PARADE COLLEGE

POLICY: AFFIRMATIVE ACTION POLICY

PREAMBLE

Affirmative Action is our coordinated plan to eliminate discrimination and create equality of employment opportunities for all people within our College community. Also, a variety of opportunities for training and development are created and coordinated within our Affirmative Action Plan.

Parade College is committed to the development of a school community which strives to live daily the values portrayed in the Gospel and enshrined in the College Mission Statement. The Parade College community is committed to uphold justice and the dignity of each person involved in its educational and pastoral endeavours. It is particularly concerned about the selection and promotion of all its employees and for the fair distribution of its human resources throughout its interests in education.

PRINCIPLES

“Parade College will continue to grow and seek excellence….as an inclusive and caring community. (Mission Statement 2009).

Our commitment to a policy for Equal Opportunity within Parade College is based on an understanding of the nature of relationships within a Church context.

We acknowledge the full humanity and unique dignity of each person as created, redeemed and graced by God with gifts and talents.

We espouse as Christians and co-workers in the education apostolate, those values that are portrayed in the life and teachings of Jesus Christ, in particular, truth, hope, trust, justice, service, equality and love.

GUIDELINES

In terms of employment, Parade employs and promotes its employees on the following basis:

- The person shows a commitment to Catholic education and a respect for the teachings of the Catholic Church regarding faith and morals.
- The person has the talents and capacity to effectively take on a particular role, function or responsibility.
- The person has the necessary qualities to enable them to work with others in a harmonious and effective way.
- Promotion is based on merit rather than on a gender quotient.
- If all other considerations are equal, preference will be given to choosing a female applicant in order to help correct the recognized gender imbalance that currently exists.
- All selection panels for any position will include at least one suitably qualified female member of staff.
- Flexible Working Arrangements
Parade is committed to removing obstacles to employment of parents, people with disabilities and other diverse individuals and will be as flexible as reasonably possible to allow this.

Application for individual flexible working arrangements should be made in writing to the Principal. The Principal will not refuse any request for flexible working arrangements where the request is related to disability, family responsibilities or other protected attributes without having first discussed the matter with the applicant and the Human Resource Manager.

IMPLEMENTATION

It is the responsibility of the College Board through the Principal to implement, maintain, monitor and review this policy according to the needs of the College.

When regularly reviewing this policy particular attention will be give to:

- Recruitment - advertisement and selection practices.
- Promotion - employees most likely to be ready for promotion now or in the future.
- Training - appropriate opportunities for training arrangements and professional education will be made by the College Administration in accordance with the College’s Professional Development Policy.
- The process for the ongoing evaluation and implementation of Affirmative Action in the College for the next 12 months in accordance with the principles and practices established with the Equal Opportunity for Women in the Workplace Agency. (EOWA)
- The Annual Report to the EOWA prepared by the Human Resources Manager with broad consultation across the College community.

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<tr>
<th>Equal Opportunity Attributes (protected personal characteristics)</th>
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<tbody>
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<td>- Disability</td>
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<td>- Physical features</td>
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<td>- Lawful sexual activity</td>
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Approved by the College Board December 2001, October 2003, October 2006, February 2009