

AGE AND GENDER MIXING POLICY

This policy outlines the mixing of different age groups and genders within all residential and school settings, including classrooms, recreational areas, and extracurricular activities.

Gender Mixing:

- Gender specific residential accommodation will be maintained. Separate facilities such as toilets, bathrooms and showers will be used in residential and school settings.
- In cases of non-binary or gender-diverse students, individualised accommodations will be considered based on preferences and needs, with full respect for privacy, dignity and safety.
- Communal and public areas are co-ed, with clear rules to maintain respectful behaviour among all genders.
- Mixed-gender interactions occur under adult supervision to maintain a respectful and safe environment.
- Wherever possible, ākonga will be given the opportunity to work with same-gender staff for personal and/or sensitive matters to ensure comfort, cultural values, and personal boundaries are respected.

Age Mixing:

- Residential and class placements will consider age, developmental level, and cultural considerations with safety and ākonga wellbeing paramount.
- Academic and recreational activities may combine groups of different age and developmental level. Different activities may require different groupings.
- Staff will ensure that ākonga interactions are appropriate and that any age-related concerns, such as safety, privacy, and emotional well-being, are addressed.

Staff will be given updates on safeguarding, gender sensitivity, and age-appropriate behaviour to ensure that they can effectively manage and respond to the needs of all ākonga.

Prepared by: Combined Board of Trustees

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