

### 3.04

## Equity Consideration Policy

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### Outcome Statement

The school will take all reasonable steps to ensure that staff, students and whānau feel at ease in the total school environment regardless of gender, religion, disability, ethnicity, culture, sexual orientation or social background.

### Scoping

The board recognises that learning outcomes for students will vary greatly but it will provide equity of opportunity for all and comply with all relevant legislation and any other statutory, regulatory and administrative requirements.

### Delegations

The board requires the principal, in the daily practices of the school, to see that authority and responsibility are seen to be equitably shared and recognised, and learning programmes for students are equitable in terms of both opportunity for students and resourcing. The board will monitor (annually) the equality of opportunity offered at all levels and in all facets of the school.

### Expectations and limitations

In complying with the policy, the principal shall not fail to:

- implement and maintain robust procedures to meet the policy requirements, and
- report to the board annually on equity of opportunity for staff and students.

### Procedures/supporting documentation

Procedures are to cover the following areas:

- ensuring learning programmes are accessible to all students,
- ensuring resources are allocated in an open and fair manner,
- ensuring school practices avoid highlighting differences in any way that could lead to discomfort or a sense of inequality, and
- ensuring that special assistance is provided for those students showing disadvantage.

## **Monitoring**

The principal shall report to the Board as part of the principal's report to the Board on equity of opportunity for staff and students annually, including any areas of concern for deliberation.

## **Legislative Compliance**

Relevant statutory, regulatory, administrative and contractual requirements include, but are not limited to:

- Human Rights Act 1993,
- Bill of Rights Act 1990,
- Health and Safety at Work Act 2015,
- Childrens' Act 2014,
- Education Act 1989,
- Employment Relations Act 2000,
- Relevant Collective Employment Agreements or individual contracts for staff, and the
- National Administrative Guidelines for Schools.

## **Review**

This policy will be reviewed in accordance with the Board's regular policy review process.

## **Ratified by Ruapehu College Board of Trustees**

Chairperson: Elijah Pue



Signed: \_\_\_\_\_ Date: 23.02.21

Date for policy review: February, 2024