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# **Macleans College - POLICIES & DIRECTIVES**

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SECTION NO: <b>200</b>	POLICY NO: <b>204</b>	ISSUE DATE: 05/03/03
TITLE: <b>DEVELOPMENT &amp; EVALUATION OF TEACHING PROGRAMMES</b>		ISSUE NO: 2
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## **Equity**

### **RATIONALE:**

The Macleans College Board of Trustees believes that learning will be enhanced in a non discriminatory environment, that ensures that students, staff and the community are not disadvantaged.

Equitable outcomes for all students means that all should reach their potential regardless of ability or background. The school must, therefore, provide students, disadvantaged on religious, ethnic, cultural, physical, family or socio-economic grounds, with additional resources. Other students may have special needs because of learning difficulties or because of their special abilities.

### **PURPOSES:**

- 1 To enhance learning by ensuring that the curriculum is non-sexist and non-racist.
- 2 To enhance learning by ensuring that the school's policies and practices seek to achieve equitable outcomes for all students.
- 3 To enhance learning by providing appropriate models.

### **GUIDELINES:**

- 1 All religious, ethnic, cultural and social backgrounds of those belonging to the school environment will be respected by students and staff.
- 2 Opportunities for staff development programmes that emphasise cultural awareness and sensitivity and respect for others, both in and out of the classroom, will be provided.
- 3 Only language (written or spoken) which is neutral or gender inclusive and non-racist will be used in the school community.

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- 4 Heads of Faculties (HOFs) are responsible for ensuring that learning programmes and resources are examined for non-sexist and non-racist attitudes and language. If resources used are sexist or racist, this context will be acknowledged.
- 5 All students will share equal access to, and opportunity in, all curriculum areas.
- 6 A data base will be set up on those students who may need support. It will be based on information from contributing schools, parents and students themselves.
- 7 Students who are experiencing financial hardship will be supported as appropriate and at the discretion of the Principal.
- 8 Progress of "at risk" students will be monitored and supported by the whanau house discipline and pastoral care structure and the school wide guidance systems. There will be ongoing liaison with the students' parents or caregivers.
- 9 Special programmes will be provided for those students with learning difficulties and for those students with special abilities. There will be ongoing liaison with the students' parents or caregivers.
- 10 Students from different ethnic backgrounds and whose first language is not English will be assisted with special programmes as staffing and resources permit. The school will ensure that the students are given the opportunity to celebrate their own culture.
- 11 Students whose parents wish them to withdraw from specific teaching and learning programmes should be responded to according to the Education Amendment Act 1991.
- 12 The prime criteria for staff appointments will be meeting the learning needs of students.
- 13 Programmes and procedures are to be reviewed annually by the Equal Employment Opportunities (EEO) Committee to ensure that the opportunities for equitable outcomes are provided for all students.

## **COMMITMENT:**

Macleans College Board of Trustees will deliver a curriculum within an environment that ensures fairness for all and will ensure that its procedures are sensitive and appropriate.

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## **OTHER RELEVANT DOCUMENTATION:**

- EEO Policy
- Staff Appointment Policy
- Te Tiriti O Waitangi Policy
- Student Entry