

EQUAL EMPLOYMENT OPPORTUNITIES MANAGEMENT PLAN FOR 2001/02

Equal Employment Opportunity Policy/Diversity

(Reference to the Local Government Amendment Act No. 2, 1989 Section 119f and 119g).

Policy

The Christchurch City Council is committed to having in place practices within the Council which work towards eliminating all forms of discrimination and which are consistent with the Council's Giving Value - Being Valued Culture Statement. This includes barriers to the recruitment, retention, development and promotion of its employees.

In the latter half of 2000 we reviewed the progress and effectiveness of our EEO programme and support over the last decade.

We agreed that we should:

- refocus the programme on **Diversity**;
- integrate it with the principles of our culture, Giving Value – Being Valued and the HR Strategy; and with the learning from other organisational development programmes;
- second a Diversity Coordinator @ 0.5 FTE for a period of 12 months to build on past EEO achievement and develop a change process/programme which will deliver inclusion for all and minimise discrimination on any ground.

This secondment was included in the recent process of realigning and restructuring HR services and a Coordinator appointed, starting late June/early July. One of her key tasks will be to develop a new plan and programme.

Meantime the Council's EEO Policy stands and EEO training continues.

Objectives

To ensure that:

- (a) For any given position selection decisions will be made on merit, qualifications and work history relating to the position to be filled, irrespective of gender, race, ethnic or national origins, religious or ethical beliefs, disability, marital status, employment status, family status, political opinions, sexual orientation, or age, which are irrelevant to the person's ability to do the job.
- (b) All employees have the opportunity to develop to their full potential and are encouraged to do so.
- (c) Other differences irrelevant to a person's ability to achieve the requirements of a job do not act as a barrier either to or within employment.
- (d) There is ongoing commitment to identify and eliminate discriminatory barriers that cause or perpetuate inequality in the employment of any person or group of persons.
- (e) To take stock of EEO development since 1990 and to develop process/programme for refocusing the organisation on Diversity and its integration with the principles of GV-BV and the HR Strategy.
- (f) All communications, publications and material produced by the Council are consistent with the EEO policy and the principles of valuing Diversity.
- (g) All staff are made aware of the Council's commitment to EEO and understand the principles of EEO and Diversity.
- (h) The Council has a diverse and flexible workforce and is committed to recognising and valuing different skills, talents and perspectives of our employees.

Diversity and its link to EEO are about best practice which is a goal of the Council's Giving Value - Being Valued Culture Statement. A diverse workforce will be able to meet the needs of the Council's diverse customers and communities.



A fun day for all at the Brooklands Domain