



## **EQUITY POLICY**

**No. 103**

### **Rationale**

All students shall have access to the National Curriculum regardless of race, gender, or disability.

### **Policy Statement**

In its programme planning and delivery this school will:

- Ensure that students are not subject to discrimination in course selection opportunities.
- Ensure the curriculum is presented in a culturally sensitive way.
- Ensure that all students are treated with respect to their ethnic background.

### **Policy Guidelines**

- The school will provide positive role models in terms of gender, race, and disability so that pupils can understand the importance of equity in the behavior of themselves and others.
- Teachers will ensure they are aware of the cultural background of each student and treat them and their culture with understanding and respect.
- Senior staff will ensure that equity goals are being met when monitoring teaching programmes.
- Resources will be unbiased and fair to all groups in the school.
- The school will work pro-actively to provide a balanced gender and ethnicity in its staff which is reflective of its community and student roll.
- Opportunities will be provided to staff to develop expertise in Māori language or in other Pacific Island languages and where applicable to diverse ethnic languages.
- Culturally appropriate methods of teaching and assessing will be practiced.
- All staff recruitment procedures will follow principles of equal opportunities expected of employers within the State Sector.

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Ratified by Board: 4 April 2022	Next Review: April 2025
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