carried out in consultation with any individual involved
8. Individuals shall have access to regular educational opportunities which will enable them to implement and support this policy
9. As far as is practicable, all new school signage and documentation should be gender neutral
10. As far as is practicable, a spokesperson from the Queer Straight Alliance (QSA) will be consulted in the event of media inquiries that relate to this policy and its application
11. The School will promote positive language which supports gender inclusivity
12. Annual review with school community including, QSA, Staff and Student Council.

Supporting Documents

Cybersafety Policy
Acceptable Use Agreement
Response to Bullying Policy

Delegations

The implementation of this policy is delegated to the Principal.

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