

New Zealand Food Safety Authority

Organisational Policy

Equality and Diversity

Issue Date: May 2008

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Owner: Director, Human Resources

Policy

1. Definitions

1.1 Equality *Treating people fairly and with respect, thus ensuring equality*

The concept of fairness is at the heart of the democratic process, which everyone in the NZFSA has a responsibility to support. This means not showing favouritism, bias or self-interest in our work. It means not discriminating against individuals or groups on the basis of their race, gender, ethnicity, culture, sexual orientation or physical dis/ability. One of the tenets of equal employment opportunities is that fairness sometimes involves treating people differently in order to ensure equality of access to opportunities. (Note that treating people with respect does not mean accepting behaviour that does not meet the requirements of the Code of Integrity and Conduct).

1.2 Diversity *Understanding, appreciating and realising the benefits of individual differences* so that people can perform to their best and contribute to organisational success. New Zealanders have differences both visible and less visible, including different cultures, experiences and knowledge. It is important that the NZFSA reflects the diversity of the community it serves, and creates working environments that support and build on different capabilities and perspectives.

2. Background

Integrating equality and diversity is a key ingredient for New Zealand Food Safety Authority's (NZFSA) organisational success. This policy is based on the State Services Commission Policy (published by the State Services Commissioner) under Section 6, Section 56 and 58 of the State Sector Act 1988 (SSA). And outlines what is expected of NZFSA to lead and support all staff in valuing equality and diversity. It also states the expectation that the Chief Executive and senior management will show leadership in modelling and valuing equal employment opportunities across all organisational strategies, processes, systems, and plans – and in ensuring that these are integrated into all aspects of the business, from strategic to operational.

3. Scope

3.1 INTEGRATING EQUALITY AND DIVERSITY INTO NZFSA'S STRATEGIC PLANNING AND PERFORMANCE.

By integrating equality and diversity into NZFSA strategic planning and performance it assists in improving services to both the government and the people of New Zealand, and also to attract and retain talented staff. The Chief Executive (CE) will show leadership in modelling and valuing equal employment opportunities across all NZFSA's strategies, process, systems and plans in all aspects of its business. The CE will also lead and support all staff in valuing equality and diversity.

3.2 HOW WILL THIS LOOK IN NZFSA?

When NZFSA integrates equality and diversity throughout its organisation, we will be able to say that:

New Zealand Food Safety Authority	Staff Members
- is a great place to work , recognises and values differences	- bring benefits to NZFSA through their diverse skills, perspectives and experiences
- comprises of people who are committed to NZFSA and want to work for the organisation	- perform to their highest potential
- provides world class services to the government of the day, and meets NZFSA's values and mission statement thus meeting the needs of New Zealander's as a whole.	- influence how things get done, based on demonstrated skills and experiences
- is committed to valuing equality and diversity irrespective of the economic situation	- balance life outside work with responsibilities at work
- attracts skilled people with a commitment to service, for all levels of work	- value equality and diversity by understanding their differences
- enables it's employees to apply their diverse skills and experiences to their work	- can gain employment opportunities, progression, and clear career pathway thus recognising their abilities and increasing productivity within NZFSA.
- make better decisions and develop more effective work practices because they have considered a more diverse range of ideas, cultural perspectives both domestic and international, and work styles.	- believe that NZFSA is a fair, diverse and high- performing employer of choice
- value equality and diversity as essential	

elements of NZFSA's growth and performance	
- better meet our business objectives because we know how clients and therefore are better equipped to meet their needs.	

4. References

State Sector Act 1988 – Section 6 & 56 & 58

State Services Commission EEO Policy

EEO Trust

Approved:

Andrew McKenzie, Chief Executive

Dated: