

TERANG COLLEGE

GENDER EQUITY

POLICY (Students & Staff)

1. RATIONALE

- 1.1. The whole College is committed to creating a College community where all staff and students are equally respected and valued and enjoy equity of both opportunity and outcomes.
- 1.2. Equal Opportunity should be provided regardless of; sex, gender identity, employment activity, lawful sexual activity and sexual orientation marital status, parental status, physical appearance, pregnancy or breastfeeding or personal association with someone who has, or is assumed to have one of these personal characteristics.
- 1.3. There are still many discriminatory practices in society and implementation of this policy will attempt to overcome these.

2. AIMS

- 2.1. Promote gender equality and prevent violence against women.
- 2.2. Minimize gender stereotyping in the College community
- 2.3. Make students aware of gender equity.
- 2.4. Ensure all curriculum is gender inclusive.

3. IMPLEMENTATION

- 3.1. Issues, actions and decisions relating to this policy will take into account Department of Education and Training policies, memos, guidelines and circulars Ministerial Orders and Acts.
- 3.2. All resources and equipment will be equally accessible and distributed among all students.
- 3.3. Teachers are to be aware of sex stereotyping when purchasing resources.
- 3.4. Teachers will expose students to the non-traditional role models where possible.
- 3.5. Equal Opportunity is the responsibility of every adult and student within the College, its organisations, council and committees.
- 3.6. Gender equity should be taught through the Respectful Relationships curriculum P-12.
- 3.7. Artwork and displays should promote gender equity and discourage gender inequality.
- 3.8. All staff will consider and present as necessary issues surrounding discrimination and gender equity in public forums such as assembly, Compass newsfeed and morning briefing.

4. EVALUATION

- 4.1. This policy will be reviewed as part of the College three-year review cycle.

Approved by College Council on 20/08/2018