

A11: Equal Educational Opportunities Policy

1.0 Purpose

NZSEG defines Equal Educational Opportunity (often shortened to EEdO) as a process of providing a learning environment for learners which is free from barriers which cause or perpetuate inequity with respect to the education of any person or groups of people.

2.0 Policy

- 2.1** NZSEG is committed to the provision of Equal Educational Opportunities (EEdO) in all programmes for all persons and opposes all forms of unfair discrimination.
- 2.2** NZSEG recognises the value of diversity and in line with the Human Rights Act 1993, and the Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021, *Outcome 3: Safe, Inclusive, Supportive, and Accessible Physical and Digital Learning Environments* and seeks to serve its community, and each learner as an individual of dignity and worth, inclusive of their ethnicity and cultural background, values, political and religious beliefs, lifestyle, gender, sexual orientation, age, occupation, appearance, physical and intellectual ability, economic, marital and social status.
- 2.3** NZSEG will work to identify and promptly remove the causes of unfair discrimination, direct and indirect.
- 2.4** NZSEG encourages the greatest possible participation by our community. NZSEG will give particular emphasis to eliminating barriers that cause under representation in areas such as people with disabilities and Māori and Pacific Islands people.
- 2.5** NZSEG affirms and will give effect to the articles of Te Tiriti o Waitangi in its activities related to Equal Educational Opportunities through partnership with Māori.
- 2.6** NZSEG will provide education programmes with curricula, which are gender inclusive, acknowledge and respect the bicultural and multi-cultural diversity and the varying life experiences of the learner community, and use teaching and learning methods appropriate to the learner group.
- 2.7** NZSEG will provide a harassment-free learning environment which affords each learner an equitable opportunity to achieve their educational goals, and which enhances self-esteem.
- 2.8** NZSEG will promote education as a partnership between the learners and all staff and encourage learners to participate in the evaluation of their education programmes and their delivery.
- 2.9** NZSEG will apply fair, appropriate and transparent admissions criteria which are free from discrimination based on the grounds of personal or group characteristics irrelevant to the applicant's potential to achieve the planned learning outcomes of a programme. Admission criteria will include a process for assessment of prior learning.
- 2.10** NZSEG will ensure recruitment and enrolment processes are learner centred. Where there are more than sufficient applicants who meet all academic and other requirements for the programme than places available, NZSEG will seek to fulfil its commitment to Equal Educational Opportunities.
- 2.11** NZSEG will provide a physical environment, and the resources required for learners to pursue the stated learning outcomes, including the provision of support services to meet learners' specified learning needs.

2.12 NZSEG will ensure fair and equitable assessment processes appropriate to the stated learning outcomes of the programme.

2.12.1 NZSEG will monitor learner retention, completion and success and seek ways to improve these factors.

2.12.2 NZSEG will report on the identification and elimination of barriers to learner progress in accordance with any requirements under the Human Rights Act 1993 and The Education and Training Amendment Act 2022.

3.0 Document Control

3.1 Monitoring and Evaluation

The Academic Board is responsible for monitoring and evaluating this policy.

Version	Type of Change	AB Reference	Approval Date	Effective from
1	Development of Policy	Approved by AB	23 February 2016	23 February 2016
1.1	Review, formatting, and branding changes	Approved by AB	21 July 2020	21 July 2020
2	Review and minor amendments	Approved by AB	May 2025	May 2025