



GENDER POLICY

Adopted By: Board

Review Date: 01/09/22

Scheduled Review Date: 01/02/2024

POLICY CONTROL HISTORY:

| Date | Reviewed by: | Amendments/Reviews: |
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| 01/09/22 | QBC Board | Finalised Policy |
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SCOPE

This policy provides guidance on what the College will teach students with regards to gender and what the College's practices will be with regards to students' gender. We recognise that gender dysphoria is a complex and sensitive matter, and we desire to work closely and sympathetically with the families of children experiencing this.

BACKGROUND

As Christian college, we have willingly associated together towards the common vision and objective of sharing the Gospel, and helping young people grow in accordance with the teachings of the Bible. We are also an open enrolment college, so we are aware that not all our students and their families will view the world from a Christian viewpoint. However we expect families who voluntarily enrol children in our College, to respect and accept that the College maintains a Biblical approach to understanding the world.

We do this because we believe in God's Word, and therefore consider it to be the supreme authority in wisdom and truth and therefore completely trustworthy and good. Because we have accepted the Bible as God's Word, it informs and directs all of the values and practices of our organisation. Therefore the College will always encourage students to live according to their Sexual Identity, as the Bible teaches that God created people as male or female.

We do not wish to offend or have students feel unsupported, yet we need to be faithful to the beliefs upon which we are founded. This does not diminish how much we care deeply for people and desire all students to feel welcome and safe within the school environment. We are committed in every way possible to supporting students within the parameters of our faith.

God deeply loves all people equally, no matter their circumstances. This reality underpins our desire to share with the community, that no matter what their circumstances, there is an opportunity for them seek a relationship with God and receive His mercy and grace. God did not send His son Jesus into the world to condemn anyone, but to save those who would believe in Him.

DEFINITIONS

With regards to gender, we believe the Bible teaches:

1. That God creates people as male or female
2. That 'male' and 'female' are terms of biological identification based on dominant physical characteristics present at birth
3. That both 'Sexual Identity' and 'Gender Identity' are terms that reflect a person's identity as male or female, as described above

APPLICATION

The College will recognise all students based on their Sexual and Gender Identity in accordance with the biblical view of being created as male or female and therefore will adopt the following approach in teaching and practice:

- On all enrolment documentation, students must be enrolled as their Sexual Identity.
- In all legal documents such as school reports and correspondence, students will be identified by their legal name and as either male or female in accordance with their Sexual Identity.
- This also applies to the manner in which students are addressed at school. Students will be called by their legal name.
- If an exception is made by the principal, and a student is permitted to be addressed casually by a preferred name, this name will correspond with their Sexual Identity.
- Student access to facilities, single-sex curricular and extra-curricular activities will be determined by their Sexual Identity.
- Student name and pronoun usage will correspond to their Sexual Identity.
- Students shall dress in a manner that reflects their Sexual Identity.