

Te Whānau o Ōtūmatua Board of Trustees

Inclusive Kura Culture Policy

Purpose

This policy ensures that Te Whānau o Ōtūmatua provides a safe, inclusive, and culturally responsive environment where all students can attain their highest possible standard of educational achievement. This policy outlines the board's legal responsibilities, commitment to inclusion, and processes for raising and responding to concerns.

Policy

The kura is committed to fostering an inclusive kura culture that values diversity, promotes belonging, and upholds the rights and wellbeing of all members of the kura community. The board meets its legal and regulatory responsibilities by ensuring the kura is safe, inclusive, culturally responsive, and free from discrimination, racism, bullying, and harassment.

The board and tumuaki ensure that all engagement, decision-making, and practices reflect the identities, needs, and aspirations of the kura community and comply with relevant legislation, including the Education and Training Act 2020, the New Zealand Bill of Rights Act 1990, the Human Rights Act 1993, and the Employment Relations Act 2000.

Guidelines

1. Legal and Regulatory Responsibilities

Under the Education and Training Act 2020 (s 127), the board's paramount objective is to ensure every student can achieve their highest possible educational standard. To meet this objective, the board ensures the kura:

- is a physically and emotionally safe place for all students and staff
- gives effect to relevant student rights under the Education and Training Act, the New Zealand Bill of Rights Act, and the Human Rights Act
- takes all reasonable steps to eliminate racism, stigma, bullying, and discrimination
- is inclusive of, and caters for, students with differing needs
- seeks to achieve equitable outcomes for Māori students
- takes reasonable steps to provide teaching and learning in te reo Māori when requested by parents or caregivers
- reflects New Zealand's cultural diversity in its policies and practices

The board also:

- operates employment policies consistent with being a good employer (Education and Training Act 2020, s 597)
- ensures employees are not discriminated against or subjected to racial or sexual harassment (Employment Relations Act 2000, ss 104–109)
- consults with the kura community as required

(See: Kura Community Engagement Policy)

Maintains a strategic plan that:

- outlines how legislated objectives will be achieved
- aligns with national education strategies (e.g., *Ka Hikitia, Action Plan for Pacific Education, Oranga Tamariki Action Plan*)
- includes strategies for supporting students whose needs have not yet been well met.

(See: *Kura Planning and Reporting Policy, and Governance, Management and Board Responsibilities Policy*)

2. Promoting Inclusion

The kura **Philosophy of Care**, vision, values, and strategic goals underpin an inclusive kura culture. The board and tumuaki promote inclusion by:

- valuing diversity and fostering a sense of belonging
- setting high aspirations for every ākonga
- maintaining high behaviour expectations for ākonga, kaiako, and the kura community
- responding effectively to bullying, harassment, racism, discrimination, or other non-inclusive behaviours
- partnering with ākonga, whānau, and the wider community to:
 - understand diverse identities, needs, and aspirations
 - reduce barriers to achievement and attendance
- supporting high-quality teaching and leadership
- developing staff capability to meet the needs of all learners

The kura uses the principles of the New Zealand Curriculum—including inclusion, cultural diversity, and the bicultural foundations of Aotearoa New Zealand—to guide curriculum decision-making.

The kura celebrates cultural festivals, significant holidays, and community events that reflect the diversity of its learners.

3. Raising and Responding to Concerns

The kura promotes a culture where raising concerns is safe and supported. Kaiako, ākonga, and community members are encouraged to report behaviour that breaches this policy.

Concerns are addressed through the appropriate kura policies:

- Racism, discrimination, or non-inclusive behaviour. (See *Concerns and Complaints Policy*)
- Bullying or harassment. (See: *Bullying and Harassment Policy*)
- Ākonga wellbeing or safety concerns. (See: *Child Protection Policy, Residential Care Policy, Student Support and Wellbeing Procedure*)
- Serious wrongdoing (protected disclosures). (See: *Protected Disclosure and Whistleblowers Policy*)
- Employment-related concerns. (See: *Concerns and Complaints Policy*)

All concerns are managed in accordance with the kura Privacy, Copyright and Official Information Policy.

(See: *Privacy, Copyright and Official Information Policy*)

4. Board Assurance

The tumuaki assures the board that the kura:

- takes reasonable steps to ensure policies and practices reflect New Zealand's cultural diversity
- is inclusive of, and caters for, students with differing needs
- gives effect to relevant student rights

- takes all reasonable steps to eliminate racism, stigma, bullying, and discrimination

Review Schedule

This policy will be reviewed according to the **Board's Review Schedule** or earlier if required due to legislative change or identified need.

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