

# MANAGING DIVERSITY

## POLICY

### **Rationale:**

- Our school values diversity, and sees the benefits that are provided to our students by a varied and diverse work force.

### **Aims:**

- Maintaining a highly skilled, motivated and energetic workforce who are better able to meet the needs of a diverse school community
- Attracting highly skilled staff due to effective people management practices making the school a preferred employer
- Increasing the range of knowledge, skills and experiences available in the workforce
- Enhancing the capacity for effective decision making due to the greater diversity of perspectives and inputs
- Creating more effective work teams due to increased participation levels and an increased capacity to solve problems.

### **Implementation:**

- We value and actively seek out diversity
- The school will develop and implement a strategic plan for managing diversity. The plan will include: -
  - Recruitment and selection based on merit.
  - Managing diversity indicators in school management goals, diversity achievements reported in the annual report, and codes of practice that specify diversity principles and expectant behaviours.
  - A workforce plan that enhances diversity, and allows for flexible work arrangements and includes strategies for disadvantaged groups.
  - Personal professional development plans which address personal needs of all staff.
  - Provision of a workplace that is free of discrimination and harassment.
  - Development of a performance culture that rewards diversity practices.
  - Utilisation of and development of the talents of diversity in school teams and enhance diversity in school leadership.
  - Creation of a school culture which values diversity, and promotes diversity within the wider community.
  - Creation of a supportive work environment to retain diverse staff.
  - Removal of barriers that inhibit diversity and equal opportunity for all.
- It is illegal under the Equal Opportunity Act to discriminate against any person due to their racial, ethnic or cultural background, gender, disability or many other personal attributes that characterise many groups of people in our diverse community.
- This policy should be read in conjunction with the Equal Opportunity policy.

### **Evaluation:**

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

**March 2019**