

## Diversity OIA

We are seeking information about workplace diversity, and we would appreciate your participation. If any of the questions do not apply to your organisation/department, then please respond with n/a and move to the next question.

I am requesting the following information under the Official Information Act. I anticipate receiving the information under the terms of the Act, which stipulates a maximum response period of 20 business days. The Act stipulates that information should, however, be returned at the earliest possible date.

What is the name of your organisation?

Education New Zealand

How many staff do you employ?

90

Do you measure the gender make-up of your staff?

Yes

No

What percentage of your staff are female?

64%

What percentage of your senior management are female?

33%

Do you measure the ethnic make-up of your staff?

Yes

No

What percentage of your staff are NZ European?

52%

What percentage of your staff are Māori?

8%

What percentage of your staff are Pacific Islanders?

1%

What percentage of your staff identify as Asian?

23%

What percentage of your staff are Middle Eastern/Latin American/African?

7%

Proactively released



What percentage of your staff are of another ethnicity?

9%

What percentage of your senior management staff are NZ European/pākehā?

100%

What percentage of your senior management staff are Māori?

0%

What percentage of your senior management staff are Pacific Islanders?

0%

What percentage of your senior management staff identify as Asian?

0%

What percentage of your senior management staff are Middle Eastern/Latin American/African?

0%



What percentage of your senior management staff are of another ethnicity?

0%

Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?

Yes

No

What is being done to encourage diversity?

ENZ is proud of having built a diverse workforce to deliver excellence to our customers around the world. We provide equal employment opportunities to ensure we harness the talents of all our people. In 2018/19 we developed our Rautaki Maori to develop and foster the use of te reo me ona tikanga by all ENZ staff, and to weave this into

Is there any diversity training offered to staff?

Yes

No

Describe any diversity training offered?

Not applicable



How is diversity considered within your employment process? (e.g blind CVs)

ENZ always seeks to employ staff who act as global citizens. Equal employment opportunity principles are applied throughout the selection process and have resulted in a rich ethnic mix of staff. Some of our roles, particularly those offshore, have specific language

Have you had to manage issues/complaints of racism in the workplace?

Yes

No

How many racism issues/complaints have you had in the last five years?

None

If issues/complaints of racism occurred, what happened?

Not applicable

Proactively released

