



SAFE SCHOOLS – PROGRAM PARTICIPATION PLAN

Our commitment statement is:

Lightning Reef Primary School is committed to creating and sustaining a safe and inclusive environment for all students, staff and community members, including those in the LGBTQIA+ community.

Lightning Reef Primary School acknowledges that people identify in a variety of ways that relate to their sex, gender and sexuality. We celebrate individuality and encourage students, staff and community members to identify in whatever way feels right for them. We also acknowledge that identities can change over time and are committed to accommodating and supporting changes to a person's identity as they arise.

Lightning Reef Primary School has a zero-tolerance policy towards discrimination.

Currently our school supports LGBTQIA+ inclusion by:

- Implementing school-wide policies that support LGBTQIA+ inclusion, including our Inclusion and Diversity Policy, Uniform Policy, Bullying Prevention Policy, Child Safety and Wellbeing Policy and Wellbeing and Engagement Policy.
- Building a culture of respect
- Promoting Student Voice and Agency
- Ensuring a gender-neutral uniform is available to all students
- Celebrate Diversity Week
- Resilience, Rights and Respectful Relationships School program
- Ensure staff and students have access to resources that provide appropriate information about gender and sexual diversity.
- Staff and students being referred to by their preferred name and pronouns
- Challenging discriminatory behaviours in accordance with our Bullying Prevention Policy and Wellbeing and Engagement Policy

Our school will take the following new actions to meet our commitment:

- Engaging with the Safe Schools team and arranging foundation professional development for all staff
- Displaying Safe Schools posters and rainbow flags throughout the school
- Staff modelling positive inclusive behaviours and showing LGBTQIA+ support in email signatures
- Including items in the school newsletter that celebrate LGBTQIA+ inclusion and diversity

- Provide staff with regular ongoing professional development to increase LGBTQIA+ awareness
- Work with the Student Representative Council to celebrate diversity and inclusion across the school (e.g. 'Wear it purple day')
- Review library content to ensure that staff and students have access to resources that
- Provide appropriate information about LGBTQIA+ diversity. Ensure that relevant books,
- Videos and other resources in the library are appropriately labelled and easy to access
- Displaying posters around the school celebrating diversity to create and safe and inclusive culture.

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

- A school culture that is accepting and celebrates LGBTQIA+ diversity
- Staff and students understand the meaning of LGBTQIA+ and the importance of diversity and inclusion
- Discriminatory behaviour and language across the school is reduced, and challenged if it arises
- Students feel safe and supported to identify as part of the LGBTQIA+ community
- Students are willing to stand up against homophobic, transphobic bullying
- Staff have a wealth of knowledge about the LGBTQIA+ community that they can use to support students and promote inclusivity

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

- School Newsletters
- Compass
- Assemblies
- Staff Meetings
- School Website

School name: Lightning Reef Primary School

School principal name: Joanne Ryan

Key school contact and position: Joanne Ryan, Acting Principal

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