



INCLUSIVE EDUCATION

Rationale:

We have students within our school that identify with our LGBTQQIA+ community.

In accordance with NELP objective 2 that all students have barrier free access to education.

Purpose:

To provide a safe and inclusive learning environment for LGBTQIA+ students.

Definitions:

LGBTQQIA+ is the acronym that refers to any person that identifies as lesbian, gay, bisexual, transexual, queer, questioning, intersex, asexual, allies, and more.

Scope:

This policy applies to all staff, students, family, and whanau.

Guidelines:

1. Create safe, inclusive environments with students (inclusive language, inclusive concepts, and inclusive values, provide an inclusive group for students that wish to attend).
2. Model inclusive behaviour (inclusive language, values and through addressing excluding behaviours).
3. Bullying and student targeting will be addressed and NOT tolerated.
4. A zero-tolerance approach to discriminatory or demeaning language in reference to LGBTQQIA+ students.
5. Provide professional learning opportunities for staff.
6. Maintain the privacy of all student information, including disclosures around diversity.
7. Gain consent from the student if students personal information needs to be shared.
8. Acknowledge and celebrate diversity.
9. Use pronouns preferred by student and include pronoun preference in enrolment form.
10. Have resources available for students (can be accessed online and/or at Te Awatea).
11. Analyze barriers to learning and achievement and develop strategies to meet the needs of individuals and groups.

Related Topics:

1. Inclusive Learning Policy
2. Safe School Policy
3. Wellbeing
4. Bullying

References or Sources:

1. New Zealand Post Primary Teachers Association - PPTA.org.nz
2. InsideOUT
3. Human Rights Commission: **Sexual Orientation, Gender Identity, and Sex Characteristics**



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4. The Bill of Rights Act 1990, Section 14.
5. The Privacy Act 2020, Principle 11.
6. The Education and Training Act 2020.
7. TKI: **Inclusive Education guidelines**
8. This policy has been written in with collaborative input from some of the WBHS Students that identify as belonging within the Rainbow Community.
9. National Education and Learning Priorities (NELP)

Review Details:

Review Date	Reviewed by
NOV 2023	SMK
Review cycle: 2 years	Due date for Review: NOV 2025

Management Contact:

- Principal