Diversity Policy

Policy Number HR 010

Policy Manager: Principal/ Human Resources Manager

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Diversity Policy

PURPOSE & CONTEXT:

Pedare Christian College (the College) appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors; origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. We value the differences between people and the contribution these differences make to our College.

SCOPE:

This policy is relevant to all College employees.

POLICY STATEMENT:

The College will actively manage diversity, finding ways of utilising the differences that exist, in order to improve our business. This requires that we actively and flexibly seek to accommodate the unique needs of many different employees. The College is committed to supporting employees in the achievement of a diverse workplace.

Diversity Responsibilities

It is the responsibility of all employees to create an environment where:

- There is tolerance of difference. The College will ensure that all employees are treated fairly and with respect and dignity.
- The ability to contribute and access opportunities is based on merit. The College will adopt and actively encourage those practices and procedures that enable employees to contribute to the best of their ability.
- Inappropriate attitudes or behaviours are confronted. The College will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes.

Line Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity and must take responsibility for reporting breaches of this policy, and should themselves act in accordance with its spirit.

Equal Opportunity In Employment

Specifically, the College will provide equal opportunity in respect to employment and employment conditions, including:

- recruitment and selection;
- training;
- career advancement; and
- support.

To support managers and others, ongoing training and education in diversity, equal opportunity and harassment are available and the College Leadership Team members are also available to support managers and others achieve our objective of dignity at work.

Above all, as a College, we are committed to ensuring that all employees are treated with respect and dignity.