



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
- At least one of our staff members will be Merit trained.
- A staff member will be appointed as the Managing Diversity representative for our school.
- The school will develop and implement a strategic plan for managing diversity. The plan will include: -
 - Recruitment and selection based on merit.
 - A School Charter that includes managing diversity indicators in the school management goal, diversity achievements reported in the annual report, and codes of practice that specify diversity principles.
 - A workforce plan that enhances diversity, 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 promote diversity within the wider community.
 - Creation of a supportive work environment to retain diverse staff.
 - Removal of barriers that inhibit diversity and equal opportunity.
- 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 in....

November 2017