



3 September 2021



Tēnā koe [REDACTED]

Thank you for your email of 16 July 2021 to the Ministry of Education requesting the following information:

- 1. The latest two staff surveys relating to morale, job safety, security, bullying and harassment and similar from all departments in whatever format or formats it has been communicated to senior leadership.*
- 2. Any resulting changes from leadership including emails to staff and/or unions*

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

The latest two staff surveys relating to morale, job safety, security, bullying and harassment and similar from all departments in whatever format or formats it has been communicated to senior leadership.

Please find our latest two employee Pulse survey People Leader packs from June 2020 and February 2021 attached to this response as **Appendix A**. The Feb/March 2020 and Nov/Dec 2020 employee pulse surveys asked Ministry staff for their feedback regarding levels of engagement, levels of understanding of their purpose at the Ministry, their sense of belonging, use of capabilities, and processes to deal with unacceptable or inappropriate behaviour (which may include bullying and harassment).

Any resulting changes from leadership including emails to staff and/or unions

Our Speak Up Framework was introduced after the Feb/March 2020 employee Pulse Survey. Feedback from this survey indicated staff wanted a change to our process for raising matters relating to unacceptable or inappropriate behaviour (including bullying and harassment). Speak Up now brings the wide range of channels available for our staff together and clearly communicates options for staff to raise matters. The Framework is attached to this response as **Appendix B**.

Employee network leads, union delegates, health and safety representatives and racial equity coaches, which were already in place within the Ministry, were unified and integrated into the new Speak Up framework. This maximised the opportunity for our people to ask for more information on how to raise matters of inappropriate behaviour. New channels were set up for employees to raise matters, such as an independently managed free phone 0800 phone line, run by an external provider..

The Ministry has had the framework in place for over 12 months and we continue to seek staff input to how we can continue to improve our environment so that anything that is raised is addressed quickly and appropriately.

Please note, the Ministry now 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.

Thank you again for your email. If you have further questions please feel free to contact our media team in the first instance at media.team@education.govt.nz. If you are unsatisfied with my response, you have the right to ask an Ombudsman to review it. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā



Zoe Griffiths
Deputy Secretary
Business Enablement and Support