

HOKOWHITU SCHOOL ANTI-DISCRIMINATION POLICY

RATIONALE:

Hokowhitu School Board of Trustees recognises the right of staff, students and their families to be in a safe physical and emotional environment, free of discrimination.

PURPOSES:

- To provide an environment with zero tolerance to discrimination.
- To provide an environment and curriculum that does not discriminate against any staff member or student.

GUIDELINES:

1. Hokowhitu School will adhere to the relevant sections of the Education Act 1964, New Zealand Bill of Rights Act 1990, Human Rights Act 1993 and the principles of the Treaty of Waitangi.
2. Hokowhitu School will provide a curriculum and environment that does not discriminate against any student or staff member and ensures that cultural and religious beliefs are treated with respect and are valued at all times.
 - a. This policy does not address the practice and place of Tikanga Māori in the school curriculum; refer to the Treaty of Waitangi Policy.
 - b. Consultation on the place of cultural and religious beliefs in the school curriculum will take place in a variety of forms, including surveys and hui. Feedback on the findings of any consultation exercise, and any subsequent revisions to the school curriculum, will be provided through regular school communication channels, including the weekly newsletter.
3. Staff concerns shall be addressed as appropriate.
 - a. Employment-related complaints or concerns should follow the provisions in the Primary Teachers' Collective Agreement.
 - b. Non-employment related complaints or concerns should be discussed with the Principal or BOT chairperson.
4. Parent and Student concerns should be addressed as appropriate; refer to the Complaints and Concerns Policy and Procedures.

CONCLUSION:

Hokowhitu School provides a safe physical and emotional environment that is free of discrimination.

Associated procedures/handbooks:

Complaints and Concerns Policy
Complaints and Concerns Procedures
Health and Safety Policy
Treaty of Waitangi Policy
Education Act 1964
New Zealand Bill of Rights Act 1990
Human Rights Act 1993

Policy ratified on: April 2017

Review date: April 2020

Chairperson.....

Principal.....