


Chinchilla State High School
Learning together for a happy and productive future


Chinchilla State High School – Diversity in Queensland schools

1. Vision Statement

Chinchilla State High School is committed to providing all students with a safe and supportive environment where all students can learn free from discrimination based on gender, language, sexuality, culture, ethnicity, religion, health, disability and/or socioeconomic background. We value teamwork as a school community, recognizing that there is power in diverse experiences and celebrating difference. This fits with our TEAM ethos that has formed the backbone of our operations for many years at Chinchilla State High School. Our vision is to ignite opportunity for all current and future students.

2. Aim or Goal

The aim of this policy is to ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender identity, or sexuality. Our Department of Education and Training's (DoE) Student Learning and Wellbeing Framework provides an approach to student wellbeing across the whole school through three domains; (1) creating safe, supportive and inclusive environments, (2) building the capability of staff, students and the school community, and (3) developing strong systems for early intervention. Currently at Chinchilla State High School, approximately 15% of the student population regularly access an in-school wellbeing service, deemed at least once a week (CSHS Student Services Tracker, 2022). Of these students, approximately 10% identify as a part of the LGBTQI+ (CSHS Student Services Tracker, 2022). Research literature suggests that young people who identify as LGBTQI+ are at greater risk of developing mental illness, and/or engaging in substance abuse, self-harm and suicidal ideation (Beyond Blue, 2022). The literature also suggests that LGBTQI+ people are at twice as much risk of being the subject of abuse and violence when compared with heterosexual people (Beyond Blue, 2022). As such, the aim of this policy is to mitigate such risks by creating a supportive school community.

3. Implementation

Chinchilla State High School is dedicated to actively working towards creating a school that supports all LGBTIQ+ students. There are expectations for how school staff, students, and the school community will support the vision of Chinchilla State High School being inclusive of all LGBTIQ+ members.

- Student information is kept confidential and private by all staff to ensure student safety, unless their personal safety is at risk, as per the Education (General Provisions) Act, 2006.


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- Students at Chinchilla State High School are able to use their preferred name and pronouns without discrimination or bias.
- Staff are provided with professional development around LGBTIQ+ terminology and representation and are expected to reflect this in their practice.
- Chinchilla State High School supports the right of each student to dress in accordance with their gender identity.
- Under the *Student Code of Conduct*, homophobic or transphobic comments will be dealt with promptly under discrimination, bullying and harassment.
- Staff show their support of LGBTIQ+ by wearing rainbow lanyards and pins.
- Chinchilla State High School have a Pride Committee of staff representatives who are available to students to offer resources and support.
- Every year Chinchilla State High School celebrates *Wear it Purple Day* to celebrate diversity of LGBTIQ+ people.
- Students have access to LGBTIQ+ safe spaces.

4. Support

Chinchilla State High School have support networks for students who identify as LGBTIQ+ and require support regarding their well-being or identity. Students are welcome to access the Guidance Officer, School Nurse, Youth Support Worker, Year Co-ordinator or a Pride Committee staff member. Students are also able to access external organisations such as [Kids Helpline](#) or [beyondblue](#).

5. Links to relevant documents and resources

- Supporting Wellbeing Students' Mental Health and procedure
- Bullying. No Way!
- Wear it Purple
- Queensland Children's Gender Clinic
- QLife
- True Relationships and Reproductive Health