

**POLICY: EQUAL EMPLOYMENT OPPORTUNITIES**

**Rationale**

In accordance with the requirements of the Human Rights Act (1993) and the State Sector Amendment Act (1989), this school supports the development and implementation of an Equal Employment Opportunities Programme [NAG 3].

**Purpose**

To ensure that there are no discriminatory practices in the recruitment, appointment, promotion, reward or discipline of staff and in conditions of service, and to ensure that career development and staff training opportunities are equally accessible to all staff.

**Guidelines**

- 1.1 Management practices, policies and processes will be consistent with EEO principles. This includes areas of recruitment and appointment, promotion, reward or discipline of staff, career development, staff training and conditions of service.  
In particular:
  - a) remuneration will equitably reward the level of authority, responsibility, accountability, and competence of individual employees
  - b) recruitment and promotion of employees will be based on relevant merit (ie the “best person for the job”, ie the person who best fits the criteria for the job description and person specifications).
  
- 1.2 All publications, communications and materials produced by the school will be consistent with EEO principles
  
- 1.3 This school is committed to the recognition of:
  - The aims, aspirations and employment requirements of Maori people
  - The need for greater involvement of Maori in the Education Service
  - The aims, aspirations and employment requirements and the cultural differences of ethnic or minority groups
  - The employment requirements of persons with disabilities
  - Representative ethnic and gender balance at all levels of management
  
- 1.4 An EEO programme will be included in our Strategic and Annual Plan and be evaluated and reported on annually.

REVIEW: This policy will be reviewed according to the Board of Trustees’ triennial Programme of self review (FEB 2022)

DATE CONFIRMED: 26 FEBRUARY 2019