



EQUAL OPPORTUNITIES POLICY

RATIONALE

Wesley College is a multi-ethnic school that has a direct affiliation with the Methodist Church of New Zealand - Te Haahi Weteriana o Aotearoa. The Methodist Church of New Zealand - Te Haahi Weteriana o Aotearoa is a Treaty-based Church that expresses its governance in a bicultural, power-sharing partnership between Te Taha Maori and Tauwi.

Cultural diversity is one of eight principles in The New Zealand Curriculum that provide a foundation for schools' decision making. The principle of cultural diversity calls for schools and teachers to affirm students' different cultural identities, and incorporate their cultural contexts into teaching and learning programmes.

Cultural diversity refers to the differences between human communities based on differences in their ideologies, values, beliefs, norms, customs, meanings and ways of life. These differences are expressed and exemplified in social practices, attitudes and values, family interactions and expectations, values concerning education, ways of defining and treating health (physical and mental), business and management behaviours and practices, political practices and our interpersonal relations.

PURPOSE

The purpose of this policy is to outline Wesley College's commitment to equal employment opportunity, diversity and inclusion and the elimination of barriers that cause or perpetuate inequalities in employment

PRINCIPLE

Wesley College is committed to:

- providing equality of opportunity in employment irrespective of a person's sex, gender, gender identity, marital status, religious belief, ethical belief, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation
- developing and maintaining a workplace culture that values and supports diversity
- identifying and eliminating any institutional barriers that cause or perpetuate, or tend to cause or perpetuate, inequality in respect of the employment of any person or group of persons
- ensuring that all its policies and practices uphold the principle of equal employment opportunity
- ensuring that all staff appointments are made solely on the basis of merit, and that all promotions, advancements, salary reviews and professional/career development opportunities are based solely on merit
- improving employment opportunities for groups who are traditionally under-represented in either occupational groups or levels of seniority, in particular women, Māori and Pacific people

REFERENCES:

[Employment Relations Act 2000](#)

[Human Rights Act 1993](#)

[Te Tiriti o Waitangi](#)

Personnel Policy

Cross Cultural Awareness Procedure

The School Board approved this policy August 2022.

This policy will be reviewed on / before the August meeting 2025.

PRESIDING MEMBER

25 August 2022

Date