

TAURANGA GIRLS' COLLEGE SCHOOL BOARD
OPERATIONAL POLICY 09
Inclusivity

POLICY 09 INCLUSIVITY

Outcome Statement

To foster a sense of belonging for all students, staff, and community members through the promotion of mutual respect, understanding, and the celebration of diversity.

Policy

The College will maintain high standards of safety, inclusivity, and respect for all individuals within its learning community. It is committed to the prevention of racism, discrimination, and bullying by taking proactive steps to educate and implement procedures that address these issues.

Expectations and Limitations

- All members of the school community, including students, staff, and parents, are expected to treat each other with dignity and respect, embracing and valuing diversity.
- Teachers will integrate inclusive practices in teaching strategies, curriculum development, and classroom management to create a positive and welcoming environment.
- Any form of racism, discrimination, or bullying will not be tolerated on the College premises, during College activities, and online interactions.
- The College will take appropriate measures to address any incident promptly, ensuring fair and just consequences for any individual who engages in harmful behaviours.

Delegations

The Board delegates to the Principal the responsibility for:

- the overall implementation and monitoring of this policy
- the authority to take immediate action to address any incidents of racism, discrimination or bullying
- ensuring that teaching staff foster an inclusive and respectful classroom learning environment and incorporate diversity education into lesson plans
- ensuring that support staff are delegated to support any student who may be affected by any incident of racism, discrimination or bullying
- developing a relevant process for reporting on any incident relevant to this policy to the Board
- developing a range of appropriate consequences relevant to this policy.

Relevant Legislation

[Children's Act 2014](#)

[NZ Bill of Rights 1990](#)

[Human Rights Act 1993](#)

[NZ Disability Strategy](#)

[Including Students With High Needs](#) (and other relevant sources)