



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.

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 maintain and facilitate a Māori Focus Group. The Māori Parent Hui shall operate under the Māori Focus Group Terms of Reference (Kotuku ki te Rangi)
2. 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 Māori students' achievement.
3. The school will provide opportunities to:
 - a. understand and respect Tikanga Māori
 - b. participate in Māori performing arts
 - c. participate in Māori visual arts
4. A Powhiri will be extended to all new students and staff at the start of each year.
5. Tikanga Māori will be included into formal school events.
6. Te Reo Māori will be encouraged by:
 - a. provision of professional development in Te Reo Māori for staff
 - b. dual language signage



CULTURAL DIVERSITY

OTHER CULTURES

1. Cultural practices of staff and students will be respected.
2. 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.
3. The school will consult with parents regarding the need to maintain and facilitate a Culturally Inclusive Focus Group. The Culturally Inclusive Focus Group shall operate under the Culturally Inclusive Focus Group Terms of Reference.
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 all students' achievement.
5. The school will follow Ministry guidelines with respect to funding and practices.
6. ESOL classes and classroom support will be provided for ELLs

Related policies:

1. Equal Employment Opportunities (EEO)
2. Equity – Equal Education Opportunities (EEoO)
3. English for Speakers of Other Languages (ESOL)

References or Sources:

1. NZ Law Commission 2003:16

Review details:

Review Date	Reviewed by
April 2023	SMK
Review cycle: 3 years	Due for Review: Apr 2026

Management Contact:

Teacher in Charge ESOL