



Learning for the future

Ahuwhenua – Manaakitia – Mana Motuhake – Manawanui – Aroha

**Kamo Primary School**

## **NAG 3 - Policy and Procedure Equal Employment Opportunities**

### **Rationale**

Kamo Primary School is committed to being a good employer and is intent on ensuring equal employment opportunities (EEO).

### **Purpose**

To ensure specific actions are taken to meet the needs of staff for which there are barriers to full workplace participation.

### **Guidelines**

- The Board of Trustees will:
  - a) Provide safe, supportive and healthy working conditions.
  - b) Impartially select suitably qualified persons when appointing employees.
  - c) Identify and eliminate all institutional practices, policies, or procedures, that cause or perpetuate inequality in respect of the employment of any person.
  - d) Recognise and support the aims, aspirations, cultural diversity and/or employment requirements of, but not exclusive to:
    - Maori
    - Ethnic or minority groups
    - Women
    - People with disabilities
- All staff will be aware and will be responsible for the implementation of the EEO policy in conjunction with the school principal.
- Compliance with this policy will be reported to the Board of Trustees annually and/or after each permanent employment appointment is made.

### **Conclusion**

EEO practices are respected and valued at Kamo Primary School as part of being a good employer and a safe and happy place to school and work at.

**Please note:** This policy must also take into account the Human Rights Act 1993 and the Employment Relations Act 2000.

Signed: .....  ..... Principal

Signed: .....  ..... BoT Chairperson

**Reviewed:** Term 3, 2021

**Review date:** Term 3, 2024