



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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