

## HOKOWHITU SCHOOL ANTI-DISCRIMINATION POLICY (2023)

### PURPOSE

Hokowhitu School will be a welcoming and safe environment with zero tolerance of discrimination against staff, students, or members of the school community.

### GUIDELINES

1. Hokowhitu School will be, in accordance with the National Education and Learning Priorities (Objective 1, Priority 1), a place of learning that is safe, inclusive, and free from racism, discrimination, and bullying.
2. Hokowhitu School will treat all staff, students, and members of the school community fairly in accordance with the relevant sections of the Education and Training Act 2020, New Zealand Bill of Rights Act 1990, and the Human Rights Act 1993, as well as the principles of Te Tiriti o Waitangi/the Treaty of Waitangi.
  - a. The school will not tolerate any form of discrimination, including discrimination on the basis of sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, gender, employment status, family status, or sexual orientation.
3. Hokowhitu School will provide a curriculum that encourages and values diverse student and community perspectives and does not discriminate against any student or staff member.
  - a. Consultation on the place of cultural and religious beliefs and values in the school curriculum will take place in a variety of forms, including surveys and hui, and feedback on findings and/or any subsequent revisions to the school curriculum, will be reported in accordance with the Communication Policy.
4. Hokowhitu School's commitment to fostering an environment of respect for Tikanga Māori and Te Reo Māori, and its broader obligations under the Treaty of Waitangi, are addressed specifically in the Tiriti o Waitangi/Treaty of Waitangi Policy.
5. Any complaints or concerns regarding discrimination should be expressed using established procedures.
  - a. Employment-related complaints or concerns should be expressed in accordance with the provisions stipulated in the relevant Collective Agreement.
  - b. Non-employment related complaints or concerns from staff should be addressed in the first instance to the Principal or Presiding Member of the Board.
  - c. Parent and student complaints or concerns should be expressed in accordance with the Complaints and Concerns Policy and Procedures.

### ASSOCIATED POLICIES/PROCEDURES/HANDBOOKS

#### Legislation

- Education and Training Act 2020
- Human Rights Act 1993
- New Zealand Bill of Rights Act 1990

#### Guideline Documents

- *Tackling Bullying: A Guide for Boards of Trustees* (Bullying Free NZ)

#### School Policies and Procedures

- Behaviour Management Policy

- Complaints and Concerns Policy
- Complaints and Concerns Procedures
- Equal Employment Opportunities (EEO) Policy
- Health and Safety Policy
- Tiriti o Waitangi/Treaty of Waitangi Policy

**Ratification date:** 1 August 2023

**Review date:** Term 3 (August/September) 2026

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**Presiding Member**

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**Principal**