

FRANKSTON SPECIAL DEVELOPMENTAL SCHOOL MERIT & EQUITY POLICY

Aim:

Merit refers to the selection of the most competent person for the job based upon:

- assessment of the relative ability, knowledge and skills against defined selection criteria
- fair and open processes which ensure a competitive applicant field
- selection decisions which stand up to scrutiny

Rationale:

Equity principles ensure fair treatment for all and are based upon:

- valuing people's diverse experiences
- equal employment opportunity regardless of sex, age, race, disability, industrial activity, lawful sexual activity / sexual orientation, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, religious belief or activity or personal association with a person identified by any of these attributes
- prevention of direct or indirect discrimination in the work environment through the provision of policies on harassment free workplaces, including sexual and racial harassment, and policies on reasonable adjustment to meet cultural or physical requirements
- access to a process for the investigation of complaints of discrimination and harassment in the workplace
- natural justice and the opportunity to be heard by an unbiased decision maker in fair, efficient grievance review processes which address breaches of merit and equity

Merit and Equity thus incorporates the following four key areas:

Managing Diversity

To develop and sustain a workplace culture in which policies, practices and services are adapted to the needs of a diverse and evolving school community in order to improve student outcomes, increase staff morale, improve staff performance, improve team functioning and ensure equal opportunity.

Equal Employment Opportunity

To ensure the diversity of the school education workforce reflects the labour market and the diversity within the school community.

Anti-Discrimination Policies

To ensure the workplace is free from policies and practices that discriminate unlawfully against staff or potential job seekers.

Grievance Review

To ensure that all staff have access to a fair and efficient grievance review process that addresses breaches of merit and equity.

Broad Guidelines

In regard to the above, Frankston Special Developmental School will:

- ensure staff selection is based upon merit and provides equal access to all applicants
- reflect diversity in the school charter profile, goals and priorities
- work towards a diverse, flexible workforce
- develop the skills and talents of diverse staff through professional development

- promote diversity in leadership
- provide a workplace which is discrimination and harassment free
- develop a performance culture which rewards diversity practices
- utilise and build upon the talents of diversity in school teams and enhance diversity in school leadership
- create a school culture which values diversity
- promote diversity to the School Council and the general school community
- create a supportive work environment to retain a diverse mixture of staff
- remove barriers which inhibit diversity and Equal Employment Opportunities
- provide a mechanism by which staff can have grievances dealt with fairly and efficiently.

This policy was last ratified by School Council in....	October 2008
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