

MICHAEL PARK SCHOOL AND KINDERGARTEN MANAGEMENT POLICY

EQUITY

Introduction

Michael Park School shall provide a teaching and learning environment that is free from unlawful discrimination on the grounds of race, ethnicity, religion, political affiliation, socio-economic background, age, sex and sexuality. Furthermore, Michael Park School aims to foster an environment that is tolerant, understanding and respectful to others.

Definitions

1. Stereotype - a widely held but fixed and oversimplified image or idea of a particular type of person or thing. Common stereotypes relate to race, ethnicity, religious or political affiliation, physical or learning disability, family status (including being a relative of a particular person), age, sexuality and gender.

Guidelines

The College of Teachers and Senior Leadership Team will:

1. Monitor the learning environment and curriculum to ensure it's consistent with the implementation of this policy. This shall include ensuring that, in an age-appropriate way, learning programmes:
 - i. Take account of the unique context of Aotearoa, New Zealand in the localisation of curriculum.
 - ii. Present a variety of values and viewpoints to encourage tolerance and understanding by our community
 - iii. Extend pupils' thinking and their learning skills and capacities
 - iv. Promote discussion of the harmful effects of stereotypes so that students are able to make informed choices about their behaviour and communicate respectfully
2. Identify any individuals or groups of children who require learning support and provide programmes and interventions as appropriate to support their continued participation, progress and achievement
3. Encourage the development of an inclusive Michael Park School culture.
4. Celebrate diversity in our students and community while highlighting shared values and sense of belonging.
5. Implement a code of conduct for staff and students, monitor behaviour and take proactive steps where practical to highlight and address any issues constructively.
6. Maintain appropriate procedures to manage any complaints relating to this policy.

Policy type: **Management Policy**

NZSTA Governance Framework:

Date reviewed: **18/03/2024**

Signed for

MPS Board:

