



Thank you for your email of 15 April 2019 requesting the following information:

1. *MOE's Ethnic and/or Pacific pay gaps;*
2. *Any relevant information surrounding Pacific and/or ethnic pay gaps such as trends over time;*
3. *Any overarching Pasifika strategy plans to support its Pasifika staff and/or to closing the pay gaps.*
4. *Any EEO policies and/or programmes that are specific towards the Pacific staff within the Ministry.*

Your request has been considered under the Official Information Act 1982 (the Act).

Our leadership team is focused on addressing pay gaps. Recent changes in the Ministry include quarterly reporting to the leadership team about gender and ethnic pay gaps and through a specific Diversity and Inclusion work programme. The work programme includes actions focused on further encouraging diversity in our workforce, raising cultural awareness and updating the Diversity and Inclusion Framework.

We believe we are making good progress across a range of pay gap issues and this has been constant focus for us over the past two years. The Ministry began this work by addressing pay equity in roles that are filled by largely a female workforce and these have been paid at very lower levels. We have settled a pay equity claim and we implemented the outcomes of this on 1 July 2018.

We still have some way to go to consider our ethnic pay gaps, however, with these other changes in place for all staff, we are now well-positioned to consider a range of different pay gaps that may be present and need addressing. The information included provides detail about what we plan to do moving forward.

In relation to questions 1 and 2 of your request, please find attached in **Appendix One** a table showing the Ministry's ethnic pay gaps, including for Pacific staff. Additional to the quarterly reporting, the Ministry also reports on this externally in the annual review. **Appendix One** shows the ethnic pay gaps since the December 2017 quarter. The information is up to date as of March 2019.

I am also attaching as **Appendix Two** a copy of the Ministry's Diversity and Inclusion Framework and the Ministry's Diversity and Inclusion work programmes for 2017/18 and 2018/19. These include details of the Ministry's work to address gender and ethnic pay gaps.

Another of the Ministry's major focuses, in line with the Government's *Eliminating the Public Service Gender Pay Gap 2018-2020 Action Plan*, which was launched by the Minister for State Services and the Minister for Women, is to progressively reduce and eventually eliminate the gender pay gap.

We are also in the process of building a Gender Pay Action Plan that aligns with our wider Diversity and Inclusion framework. It is our intention that a similar action plan be developed to address ethnic pay gaps.

In relation to question 4, the Ministry has a general purpose EEO policy, a copy of which is attached as **Appendix Three** for your information. As described in this policy, there are specific targets for the Ministry to meet regarding Pacific representation in our workforce, as well as measures for people of Māori and Asian ethnicity.

Attached as **Appendix Four** is further information detailing our targets, performance in relation to those targets, and our performance reported on a quarterly basis since December 2017. As you will see, the Ministry has a significant Pacific presence in our workforce. However, there is still more that we can do to address disproportionately low Pacific presence in management roles.

I trust you will find this information helpful.

Please note, the Ministry proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Zoe Griffiths
Deputy Secretary
Business Enablement and Support

Appendix Three

Equal employment opportunity policy

Purpose - why we have this policy

We aim to ensure everyone, regardless of gender, race, ethnicity, marital status, age, disability, sexual orientation, family status, religious or ethical beliefs, political opinion or union affiliation, has equal access to equal employment opportunities.

Scope - who the policy applies to

This policy applies to all employees.

Principles/Expectations – how the policy applies to you

Equal employment opportunities (EEO) nurture and enable a diverse workforce, reflecting community diversity at all levels of Education.

As well as gaining the internal benefits that different viewpoints, experiences and cultural perspectives bring to an organisation, having a diverse workforce is critical to effective relationships with the range of stakeholders Education needs to work alongside. Key stakeholders we need to build effective relationships with are Iwi Māori, Pasifika communities and special education needs groups.

The primary aim of our recruitment and selection process is to appoint the best candidate for the role being applied for.

Education values all employees and provides a safe, supportive, and responsive environment. All employees are treated (and encouraged to treat one another) with respect and dignity, so that the workplace is safe and harmonious.

In accordance with the requirements of the State Sector Act, an EEO plan for Education is developed and reviewed in the context of the annual business planning process. Included in these plans are Education targets for the employment of EEO groups. These targets for Maori, Pasifika, women and people with disabilities are advised to the State Services Commission and regularly monitored.