



POLICY TITLE: GENDER EQUALITY POLICY

DEVELOPED/REVIEWED BY

Principal
 Chief Operating Officer
 Human Resources Manager
 Governance Committee

REVIEW SUMMARY

This policy was reviewed and updated in September 2025 to ensure it reflects current legislative requirements under the Gender Equality Act 2020 (Vic), the Equal Opportunity Act 2010 (Vic), the Fair Work Act 2009 (Cth), and other relevant legislation. Updates also incorporate best practice approaches to promoting gender equity and preventing gender-based violence within schools.

DOCUMENT DEVELOPMENT PROCESS

This policy has been developed through a review of the School’s existing Gender Equality Policy (April 2023) and updated in consultation with the School Leadership Team, Human Resources, and the Governance Committee. Legislative changes and education sector guidance have been taken into account, as well as alignment with the School’s broader framework of related policies, including Equal Opportunity, Respectful Workplace and Child Safety.

RATIONALE

The King David School recognises that schools play a vital role in advancing gender equality and preventing gender-based violence. Each decision, practice and interaction within the School has the potential to either reinforce or challenge gender stereotypes. We acknowledge that gender inequality negatively affects safety, education, employment, family life and overall wellbeing.

Gender inequality is both structural and individual in nature. It arises from conscious and unconscious bias as well as from entrenched systems, cultural norms and institutional practices that privilege some genders over others. Importantly, gender inequality is a key driver of gender-based violence, and schools are uniquely positioned to lead change by modelling equitable practices and values.

DEFINITIONS

gender equality	Means that people of all genders enjoy the same rights, responsibilities and opportunities in every aspect of school and community life.
gender-based violence	Refers to harmful behaviours, including physical, sexual, psychological and economic forms of violence, that are directed at an individual based on their gender.
unconscious bias	Refers to the stereotypes or assumptions that influence our decisions and actions without us being aware of them.
positive duty	The legal responsibility of organisations to take active steps to eliminate discrimination, harassment and victimisation, rather than responding only after an incident has occurred.

Name of Document: Gender Equality Policy	Version No. 2	Date: February 2026	Authorised by: School Council 23 Feb 2026
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PRINCIPLES/GUIDING PRINCIPLES

The School is committed to creating an environment in which all staff, students and community members are valued and respected regardless of gender. We believe that genuine gender equality requires both equal access to opportunities and equitable outcomes. The School aims to prevent discrimination and harassment, to ensure fair representation in leadership and decision-making, and to regularly review its practices so that they remain consistent with contemporary understandings of gender equality.

PROCEDURES

The King David School will give practical effect to these principles in several ways. Parental leave arrangements are structured to provide generous options for all genders, ensuring that both primary and secondary carers can take time to meet their family responsibilities. Flexible work practices, including part-time arrangements and working from home, are supported in instances where they are able to meet the operational requirements of the school.

Professional learning opportunities are provided to all staff, covering inclusive practices, respectful relationships, unconscious bias and gender-sensitive teaching strategies. The School maintains a paid family and domestic violence leave policy, consistent with the Fair Work Act 2009 (Cth), to ensure that staff are supported during times of personal difficulty.

The School is committed to maintaining gender pay equity and conducts regular reviews to ensure that remuneration practices are transparent and fair. Decision-making bodies, including recruitment panels, leadership teams and governance committees, are expected to reflect a balance of gender representation. The School also undertakes regular monitoring and review of its policies and practices to ensure ongoing compliance with gender equality principles.

RESPONSIBILITY

- Principal
- All King David Staff
- All King David Community

RELATED LEGISLATION

- Gender Equality Act 2020 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Fair Work Act 2009 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Occupational Health and Safety Act 2004 (Vic)
- Education and Training Reform Act 2006 (Vic)
- Child Wellbeing and Safety Act 2005 (Vic)

RELATED POLICIES

- Child Safety and Wellbeing Policy May 2024
- Anti Bullying Policy July 2025
- Respectful Workplace Policy September 2025
- Positive Behaviours Policy July 2025
- Recruitment Policy June 2024

RELATED DOCUMENTS

- Safeguarding Children and Young People Code of Conduct
- Staff and Student Professional Boundaries

NEXT REVIEW

September 2028