

Disability Disclosure Statement (Taura)



Purpose

This statement outlines the process and principles that guide how Te Rito Maioha Early Childhood New Zealand supports the voluntary disclosure of disability information, or learning challenges by taura students | taura. Our goal is to ensure an inclusive environment where everyone has equitable access to learning and work.

This statement outlines the process and principles that guide how we support the voluntary sharing of information about disability, or learning challenges by taura. Te Rito Maioha is guided by the social model of disability — which recognises that people are disabled by barriers in society, not by their differences — we see diversity as a strength and are committed to creating inclusive environments by identifying and removing those barriers to enable full participation in learning and work.

Scope

This statement applies to all taura, and anyone involved in learning.

Guiding principles

- Disclosure is entirely voluntary.
- All disclosures are treated confidentially and respectfully.
- Support and adjustments are made in collaboration with the individual.
- We follow all relevant legislation, including the Human Rights Act 1993 and the Privacy Act 2020, Tertiary Education Strategy (2019) and our Disability Action Plan as required by the Tertiary Education Commission.
- We are committed to the principles of Te Tiriti o Waitangi and inclusive education.

What can be disclosed

Taura may choose to disclose a:

- physical, sensory, intellectual, neurological, mental wellbeing or psychological impairment(s)
- long-term injury or chronic health condition
- neurodiversity (e.g. dyslexia, dyscalculia, dysgraphia, ADHD and Autism Spectrum)
- temporary condition that may affect participation.

When and how to disclose

- Disclosure can happen at any time – during enrolment, interview, orientation, or at any later point during your programme of study.

Disclosure can be made to:

- a designated support staff member (e.g. Regional Education Leader (REL), Programme Leaders (PLs), Student Services)
- lecturer or pouako (who will refer appropriately)

Where possible, disclosure information should be made on the Enrolment Form or the Disability Disclosure Form to ensure clarity and accuracy of individualised and tailored academic learning support or reasonable accommodations. Taura can arrange a kanohi ki te kanohi (face-to-face) meeting, recognising that some taura may prefer a more personal approach when discussing their needs.

Support available

Once a disclosure is made, a collaborative process begins. This may include:

- identifying reasonable support and/or accommodation. Support is flexible and can be accessed at any point during a student's programme of study. Even if additional assistance is not required at the outset, taura should be reassured that they can update their disclosure and request support at any stage.
- developing an individualised/tailored learning support plan
- providing assistive technologies or equipment
- access to resources and information
- referral to external support agencies if required.

The support plan will be reviewed as required to ensure it remains relevant.

Confidentiality and privacy

Information disclosed will be handled with the utmost care. It will only be shared with others on a need-to-know basis, with the individual's consent. Records will be securely stored and managed according to our Privacy Policy.

Roles and responsibilities

- Taura – may disclose and request support.
- Lecturers/Pouako – respond respectfully and refer appropriately.
- Support staff (e.g. HR, REL, PLs) – coordinate learning support and/or accommodation and maintain confidentiality.
- Te Rito Maioha – ensure ongoing professional learning & development and awareness of inclusive practices for Te Rito Maioha staff.

Review

This Statement will be reviewed annually or sooner if there are legislative or organisational changes that require it.

An annual survey will be sent to taura who disclose to gather feedback to ensure that the process remains effective, supportive, and responsive to student experiences.

Disability Disclosure Form

Confidential – Voluntary Disclosure



Purpose

This form allows you to voluntarily share information about a disability, or learning difference. Where possible, written disclosure helps ensure clarity and accuracy in providing individualised learning support or reasonable accommodations. This information will be handled with care and shared only with those you authorise. Information disclosed will be filed in Wisenet and only the REL will be advised.

1. Your details

Full name:

Preferred name:
(if different)

Student ID:

Programme:

Contact Email:

2. What would you like to share with us?

You can describe your access needs, learning preferences, or any barriers you're experiencing (*diagnosis is optional*).

3. What support would be helpful for you?

(e.g. extra time in assessments, accessible formats, flexibility in deadlines)

Disability Disclosure Form

Confidential – Voluntary Disclosure



4. Who can we share this information with to support you?

Information will not be shared unless permission obtained.

Please tick or name the people/roles you agree to share this information with:

Course lecturer/pouako

Visiting lecturer/pouako

Other (please specify)

No one

5. Declaration

I understand this disclosure is voluntary. I give consent for this information to be used to support inclusive practices and reasonable accommodations, in line with the people I have nominated above.

Signature

Date

DD

MM

YYYY