



## Equal Employment Opportunities Policy

### Rationale

This policy acknowledges the guaranteed entitlements under the Human Rights Act 1993 and the Public Service Act 2020. Hagley recognises the importance of diversity and inclusive workplaces. It recognises that it is unlawful to discriminate on the grounds of gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status and sexual orientation.

This Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

Hagley is committed to achieving equity of employment opportunities because it is good employment practice, allows employees to reach their full potential and provides a good role model for its educational community. Decisions about appointments, promotions and other employment opportunities are made on the basis of merit. This principle is comprehensive and includes formal qualifications as well as personal qualities and experiences.

This policy requires everyone within the Hagley community to be aware of what discrimination is, how it occurs and to be committed to its elimination, as well as to encourage equity and diversity in employment. We are committed to eliminating workplace discrimination and meeting our 'good employer' obligations.

### Goals

- For Hagley to be a workplace in which everyone is able to participate and equitably, to develop to their full potential and be rewarded fairly for this contribution regardless of gender, ethnicity, disability, sexual orientation, age or family circumstances.
- To identify and eliminate discriminatory practices, creating an environment which encourages and supports the full participation of staff, and attracting and retaining a diverse staff based on the application of the merit principle.
- The Board will appoint an EEO person to coordinate the EEO programme.

**Guiding Principles:**

To achieve this, we will:

1. show commitment to equal opportunities in all aspects of employment including recruitment, training, promotion, conditions of service, and career development
2. select the person most suited to the position in terms of skills, experience, qualifications, and aptitude
3. recognise the value of diversity in staffing (for example, ethnicity, age, gender, disability, tenure, hours of work, etc.) and the employment requirements of diverse individuals/groups
4. ensure that employment and personnel practices are fair and free of any bias.

**Related documents**

- Te Tiriti o Waitangi
- Public Service Act 2020
- Employment Relations Act 2000 and Amendments
- Human Rights Act 1993
- Hagley College Charter
- Appointments Policy
- CALD Policy

**Approved by:** \_\_\_\_\_

**Designation:** \_\_\_\_\_

**Date Approved:** \_\_\_\_\_

**Review Date:** \_\_\_\_\_