



## Policy Glendowie School

### EQUAL EMPLOYMENT OPPORTUNITY POLICY

#### **RATIONALE**

This School has a commitment to being an Equal Employment Opportunities (EEO) employer.

#### **PROCEDURES**

The school and Board of Trustees recognises:

- The need for all school policies and procedures to incorporate EEO requirements and reflect a commitment to the Treaty of Waitangi.
- Affirmative action policies and procedures on behalf of Maori, Pacific Island staff, or other ethnic minorities, and persons with disabilities.
- The need to identify and address any discriminatory practices and policies.
- The need to provide opportunities that enhance the value and career opportunities of individual staff members, particularly those of Maori, Pacific Island staff, staff with disabilities and ethnic minorities.
- The need to provide a non-discriminatory, culturally sensitive and safe working environment for all staff.

#### **GUIDELINES**

- Prepare an Equal Opportunities Programme.
- The appointments policy and procedures will ensure that there will be no discrimination in the areas of recruiting and selection, or in promotion and career development.
- The School/Board will develop and implement the EEO programme in consultation with staff members.
- The Principal will implement ongoing staff appraisals in a positive and supportive way that leads to the development of the abilities of individual teachers.
- The Board will review all personnel policies every three years in accordance with our review plan.
- Correct procedures as per the Appointments Policy will be carried out with regards to Equal Employment Opportunities.
- The State Sector Act 1988 (s77A and s77D) requires boards, as employers to:
  1. operate a personnel policy that complies with the principle of being a good employer; and
  2. make that policy (including the equal employment opportunities programme) available to its employees; and
  3. ensure its compliance with that policy and report in its annual report on the extent of its compliance.

**Approved 07/08/2018 Board of Trustees Meeting**

**Signature of Chairperson:**

**Reviewed -----**