

**POLICY: EQUITY**

**Rationale**

Equity involves treating people in a fair way, that is considering differing circumstances and needs, to attain the same outcomes. Policies and strategies within the school culture must demonstrate that the diversity of the school is valued and understood by both the school and the community; and a variety of positive role models exist that are representative of different groups within the school.

**Purposes**

- To ensure the principles of fair treatment apply to all members of the school community.
- To ensure that differing circumstances and needs receive special help to achieve the same outcomes.
- To ensure that the identification of present and future needs of target groups occur.
- To create a workplace where members of the school community are able to participate equitably regardless of gender, ethnicity and disability as identified in the Human Rights Act 1993.

**Guidelines**

1. Policies and strategies must accommodate aims and aspirations, and the cultural differences of ethnic and minority groups.
2. Policies and practices must identify the student needs to achieve same outcomes for all.
3. Practice in the workplace will encourage equitable participation regardless of gender, ethnicity and disability.
4. Policy and strategy must reflect commitment to the Treaty of Waitangi and a bicultural society.
5. Personnel policies and management policies must remove bias so that discrimination does not occur.
6. All policies and procedures need to reflect equity.

REVIEW: This policy will be reviewed according to the Board of Trustees’ triennial Programme of self review (FEB 2022)

DATE CONFIRMED: 27 FEBRUARY 2019