



Disability Action Plan (DAP) 2024-2026



Te Rito Maioha



OUR VISION TE PAE TAWHITI

Shaping early childhood education so every child thrives and learns.

Arahina ngā tamariki, kia puawai te ako me te mātauranga ki roto i a rātou.

OUR COMMITMENT TE PAE TATA

We are a bicultural organisation committed to advocacy, teaching, promotion and delivery of world-class early childhood education for tamariki, whānau, kaiako and ECE services. We respond by being connected, contributing and agile to ensure successful learning happens together.

He rōpū tikanga rua a Te Rito Maioha e manawanui ana ki te tautoko i ngā tamariki, ngā whānau, ngā kaiako, me ngā whare kōhungahunga. Ka tū māia mātou i roto i te mahi tūhono me te mahi taunaki kia pūmau ai te angitū o te ako ngātahi.



OUR GUIDING BELIEFS NGĀ WHAKAPONO ĀRAHITANGA

Every tamaiti has the right to high-quality education that complements and supports their and their whānau life. Every tamaiti in Aotearoa New Zealand has the right to know and enjoy the dual cultural heritage of Te Tiriti o Waitangi partners along with their own cultural heritage. People working in early childhood and primary education need access to high-quality kaiako education, advice, information and resources to aid their decision making that affects their profession, their tamariki and their whānau.

*Illustration: Ngā Karekare Oranga - The waves of Wellbeing
The current/ripples from the spring (Puna) carrying energy, support and wellbeing (Ora).*

OUR VALUES NGĀ UARA

Making a difference – Te puawaitanga o te tangata

Honouring Te Tiriti o Waitangi – E matua whakapono ana tātou ki te Tiriti

Including everyone – Whakawhanaungatanga

Being accountable – Kia tāea te hāpai i ngā kaupapa katoa ahakoa te aha

Caring and connecting – Manaakitanga

Innovating – Whakahihiko hinengaro




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As reflected in our values and our beliefs, Te Rito Maioha is inclusive of all people. We are committed to achieving an inclusive and equitable tertiary education environment for taura with disabilities. We are aspirational and forward thinking in our goals for improving outcomes for all of our taura.

Our Strategic plan (2021-2024) and our disability action plan are currently two separate plans. However, when our next strategic plan is developed (2025-2028) the disability action plan (DAP) will be included and at the forefront of our strategic intent. In the past we have aligned our strategic and annual plans with Government priorities. Moving forward we will continue to do this with our disability action plans as we do with the learner success plan.

When we developed our 2024 annual plan we embedded our 2024 Disability Action Plan goals. Following submission of our 2023-2025 Disability Action Plan to TEC we received feedback that we have reflected in this new plan. Many of our team members have also attended professional development held by NZQA and TEC on Disability Action Plans. The changes we have made to the plan are as follows:

- integration of sections i) and ii) into one section which follows the same format as our annual plan. This change in format will mean we can easily embed the Disability Plan Actions into our annual plan on a regular basis.
 - change in format to reflect:
 - i. what we will do
 - ii. how we will do it
 - iii. outcomes/results;
 - iv. owner; and
 - v. interdependencies
 - foregrounding and prioritising learner|taura voice and the partnership with our taura with disabilities
 - revisiting the Ka ōrite toolkit and the TEC Disability Action Plan Guidance and updating our plan to reflect this.
 - clarification of the Senior Leadership Team member responsible for the Disability Action Plan, which is the Director of Teaching, Learning and Research.
 - updated and developed our 2024 DAP based on individual feedback received from TEC and on areas for improvement recommended for all providers from the TEC provider report.
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As outlined in this document our disability action plan encompasses all aspects of our governance, leadership, management, and operations. The Te Rito Maioha Disability Action Plan is a vehicle for focusing on, identifying, and reducing barriers for all taura.

Our disability action plan reflects the principles of the Ka Ōrite toolkit and the best practice standards as outlined in the toolkit. We support and teach in our programmes the social construction model of disability. This model proposes that disabilities are created by a society that does not cater from a physical, attitudinal and values perspective for people with disabilities. According to this approach people with disabilities are not able to participate in society in the same way as able-bodied people are.

This is reflected in the education and employment statistics which evidence that people with disabilities have access to a lower level of education and are employed at lower rates than their non-disabled peers. When people with disabilities have access to education their rates of achievement equal achievement rates of their non-disabled peers. The reasons people are disabled is due to society and not individual, medical, or other reasons.

We are aware that intersection occurs across disability, race, culture, and class. Statistics show that Māori experience disability at a higher proportion compared to other ethnic groups. We have a high proportion of Māori and Pasifika taura enrolled in our programmes (see our learner success plan). The majority of our programmes are field based therefore most of our taura are in employment for the duration of their study.

However, we are aware that employment for Māori and people with disabilities is lower than other sectors of the population therefore we want to ensure taura with disabilities are successful in their studies and that on graduation our graduates are employed. We aspire to grow leaders and researchers who are advocates for principles of social justice and equity; advocates who enact transformational change in our sector.



Our commitment to Te Tiriti is reflected in multiple ways including in our structure, at governance, leadership, management, and operational levels and in our policies and processes. Many of our academic policies reflect both Māori and Pacific values and beliefs. We update our academic policies regularly with a focus on Te Whare Tapawha and the Fonofale models. Governance and senior leadership support this plan and the identification of tauira with disabilities as priority learners|tauira alongside Māori and Pasifika tauira.

Our commitment from governance and senior leadership is reflected in our disability action plan priorities, resourcing, and reporting. As stated in our strategic plan we are committed to The Treaty of Waitangi | Te Tiriti o Waitangi. We are inclusive in all we do and say and strive to be equitable, free from bias, discrimination, and racism. We also strive to ensure that all our work is of high quality.

Our plan is staggered across three years. Over these periods our focus is on review, development, and implementation of initiatives to continuously improve outcomes for tauira with disabilities at Te Rito Maioha and beyond. Our DAP will be led by governance, leadership, and management. An integral aspect of our plan is collaboration. This includes collaboration with our tauira with disabilities and with staff working in the area of the Ka Ōrite implementation toolkit being reviewed.

Our approach includes our Te Rito Maioha community and is a team effort. We have identified some initial priorities based on the Ka Ōrite toolkit. However, we will continue to collaborate with our staff, all tauira and external stakeholders to determine if these priorities are appropriate. Further development work is required in identifying and addressing priorities for our Disability Action Plan across the three-year timeframe.

Our DAP includes the following:

- An update on actions from 2023
- Clear actions and strategies, measurable outcomes and clear designation of the positions responsible for carrying out actions within measurable timeframes 2024-2026
- Evaluation
- Communication of policies and programmes



Disability Action Plan (DAP)

1. Disability Action Plan 2024

What will we do	How will we do it	Outcomes/Results
DATA: Better learner satisfaction rates than current or previous satisfaction rates from tauira with disabilities as evidenced in a survey.	Identify our tauira with disabilities as per our CRM project. Use our data to track programme satisfaction rates from tauira with disabilities. Currently there is significant support for students with disabilities with 72 Individual Education Plans in 2022, to currently 50 plans mid- 2023. In addition, there has been an increase in the student learning support budget in 2023, and a significant uptake on students making use of this to date.	Support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities
STAKEHOLDERS: Consult with Disability experts and organisations such as the National Disabled Students Association and also use resources such as ADCET https://www.adcet.edu.au/oao/assistive-technology	Ongoing and at specific points when we need support and advice	A growth in our understanding of tauira with disabilities and support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities and increased programme completion and achievement rates for these tauira.
EVALUATION: Although the majority of our learning is online tauira do access our eleven takiwā ako. Audit of access to buildings and online environment to ensure these are inclusive of tauira with disabilities.	Audit of access to buildings and online environment to ensure these are inclusive of tauira with disabilities.	Audit results in improvements to our physical and online environments
TRAINING. Ensuring staff have training and guidance on non-discriminatory practices. Ensuring staff are familiar with legal frameworks and legislation obligations. This includes familiarity with the Privacy Act and appropriate use of information under this Act and other legislation.	Introduce all staff to the e-learning modules on the TEC website on strategies for supporting tauira with disabilities	Tauira with disabilities report improvements via student evaluations in staff understanding of disability discrimination issues.
EVALUATION. Review and evaluation of learning support systems and structures so that learning outcomes for learners with impairments are optimised.	Gather quantitative and qualitative data on learning support systems at Te Rito Maioha	Tauira with disabilities report improvements via evaluations on learning support systems at Te Rito Maioha.
PROMOTION. Make DAP available to all current and prospective tauira in accessible format	Via the website or other means	All current and prospective tauira with disabilities are aware of the support offered by Te Rito Maioha
Scope a proposal for a scholarship covering the cost of x5 assessments of learning disabilities. The cost of assessments can sometimes be cost prohibitive. The scholarship is to cover the cost of x5 assessments (\$500 each scholarship)	Propose scholarship based on costing to SLT followed by governance council	Scholarships are scoped and if approved potentially in place by 2025.

Disability Action Plan (DAP)

2. Disability Action Plan 2025

What will we do	How will we do it	Outcomes/Results
EVALUATION: Review and evaluation of learning support systems and structures so that learning outcomes for learners with impairments are optimised.	Undertake a review of learner support provisions and policies	Learning support feedback indicates the needs of tauira with disabilities is met at a high level.
STAKEHOLDERS: Consult with Disability experts and organisations such as the National Disabled Students Association and also use resources such as ADCET https://www.adcet.edu.au/oao/assistive-technology	Ongoing and at specific points when we need support and advice	A growth in our understanding of tauira with disabilities and support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities and increased programme completion and achievement rates for these tauira.
DATA: Better learner satisfaction rates than current or previous satisfaction rates from tauira with disabilities as evidenced in a survey.	Identify our tauira with disabilities as per our CRM project. Use our data to track programme satisfaction rates of tauira with disabilities	Support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities
PROMOTION. Make DAP available to all current and prospective tauira in accessible format	Via the website or other means	All current and prospective tauira with disabilities are aware of the support offered by Te Rito Maioha

Disability Action Plan (DAP)

3. Disability Action Plan 2026

What will we do	How will we do it	Outcomes/Results
STAKEHOLDERS. Consult with Disability experts and organisations such as the National Disabled Students Association and also use resources such as ADCET https://www.adcet.edu.au/oao/assistive-technology	Ongoing and at specific points when we need support and advice	A growth in our understanding of tauira with disabilities and support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities and increased programme completion and achievement rates for these tauira.
DATA. Better learner satisfaction rates than current or previous satisfaction rates from tauira with disabilities as evidenced in a survey.	Identify our tauira with disabilities as per our CRM project. Use our data to track programme satisfaction rates of tauira with disabilities	Support of these tauira will be evidenced in increased satisfaction rates from tauira with disabilities
DATA. Achievement rates (course and qualification completion) for tauira with disabilities equal or exceed achievement rates of tauira without disabilities	Gather quantitative data on achievement rates for tauira with disabilities	Student and Administration Services Manager
LEARNER VOICE. Learning support feedback indicates the needs of tauira with disabilities is met at a high level.	Gather quantitative data on learner support	Data indicates learner support meets the needs of tauira with disabilities
PROMOTION. Make DAP available to all current and prospective tauira in accessible format	Via the website or other means	All current and prospective tauira with disabilities are aware of the support offered by Te Rito Maioha
Work in partnership with tauira with disabilities	Tauira with disabilities report improvements via student evaluations in staff understanding of disability discrimination issues.	

Disability Action Plan (DAP)

4. Evaluation

The Disability Action Plan will be discussed, reviewed, and evaluated at regular hui e.g.:

- Quarterly Council hui
- Monthly senior management group (SMG) and senior leadership team (SLT) hui
- External stakeholder hui
- Monthly Te Tira Anga Mua hui attended by key academic leaders and other senior managers in the organisation
- Senior Leadership and Senior Management Group Annual Planning hui
- Annual staff hui (when applicable)
- Academic Management Committee hui

Disability Action Plan (DAP)

5. Communication of Policies and Programmes

As detailed in the plan.

