



Gender Inclusive Policy

Policy

The Beehive Montessori School is committed to inclusive and responsive practices towards transgender and intersex members of our community. This policy particularly applies to students but extends to include staff and other members of the School community.

Beehive is committed to ensuring a respectful learning environment that is safe, positive and supportive for all students. The Beehive Montessori School implements the National Child Safe Organisation Principles through its Child Safe Organisation Framework to underpin all Beehive's policies, procedures, practices and strategies to ensure the provision of an environment where children feel respected, valued, supported and safe from harm.

Background

Many transgender people report first recognising their gender differences in early childhood, and that the lack of a supportive school environment contributes to adverse outcomes. The School recognises that young people who are transgender or intersex should be supported to express their individuality and gender identity, whether or not conforming to gender stereotypes.

The School's Code of Conduct expects that all members of the School community (staff, parents, caregivers, students and Board members) *"shall behave in a manner that is consistent with the School's commitment to Montessori values of respect and tolerance within a peaceful, loving and safe environment for our children"*.

The *Equal Opportunity Act 1984* requires schools to provide work and learning environments free of unlawful discrimination and harassment. Further, the Western Australian Government Policy Framework for Substantive Equality recognises that equal treatment is not about treating people the same; rather it is about treating people differently in order to cater for different needs.

Terminology

Transgender is a general term applying to individuals whose gender identity and experience does not match dominant cultural expectations about what it means to be male or female. This includes, but is not limited to, a person whose gender identity does not match their physical/biological sex assigned at birth and who may wish to transition or affirm their gender.

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Intersex refers to a characteristic of a person who is born with reproductive organs, genitalia and/or sex chromosomes that are not exclusively male or female. There are many different intersex states which may or may not be visible or diagnosed.

Gender identity is broadly defined in the Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 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'*.

Implementation

1. Student privacy and wellbeing shall be a priority.
 - 1.1. The School shall provide the option of all-gender facilities for students and the broader School community, particularly for those who identify as transgender or intersex.
 - 1.2. Parents, teachers or students shall bring concerns about gender to the classroom teacher and Principal.
 - 1.3. Staff shall comply with the Staff Code of Conduct; and refer to the Student Code of Conduct and Behaviour Policy with their students as required.
2. The School shall work with students and their parents/carers to develop individualised plans on how best to support students if needed.
 - 2.1. The School shall refer to the resources listed below to inform this plan, and may also obtain advice from the School psychologist, doctor or other specialist if students have chosen to consult them.
3. With student/carer consent, advice from other specialists may be obtained to support the School to respond sensitively, but the School shall not require any such advice to verify the students' identity as transgender or intersex.
4. The spirit of this Policy shall also be applied to staff or other members of the School community who identify as transgender or intersex.

Related Documents and Resources

[Equal Opportunity Act 1984](#)

[Code of Conduct](#)

[Communication Pathway](#)

[Complaints \(and Feedback\) Policy](#)

[Student Code of Conduct](#)

[Staff Code of Conduct](#)

[Student Wellbeing Hub](#) includes information and resources to create safe and supportive schools for same sex attracted, intersex and gender diverse students and a range of issues relating to inclusion and student wellbeing. In particular [this guide Freedom Centre Glossary](#)

- a comprehensive glossary of terms around gender, sex, sexuality from the website of The Freedom Centre, a WA-based organisation supporting LGBTIQ young people.

[Beehive Montessori School Child Safe Organisation](#)

[National Principles for Child Safe Organisations](#)

Approved 16/10/23 by the Board Policy Committee. Next review due 16/10/25