

POLICY

ROLE MODELLING

RATIONALE

In accordance with the schools' Mission Statement and the guiding principles of the School's Charter, the school is committed to respecting the dignity, rights and individuality of all students and to providing the best possible working environment.

PURPOSES

- 1 To give all students positive role models within the school environment.
- 2 To ensure that staff selection procedures respect the adherence to gender and equity principles.
- 3 To ensure that students' representation in roles of responsibility take equity into account.
- 4 To demonstrate that all parents and caregivers can participate in school activities.
- 5 To enhance learning by providing an appropriate variety of role models.

GUIDELINES

A policy of affirmative action will be adopted on:

1. The employment of teachers of diverse ethnic backgrounds.
2. A balance of men in caregiving roles and women in positions of authority.
3. Students, from diverse ethnic backgrounds, being actively involved in all aspects of student life including School Leaders.
4. Students to ensure equal gender representation in the various roles of the school including School Leaders.
5. The active involvement of all parents in school life.

CONCLUSION

It is recognised that positive role modelling is necessary for students to develop a true sense of their identity.

Note: An example of affirmative action is where two or more applicants of equal merit are being considered for a position, then gender and ethnic equity issues will be paramount.

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