



## SAFE SCHOOLS – PROGRAM PARTICIPATION PLAN

### STEP 1 – DEVELOP YOUR COMMITMENT STATEMENT

Our commitment statement is:

Gladstone Park Secondary is committed to creating a safe and inclusive environment for all its students, including LGBTI students.

Gladstone Park Secondary acknowledges that people identify in different ways and have different orientations, gender identities and sexualities.

We celebrate Individuality and encourage students and staff to be happy with who they are and what they want to be, and we ensure that a variety of role models are available to them.

We value a diverse curriculum and community that is inclusive of people who may identify as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex or other (LGBTIQ\*).

We acknowledge that students may wish to express their identity by the clothes they wear, their choice of partners at school events or the groups they identify with.

Gladstone Park Secondary is committed to creating and sustaining a safe, equitable, respectful and inclusive learning environment for every student and staff member, same-sex attracted intersex and gender diverse students and staff.

### STEP 2 – OUTLINE YOUR ACTIONS

Currently our school supports LGBTI inclusion by:

- Building a culture of respect
- Promoting Student Voice
- Support of the Rainbow Republic student-led diversity support group
- Ensure appropriate professional development is undertaken by staff and school council to empower staff to create safe and inclusive spaces within the school
- Establish gender neutral toilets outside the library for staff, students and visiting members of the public
- Ensuring a gender neutral uniform is available to all students
- Ensuring the Diversity coordinator continues to be resourced and supported in the sub-school structure
- Celebrate Diversity Week
- Continue the Respectful Relationships Lead School program
- Ensure staff and students have access to resources that provide appropriate information about gender and sexual diversity. Ensure that relevant books, videos and other resources in the library are appropriately labelled and easy to access.



### STEP 3 – IDENTIFY THE OUTCOMES YOUR SCHOOL WOULD LIKE TO SEE

The outcomes we would like to see at our school are:

- Students will feel safer at school as demonstrated by the Attitudes to School Survey results
- Less discriminatory behaviour and language within the school
- Staff and students show respect for and valuing diversity and safety within the school
- Students feel more empowered and engaged, leading to improved academic outcomes.
- Improving communication between staff and students about the importance and benefits of diversity and respect in society.
- Displaying posters around the school celebrating diversity to create a safe and inclusive culture.
- Students are willing to stand up against homophobic, transphobic bullying.
- Reduced incidence of homophobic language.
- Improved staff and student understanding of same-sex attracted, intersex and gender diverse young people and their experiences
- A school culture that is accepting and celebrates diversity (and in particular those who are same-sex attracted, intersex and gender diverse) and challenges discriminatory behavior

### STEP 4 – INDICATE HOW YOU WILL COMMUNICATE YOUR SCHOOL'S WORK

We will communicate the commitment statement, actions, and intended outcomes to the school community by:

- Through School Newsletters, Assemblies, Staff Meetings, SRC, School Website and the Year Book

**School name:** Gladstone Park Secondary College

**School principal name and signature:** Lynne Gutterson



**Key school contact and position:** Roger Centofanti – Middle School Principal

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