



# CHRISTIAN SCHOOLS EVENTS NETWORK

## INCLUSION POLICY

DATE OF POLICY IMPLEMENTATION: NOVEMBER 2022

DATE OF NEXT MAJOR REVIEW: JULY 2024

APPROVAL AUTHORITY: CSEN BOARD

GOVERNING AUTHORITY: CSEN BOARD

RESPONSIBLE OFFICER: CSEN EXECUTIVE OFFICER

### BACKGROUND

CSEN supports the right of all students to access the same opportunities to school sport as their peers, and is committed to providing the same access, where appropriate, to school sport for all students regardless of gender, race, culture or disability.

### PARA ATHLETES

Accredited Para Athletes may participate in Athletics, Swimming and Cross Country in specific events designed for Para Athletes as part of the CSEN Athletics, Swimming and Cross Country Championships. These events, like all other events in the Championships will be awarded points and contribute towards the school total.

Students that do not have a Para Athlete accreditation may participate in Para Athlete events at Athletics, Swimming and Cross Country with permission from the CSEN Executive Officer and will be awarded last place in the event, irrespective of actual placing.

Para Athletes may participate in other CSEN events as part of a school team.

### GENDER IDENTITY

CSEN has, as part of their Child Safe Policy an understanding that students that identify as LGBTI+ are able to participate inclusively and safely in CSEN events (refer Child Safe Policy – Item 7).

CSEN Participating Schools should encourage participation in sport and cultural events by all students, according to their inclusion policy, remembering that it is unlawful to discriminate based on a person's gender identity.

CSEN will allow students to participate in CSEN events in line with their gender identity and their own school inclusion policy.



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Before deciding to include or exclude a student based on their gender identity from participating in a CSEN event, the relevant school should:

- a) consider whether the student would have an unfair advantage over other students in relation to strength, stamina and/or physique; and
- b) consider in sporting competitions involving player-to-player contact, whether the disparity in strength or physique of a transgender or intersex student differs so significantly that it may give rise to concerns for the safety of that student or other students.
- c) consult with the student and their parents / carers and provide them with the opportunity to have input into any decision to include the student in a CSEN event;
- d) consider how best to respect the dignity of the student;
- e) consider and act compatibly with the human rights of the student, including their right to enjoy their human rights without discrimination; and
- f) consider the student's privacy and the impact that any decision may have on such privacy.

Information about a student's gender identity is personal information of a sensitive nature and should not be disclosed to the wider school community without the consent of the student.

The primary decision-making authority in relation to the inclusion or exclusion of a student in accordance with this policy rests with the relevant school. If the decision of a school is challenged in this regard, then the matter may be referred to the CSEN Executive Officer and if necessary, the CSEN Board for a review of the initial decision.

### CULTURAL IDENTITY

CSEN has, as part of their Child Safe Policy an understanding that culturally diverse students are able to participate inclusively and safely in CSEN events (refer Child Safe Policy – Item 7).

Indigenous students should feel free to express their culture at CSEN events.

### ACKNOWLEDGEMENTS

This policy was adapted in part from the School Sports Victoria (SSV) Inclusion Policy (<http://www.ssv.vic.edu.au/Downloads/20Library/Inclusion/20Policy.pdf>), the SACCSS Inclusion Policy (<http://www.saccss.com.au/document-downloads/>) and drafted with reference to the Victorian Equal Opportunity and Human Rights Commission Guideline: Trans and gender diverse inclusion in sport.

This policy references the Child Safe Standards - 1, 2 , 5 , 7, 9 & 11.