



## **EQUITY POLICY**

### **Rationale:**

In order to ensure that all students have equal access to education and that staff also have equal access to professional development and promotional opportunities the Spotswood College Board of Trustees will have in place policies and procedures to maintain such equity.

### **Purposes:**

1. To comply with the legal requirements of the State Sector Amendment Act 1989 77a, 77d.
2. To fulfill the obligations of the School Charter and Mission Statement.
3. To ensure that programmes are in place which recognise the dual cultural heritage of the Treaty of Waitangi and which meet the needs of priority learners and our diverse student roll.
4. To identify any impediments to the learning of disadvantaged members of the school community and to set in place strategies for overcoming these disadvantages.
5. To ensure open channels of communication so any identified inequities are reported and acted upon.

### **Procedures:**

1. Students with financial difficulties should be identified and problems overcome where possible through appropriate funding such as JR McKenzie Grant, PTA School Uniform Grant, Principal's Discretionary Grant, NZQA Financial Assistance.
2. Students who are physically disabled e.g. wheelchair students should have equity of access where possible, through the provision of lifts or timetabling appropriate classrooms.
3. Students who have learning difficulties will have their needs met as far as possible through the Learning Centre and the alternative providers e.g. the Correspondence School.
4. Courses and timetabling will be organised so that as far as possible students will have access to their chosen programmes of learning.
5. All staff, including non-teaching staff will have access to professional development for both teaching and career development.
6. Where possible staff will be encouraged to update qualifications. Assistance may be available through the support of paid study leave and course costs.
7. Staff seeking promotion will be given every opportunity for self-development.

### **Conclusion:**

In order to achieve equity of outcomes for both staff and students of Spotswood College access to what the school can offer shall be as equitable as possible.

**Approval:**

When the Board approved this Policy it agreed that no variations of this Policy or amendments to it could be made, except with the majority approval of the Board.

Approved by the Board of Trustees on 24 March, 2014.

Signed on behalf of, and with the authority of the Board

\_\_\_\_\_ on \_\_\_\_\_ (Date)  
Board Chairperson

Due for Review: March 2017

Reviewed Date: \_\_\_\_\_ Signed for B.O.T. \_\_\_\_\_