



RESPECTING CULTURAL DIVERSITY

Rationale:

Students are from a range of cultural backgrounds. All cultures will be respected. The unique position of Māori culture and Te Tiriti o Waitangi in New Zealand will be both acknowledged and taught.

Purpose:

The purpose of this policy is to provide guidelines for sustaining and promoting respect for cultural diversity in the school community. Also to provide barrier free access to education where quality teaching and learning is provided to all, aimed at productive partnerships that enhance our communities and individual outcomes.

Definitions:

Tikanga Māori means the ways of doing and thinking held by Māori to be just and correct.

NOTE: The word tikanga originates from the two words 'tika' and 'nga'. 'Tika' can be defined as right, correct, just or fair. 'Nga' is the plural for the English word 'the'. Therefore, in this context tikanga may be defined as "way(s) of doing and thinking held by Māori to be just and correct" (NZ Law Commission 2003:16).

ESOL English for Speakers of Other Languages

ELLs English Language Learners

Scope:

This policy applies to all staff and students.

Guidelines:

TIKANGA MĀORI

1. The school will work proactively towards achieving equitable outcomes for all students and identifiable groups of students otherwise at risk of not progressing or achieving to their potential.
2. Specifically, the school will take all practical steps to effect Te Tiriti o Waitangi for the purposes of Maori learner's outcomes, progress and achievement.
3. The school will maintain and facilitate a Maori Focus Group (Kotuku ki te Rangi). The Maori Parent HHui shall operate under the Maori Focus Group Terms of Reference and will have regular and ad hoc opportunities to be heard in matters of management as it relates to Maori students and stakeholders. This is to help reflect the spirit of partnership envisaged under Te Tiriti o Waitangi.



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4. The Board of Trustees will consider the ethnic balance of elected representatives and may co-opt a trustee to assist the Board to achieve its objectives for Maori students' achievement.
5. The school will promote and support training and awareness of Tikanga Maori and knowledge of and partnership with other cultures, with staff and students.
6. The school will provide opportunities to:
 - a. understand and respect Tikanga Maori
 - b. Participate in Maori performing arts
 - c. Participate in Maori visual arts
7. A powhiri will be extended to all new students and staff at the start of each year
8. Tikanga Maori will be included into formal school events
9. Curriculum development and content will take full account of this policy
10. Te Reo Maori will be encouraged by:
 - a. Provision of professional development in Te Reo Maori for staff
 - b. Dual language signage
 - c. Encouraging use of Te Reo in other settings, formal and informal

OTHER CULTURES

11. Cultural practices of all staff and students will be respected.
12. Where there is a conflict of cultural practices with school policies and rules there will be open discussion and consultation with the student and student's family to establish a satisfactory outcome
13. The Board of Trustees will consider the ethnic balance of elected representatives and may co-opt a trustee to assist the Board to achieve its objectives for all students' achievement.
14. The school will follow Ministry guidelines with respect to funding and practices.
15. ESOL classes and classroom support will be provided for ELLs.

Related Policies:

1. Equal Employment Opportunities (EEO)
2. Equity – Equal Education Opportunities (EEoO)
3. Behaviour Management

References or Sources:

1. NZ Law Commission 2003:16
2. Ka Hikitia (MoE)



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Review Details:

Review Date	Reviewed by
FEB 2021	SMK, BoT Members (Andre Hemara, Derek Slatter)
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Management Contact:

- Teacher in Charge ESOL