

## EQUAL EMPLOYMENT OPPORTUNITY

### RATIONALE:

This school will make continuing efforts towards becoming an Equal Employment Opportunities (EEO) employer.

### PURPOSE:

The School and Board of Trustees recognise:

1. The need to establish and maintain affirmative action policies on gender, age, ethnic groups, and persons with disabilities.
2. The need for all school policies and procedures to incorporate EEO requirements and reflect a commitment to the Treaty of Waitangi.
3. The need to identify and address discriminatory practices and policies.
4. The need to provide opportunities that enhance the value and career opportunities of individual staff members.
5. The need to provide a non-discriminatory, culturally sensitive and safe working 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 maintain proper standards of integrity, conduct, and concern for the community's interest.
3. The school will develop guidelines for handling sexual harassment grievances.
4. The school will develop and implement the EEO programme in consultation with staff members.
5. The school will implement ongoing staff appraisals in a positive and supportive way that leads to the development 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, and 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.

**Reviewed: Term 2 2018**

.....Chairperson, BOT

**Review date: Term 2 2021**