

Section	Summary
Title	Inclusive HR Practice of Disabled Peoples and Tāngata Whaikaha
Level / Credits	Level 5, 20 credits
Classification (NZSCED)	080303 – Management and Commerce > Business and Management > Human Resource Management
Purpose	Enables learners to apply inclusive HR practices to support disabled peoples and tāngata whaikaha (including neurodivergent, mental health, and chronic conditions). Builds skills in communication, recruitment, DEI planning, leadership, and reflective practice. Pathway into HR and related business roles.
Outcomes	<p>Graduates will be able to:</p> <ul style="list-style-type: none"> • Analyse and compare disability models and their impact on organisations • Apply inclusive communication strategies and bias awareness • Design and implement inclusive recruitment, onboarding, and workplace practices • Develop strategic diversity, equity, inclusion, and belonging (DEIB) plans • Explain legislative and ethical employer responsibilities • Apply reflective strategies to promote inclusive leadership and cultural responsiveness
Industry Need	Aligns with Whāikaha’s 2025–2028 strategy, Te Tiriti o Waitangi commitments, and NZ Disability Strategy. Addresses workforce gaps, particularly for Māori disabled peoples. Supported by Disability Employers’ Network stakeholders.

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Structure	<p>5 components:</p> <ol style="list-style-type: none"> 1. Foundation skills & inclusive communication (5 credits) 2. Employment pathways & recruitment (4 credits) 3. Strategic DEI & belonging planning (4 credits) 4. Employer responsibilities & inclusive practice (3 credits) 5. Leadership & reflective practice (4 credits)
Learning Hours	Minimum 200 hours (learning + assessment)
Assessment	Workplace or simulated environments; online quizzes and portfolio work. No NZQF standards assigned.
Entry Requirements	Open entry. RPL and credit transfer available with evidence of equivalent skills/knowledge.
Completion	All components must be successfully completed.
Review	Next review due: 2028. Regular engagement with industry, employers, and government ensures relevance.
Key Legislation Referenced	Te Tiriti o Waitangi Act 1975, Human Rights Act 1993, NZ Bill of Rights Act 1990, Employment Relations Act 2000, Health and Safety at Work Act 2015, UN CRPD, and others.