

Matauri Bay School



Policy:

Equal Employment Opportunities

This school has a commitment to equality in the work place, and will continue to work towards being an Equal Employment Opportunities Employer.

Procedures:

The school and the Board of Trustees are aware of:

1. The need for all School policies and procedures to incorporate ERO requirements and for them to reflect a commitment to the Treaty of Waitangi.
2. The need to identify and address discriminatory practices and policies.
3. The need to provide a non-discriminatory, culturally sensitive and safe working environment for all staff.
4. The need to provide opportunities that enhance the career opportunities and value of all individual staff members.
5. The need to be familiar with and understanding of, the Human Rights Act.

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 follow the guidelines for the handling of sexual harassment grievances.
4. The School will implement on going staff appraisals in a positive and supportive way that leads to the development of the abilities of the individual staff members.
5. An Equal Employment Opportunities committee will be open to all staff. This committee may contain a Board of Trustees will annually review all personnel policies and procedures.
6. The Board of Trustees will appoint a board of staff member to act as EEO officer to co-ordinate and develop the programme.

Conclusion:

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

Adopted March 2012

(Replacing earlier policy, Pre May 1995)

Reviewed: