**Human Rights Policy**

**Rationale**

To protect employees, parents and children from any form of discrimination under the Human Rights Act 1993 and Human Rights Act Amendment 2001. This sits alongside early childhood and education licensing criteria in ensuring suitable human resource management practices are implemented.

**Objective**

To provide and operate a fair, safe, inclusive, and healthy workplace that values diversity and all learners/akonga and employees, including those who identify as LGBTQIA+, are disabled, have learning support needs, are neurodiverse, or from diverse ethnic communities, feel they have a sense of belonging and are free from discrimination. To ensure all employees are aware of the Human Rights Act 1993 (amended 2001) and their practices with regards to other staff, kaiako, tamariki, and whānau are non-discriminatory.

**Policy**

Country Kidz values diversity and does not discriminate against employees, potential employees, tamariki, whānau, or any other person by reason of gender, ethnicity, religion, sexual orientation, marital status, pregnancy or childbirth, ethical belief, colour, race, disability, age, employment status, political opinion or family status (NZ Human Rights Commission).

Country Kidz respects human rights. This means that we avoid infringing on the human rights of others and we will address adverse human rights impacts where we see them to management who then investigate on our behalf and, where appropriate, inform relevant third parties. We accept the responsibility to respect human rights and further recognise those human rights expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work. We operate a fair, safe, and healthy workplace and will maintain an environment free from violence, harm, discrimination, or harassment (NZ Human Rights Commission).

The responsibility to respect human rights requires that we:

* Avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts when they occur
* Seek to prevent or mitigate adverse human rights impacts that are directly linked to the way we and others work and behave at our centre

We acknowledge the Te Tiriti o Waitangi (Treaty of Waitangi) as the founding document of our nation and will operate in a manner consistent with its values and principles and those of the Early Childhood Licensing Criteria and relevant legislation.

**Implementation**

Country Kidz Human Rights policy is embedded in our strategic planning, our philosophy, and underpins our policies and procedures at Country Kidz.

Country Kidz Human Rights policy becomes a living document for our learning community and environment through ensuring the policy is:

* Approved and ratified by the management and governance of Country Kidz
* All employees of Country Kidz are aware of the policy and sign attestation of the policy
* It forms part of the Country Kidz induction processes
* Is publicly available for inspection by parents, whānau, and visitors to our learning environment

*Aligns with:*

*Licensing criteria for centre-based ECE services 2008 (amended, September 2022)*

*Employment New Zealand legislation*

*Human Rights Act 1993 (amendment 2001)*

*Country Kidz Human Resource Management Policy*

*Country Kidz Bicultural Policy*

*Country Kidz Excursion Policy*

*Country Kidz Special Needs Inclusion Policy*

*Country Kidz Induction Procedures*

*Country Kidz Treaty of Waitangi Policy*

*Country Kidz Strategic Plan 2022-25*

*Our code, our standards – Code of professional responsibility and standards for the Teaching Profession*

**Review**

Review when there is a significant change to legislature or as part of the annual management plan.

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| **Authorised:** |  |
| **Date:** | June 2025 |
| **Next Review:** | Add to Annual Management Plan for June, 2026 not withstanding a change in legislation or criteria |