

**BI-CULTURAL – tangata Whenua****Purpose**

- To respect and recognize the obligations of the Treaty of Waitangi.
- To recognize the unique position of Māori within our School Community.
- To improve the achievement of Māori Students.

Guidelines

- The School will work to grow connects with the wider Māori community (School, Whanau, Iwi and the local Runanga's) to gain a greater understanding of how 'Māori learn as Māori' can translate into the classroom.
- The School will take advantage of cultural resources within the wider school community where possible / appropriate to enhance the understanding of all students.
- As part of its Equal Employment Opportunities programme, the School will seek to appoint suitably trained and qualified Māori staff members.
- The school will make a commitment to increase the knowledge of teachers (through Professional Development) and students about Te Reo and Tikanga.
- All students at the school will have access to Te Reo Māori learning.
- The School will set strategic goals and actions to ensure that students who identify as Māori students are able and do achieve at the same levels as Pakeha students.
- Cultural practices such as Powhiri or Mihi Whakatau will be conducted for all new staff and Year 7 groups at the beginning of the school year, and for esteemed visitors to the school. .

Procedures

1. Suitably trained and qualified Māori staff members will be appointed.
2. Te Reo and Māori cultural activities will be made available to all students.
3. All subjects shall reflect in their resources and curriculum delivery, an understanding of Māori perspectives and values.
4. Students who identify as Māori who are not achieving or who are at risk of not achieving will be identified, support provided and targets for their achievement established.
5. Annual reporting and monitoring of progress and achievement of students who identify as Māori will be reported by HOF/HOD reports to the Board of Trustees.
6. Other activities such as Manu Korero, Māori Leadership courses and Careers days will be encouraged, and available to all students who identify as Māori.
7. Professional Development will be provided to ensure ongoing growth of staff to ensure students who identify as Māori are able to learn as Māori within the classroom and throughout the wider school.

Last Reviewed: March 2022

Review Date: Date: March 2024

Presiding Member:

Principal: