

POLICY
EQUAL EDUCATION OPPORTUNITY
(05.002)

POLICY

Northland Polytechnic shall ensure that equal educational opportunities are available to all students.

PURPOSE

To reduce barriers to learning opportunities and reduce inequity, to increase participation and improve the learning experience of disadvantaged and under represented groups in the community.

APPLICATION AND SCOPE

This policy applies to all Northland Polytechnic programmes.

DEFINITIONS

- *EEdO*
Equal Educational Opportunities.
- *EEO*
Equal Employment Opportunities.

COMPLIANCE OBLIGATIONS

- *Education Amendment Act 1989*
- *Human Rights Act 1993*

Responsibility	Director Education Services
Approval dates	October 2008
Next Review	October 2011

OTHER RELATED DOCUMENTS

Anti-Harassment and Bullying Policy (04.014)
Reader Writer Policy (06.003)
Student Diary
Academic Statute and Regulations
Security Policy (03.011)

PROCEDURES AND GUIDELINES

1.0 Northland Polytechnic shall:

- 1.1 Be committed to the provision of equal educational opportunities in all programmes.
 - 1.2 Oppose all forms of unfair discrimination and recognise the value of diversity.
 - 1.3 Be committed to providing equity of educational outcome for all people regardless of gender, marital status, religious or ethical belief, age, political opinion, employment status, family status, disability, sexual orientation or ethnic origin.
 - 1.4 Work to remove the causes of unfair discrimination, direct and indirect, wherever these are identified.
 - 1.5 Identify and eliminate any institutional barriers that cause or perpetuate inequality with respect to educational opportunities for any person or group of persons. We will ensure that programme selection criteria are not barriers to educational opportunity.
 - 1.6 Recognise the need for greater involvement of Maori in education and aim to fulfil our obligations to meet the educational needs of Maori, In accordance with the Education Act 1989.
 - 1.7 Encourage the greatest possible participation by our community. We give particular emphasis to eliminating barriers that cause under representation nationally in areas such as gender for non traditional courses, people with disabilities and Maori and Pacific Islands people.
 - 1.8 Seek to fulfil the commitment to equal education opportunity in situations where the number of suitable applicants who meet all academic and other requirements for a programme exceeds the number of places available.
 - 1.9 Maintain and review curriculum development, design and delivery to ensure that academic approval and review processes include consideration of how individual programmes impact on students and communities from under represented groups identified in this policy.
 - 1.10 Produce a three year Equal Education Opportunities plan, on which the institution will report annually; the plan to be revised during the third year.
 - 1.11 Report in the Annual Report on the elimination of barriers to student progress in accordance with any requirements of the Human Rights Act 1993.
- 2.0** There is a Polytechnic-wide responsibility for all staff in the implementation of EEdO in accordance with this policy.

KEYWORDS

Inequity
Disadvantaged
Under represented groups
Equal Educational Opportunities
Equal Employment Opportunities
Human Rights
Harassment
Reader Writer
Security

Discrimination
Diversity
Gender
Marital status
Religious belief
Ethical belief
Age
Political opinion
Employment status
Family status
Disability
Sexual orientation
Ethnic origin
Non traditional courses

SIGNED: R Scobie **Date:** July 2010
**Director Institutional Quality
under delegation from Academic
Board**