

KAIKORAI VALLEY COLLEGE



GENDER IDENTITY PROCEDURE

RATIONALE

Schools are institutions where diversity is the norm among the staff, the students and the community served by the school. At Kaikorai Valley College it is one of our five school values. As such the Board and staff must ensure that the school not only recognises this diversity, but affirms it, so that everyone involved with the school feels welcome and valued. Diversity at Kaikorai Valley College includes:

- Diversity of cultures
- Diversity of ethnicity
- Diversity of beliefs and values
- Diversity of learning needs
- Diversity of sex and gender identity
- Diversity of sexualities

The first four of these forms of diversity are generally well-recognised and acted upon within schools. However, diversity in the area of gender identity has been less well addressed.

Within any school community, among the staff, the students, and the families/whānau of the students, there is likely to be a diverse range of sex (male, female, intersex) and gender identification (man, woman, transgender, gender queer).

As School Boards of Trustees are Crown Entities, they are subject to NZ's human rights obligations. Therefore, they shall respect and ensure that any student has the right to freedom of expression, and freedom from discrimination, which include the right to identify with a particular gender, or no gender.

PURPOSE

- Provide an inclusive curriculum, which is defined as “non-sexist, non-racist and non-discriminatory” and ensure that “students’ identities ... are recognised and affirmed (NZC p.9)
- Students will learn to “respect themselves, others, and human rights” (NZC p.10).
- Students shall ‘relate to others’ (NZC p.12).
- Teachers will create “a supportive learning environmentfostering positive relationships within environments that are caring, inclusive, non- discriminatory and cohesive” (NZC p.34).
- To model respect for others in interactions with adults and students by maintaining a safe, learning-focused environment.

GUIDELINES

1. A student who identifies as transgender or intersex shall approach, or be referred to, a member of the Senior Management Team (SMT) or Guidance Counsellor (who will refer the matter to the SMT).
2. A member of the SMT shall interview the student to determine the exact nature of their request eg, toilets, changing rooms, etc.
3. A confidential interview with the student and their legal guardians, in most cases their parent/s, shall take place. In this interview, the impact of the student’s request shall be discussed openly. This will include the perception/judgements of other students in the school. There will also be discussion around what practical steps can be taken to meet the student’s requests, e.g. availability of gender neutral toilets or changing rooms, etc.
4. Students and families shall also be strongly encouraged to seek assistance/advice from external agencies about their decision to identify as transgender or intersex, to ensure appropriate support is being provided.
5. Staff shall be notified after all of the above has taken place and advised of the decisions made. They shall also be asked to provide support as stated in the points above. Where/if required, they shall seek clarification from the SMT.
6. The Guidance Counsellor shall in all cases be informed of any requests brought to the SMT under this procedure.

Date of Confirmation by the Board of Trustees	30 March 2016
Reviewed	30 August 2017

Suggested letter template for students

1. Who is aware of your decision to transition or live as the gender you feel most comfortable in?
2. Are you feel that you have enough support from external agencies or internally from within the school?
3. Do you have any concerns about your personal safety?
4. Would you like to meet and discuss anything?
5. Do you know how to access support at school?

Letter of response would be required from Senior Management Team acknowledging receipt of the letter (template)