



# AFFIRMATIVE ACTION

**Scope:** This policy applies to all staff employed in Catholic s kindergartens, schools, colleges and outside school hours care centres conducted by Catholic Education - Diocese of Rockhampton (referred to as Catholic Education in the document).

## 1. POLICY STATEMENT

Catholic Education will continue to take positive action to ensure that all employees have equal opportunity in pursuing career pathways.

## 2. DESCRIPTION

The goal of affirmative action is equal employment opportunity for women and men. Affirmative action is compatible with appointment and promotion on the basis of merit, skills, and qualifications. It aims to eliminate discrimination and encourages consultation between employers and employees on these issues.

The Affirmative Action (Equal Employment Opportunity for Women) Act (EOWA) was proclaimed in October 1986. The EOWA required non-Government schools with 100 or more people to establish a workplace program to remove barriers to women entering and advancing in their organisations. Since then, the Equal Opportunity for Women in the Workplace Act (1999) came into effect on 1 January 2000, renaming and updating the Affirmative Action (Equal Opportunity for Women) Act 1986. In the most recent legislative change, the Workplace Gender Equality Act 2012 (Act) replaced the Equal Opportunity for Women in the Workplace Act 1999. This legislation aims to improve and promote equality for both women and men in the workplace.

## 3. IMPLEMENTATION ISSUES

1. Appointment and promotion procedures in Catholic Education will ensure career paths are based on merit, skills, qualifications, and commitment to the ideals of Catholic Education.
2. Employees will have equitable opportunity to develop their abilities and aptitudes to the optimum extent.
3. All employees will be encouraged to develop their gifts of leadership.
4. Catholic Education will be responsive to circumstances which inhibit women and men pursuing career pathways.
5. Catholic Education will assist both women and men to pursue careers in leadership positions.
6. Inservice on Affirmative Action Procedures will be provided for members of selection panels in Catholic Education.



#### 4. REFLECTION MATERIAL

##### LEGISLATION

- [Affirmative Action \(Equal Employment Opportunity for Women\) Act 1986](#)
- [Affirmative Action \(Equal Employment Opportunity for Women\) Amendment Act 1989](#)
- [Affirmative Action \(Equal Employment Opportunity for Women\) Amendment 1992](#)
- [Anti-Discrimination Act Qld 1991](#)
- [Sex Discrimination Act 1984](#)
- [Sex and Age Discrimination Legislation Amendment Act 2011](#)
- [The Equal Opportunity for Women in the Workplace Act 1987](#)
- [The Equal Opportunity for Women in the Workplace Amendment 1999](#)
- [Workplace Gender Equality Act 2012](#)