

# MERIT and EQUITY

## POLICY

### Definitions:

- Merit – the extent to which each applicant has qualifications, skills, knowledge, aptitude and experience relevant to the requirements of a particular position
- Equity – that applicants are treated fairly, in open competition, that their differences are respected and that a staff member is not disadvantaged on the basis of attributes that do not relate to their ability to undertake the tasks

### Rationale:

- Schools have professional, legal and moral responsibilities to ensure that decisions relating to staff are done so equitably and are based on the merits of staff.

### Aims:

- To provide a fair, equitable and transparent process that ensures that all decisions relating to staff opportunities and appointments are done so in a manner consistent with the principles of merit & equity.

### Implementation:

- It is incumbent upon schools through a variety of Acts and Teaching Service Orders to ensure that all decisions relating to staff opportunities and appointments are done so in a manner consistent with the principles of merit & equity.
- In doing so, all staff will be provided with professional development relating to the principles of merit and equity, and over time, all staff (teaching and non-teaching) will be offered opportunities to undertake Merit Protection Boards accreditation.
- All Merit Protection Boards accredited staff members will be provided with opportunities to participate on selection panels by the principal as appropriate.
- Generally, the principal must be confident of the individual's ability to carry out the task appropriately, especially in relation to knowledge of the position for which people are being selected, as well as the need to maintain confidentiality.
- The Consultative Committee will be consulted regarding the process of determining how Merit Protection Boards accredited staff members are selected for membership of selection panels, but the Committee will not select individuals for the task.
- The role of the Merit Protection Boards accredited staff member is to be an effective member of the selection panel and to assist the selection panel to understand and apply merit and equity in its selection process.
- If an unsuccessful applicant considers that the selection procedure was not in accordance with relevant Acts, Orders, Employment Agreements; or infringed the principles of merit and equity; or Department of Education personnel policy or guidelines; or was otherwise unreasonable; he or she may apply to the Merit Protection Boards for an independent review of the selection process.

### Evaluation:

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

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

March 2019