

OUR LADY OF THE SACRED HEART SCHOOL

EQUITY POLICY

As part of our catholic character, the Board of Trustees affirms that equity objectives underpin all activities in this school.

The Board of Trustees will ensure that this school's policies and practices seek to achieve equitable outcomes for students of both sexes, irrespective of their religious, ethnic, cultural, social, family and class backgrounds, and irrespective of their ability or disability.

GOAL A

To enhance learning by ensuring that the curriculum is fair and equal to all students. Our community commits to acknowledge and embrace the cultural, social and ethnic backgrounds of our students and families.

OBJECTIVES

1. Ensure all learning and teaching programmes and materials are inclusive.
2. The school will strive to ensure that all students, regardless of gender, religion, race, class, ability or disability, have equal access to learning programmes and physical resources provided by the school, within budget constraints.
3. Annually, our policies shall be reviewed and updated in the light of any observed or expressed claims of disadvantage.
4. Without compromising the special character of our school, teaching will be designed to be responsive to the sensitivities of pupils who are not Roman Catholic.

GOAL B

To enhance learning by ensuring that the school's policies and practices seek to achieve equitable outcomes for students of both sexes; for all students irrespective of their religious, ethnic, cultural, social, family and class backgrounds and irrespective of their ability or disability.

OBJECTIVES

1. The progress of all students is continually monitored. Those identified as requiring additional support will receive this on an as needed basis, within budget capabilities.
2. Training and support for all staff will be provided if appropriate, for this objective to be met.

GOAL C

To enhance learning by providing role models, e.g. girls/boys and women/men, and people from different ethnic groups, in positions of leadership and authority, so that children can understand the meaning of equity in behaviour they observe from day to day.

OBJECTIVES

1. The Board of Trustees will strive to be good employers as required by the State Sector Act, 1988.
2. Maori role models will be provided, as appropriate, when using community members as resource people. Board of Trustees will enable kaumatua (elders) to participate in school programmes, giving children access to role models who are valued in Maoridom.

GOAL D

Develop practices which enhance children's understanding of their rightful place in society and the responsibilities this brings particularly with sensitive treatment of others who may be different in many ways. Any harassment of students, parents, or staff members in the school will be handled appropriately using proper grievance procedures.

OBJECTIVES

1. The Human Rights Commission Act requires the Board of Trustees to provide a workplace free from sexual harassment. The Board of Trustees under the Employment Relations Act and the N.Z.E.I.'s guidelines, recognise sexual harassment to be a matter for a Personal Grievance case.
2. The Board of Trustees will endeavour to make all students, staff and parents regardless of their gender feel safe in our school and will offer support and counselling should the need arise.
3. The Board of Trustees will provide education and training of staff if appropriate.

PROCEDURE

For grievance procedure see Policy 3/4.

Adopted as Policy 1 June 1992
 Reviewed March 20 1996
 Reviewed May 7 1996
 Reviewed May 17 2000
 Reviewed June 16 2004
 Reviewed 20 May 2009
 Reviewed 7 November 2012

CHAIRPERSON

SECRETARY