

2 July 2019

██████████
Email ██████████

Dear ██████

Response - Official Information Request

I refer to your request for information received on 18 June 2019. Your request has been considered under the Local Government Official Information and Meetings Act 1987 (LGOIMA) and I provide the following information.

What is the name of your organization?

Our organization is Horowhenua District Council.

How many staff do you employ?

At today's date, our total employees are 232.

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

Gender is measured through our current HRIS, it is not formally reported on to Council.

What percentage of your staff are female?

Approximately 63 percent of our staff are female.

What percentage of your senior management are female?

29 percent of the senior management team are female.

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

We do not measure the ethnic makeup of our staff, however we can report that we have 21 nationalities currently represented on staff.

What percentage of your staff are NZ European?

This is not currently measured by Horowhenua District Council.

What percentage of your staff are Maori?

This is not currently measured by Horowhenua District Council.

What percentage of your staff are Pacific Islanders?

This is not currently measured by Horowhenua District Council.

What percentage of your staff identify as Asian?

This is not currently measured by Horowhenua District Council.

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

This is not currently measured by Horowhenua District Council.

What percentage of your staff are of another ethnicity?

This is not currently measured by Horowhenua District Council.

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

100% of the senior management team identify as NZ European/pakeha.

What percentage of your senior management staff are Māori?

No members of the senior management staff identify as Maori.

What percentage of your senior management staff are Pacific Islanders?

No members of the senior management staff identify as Pacific Islander.

What percentage of your senior management staff identify as Asian?

No members of the senior management staff identify as Asian.

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

No members of the senior management staff identify as Middle Eastern/Latin American/African.

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

No members of the senior management staff identify as of another ethnicity.

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

There are no formal plans in place, however diversity in our organisation is encouraged and supported.

What is being done to encourage diversity?

Diversity in our organisation is encouraged and supported through recruitment programs and internal events.

Is there any diversity training offered to staff?

Formal diversity training is not currently offered to staff.

Describe any diversity training offered?

Formal diversity training is not currently offered to staff.

How is diversity considered within your employment process?

Applicants for roles are not discriminated against with regards race, class, gender or sexual orientation. All applicants are reviewed on their merit and Horowhenua District Council is an equal employment opportunity employer.

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

Horowhenua District Council has not had to manage issues/complaints of racism in the workplace.

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

There have been no racism issues/complaints in the last five years that I am aware of.

If issues/complaints of racism occurred, what happened?

Not applicable.

If you have any queries regarding this information please contact Toni Magi- Senior Manager - People and Culture on 06 366 0999 or email: tonim@horowhenua.govt.nz.

Yours sincerely



David Clapperton
Chief Executive