

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

### **RATIONALE**

In accordance with the requirements under the State Sector Amendment Act 2004, the Human Rights Act 1993 and any other relevant legislation under NAG 3, this school supports the development and implementation of an Equal Employment Opportunities programme.

### **PURPOSES**

The School and Board of Trustees recognises:

1. The need to establish and maintain E.E.O. programmes, reviewable annually, on behalf of all staff, particularly those groups as listed in the State Sector Amendment Act 2004.
2. The need for all school policies and procedures to incorporate E.E.O. requirements and reflect a commitment to the Treaty of Waitangi where appropriate.
3. That discriminatory practices and policies are addressed through the school E.E.O. committee.
4. The need to provide opportunities that enhance the professional value and career opportunities of individual staff members.
5. The need to provide a non-discriminatory, culturally sensitive and non-threatening environment for all staff.

### **GUIDELINES**

1. The appointment policy and procedures will ensure that there will be no discrimination in the areas of recruiting and selection, or in promotion and career development.
2. The Board of Trustees as employer, will ensure that all employees are issued with a copy of this policy, and adhere to the provisions contained in it.
3. The school will implement ongoing staff appraisals in a positive and supportive way that leads to the development and recognition of the abilities of individual teachers.

### **CONCLUSION**

The Board of Trustees and the school will aim to identify and eliminate any aspects of policies or procedures, or other conditions existing within the school, that might cause or perpetuate (or tend to cause or perpetuate) inequalities of any person or group of people.

Initiated: September 1993                      Ratified: February 2011

Reviewed: February 1998, May 2003, August 2008, February 2011