

EQUAL EMPLOYMENT OPPORTUNITIES

Reviewed Nov/Dec 2013 (Tracy/Donal)

ACTION

To ensure that all employees and applicants for positions are given fair and equitable treatment according to their skills, qualifications, abilities and aptitude without regard to peripheral or irrelevant factors.

GUIDELINES

1. Will provide opportunities to enhance the career opportunities of individual staff members through professional development and delegated responsibilities.
2. Will provide a safe working environment for all staff.
3. Will not allow discrimination in the areas of recruiting.
4. Will select with the aim of achieving a gender balance on the staff, while never passing over the best person for the job.
5. Will not allow discrimination in promotion and selection, or in promotion and career development regarding gender, age, religious, ethnic, cultural, social, family or economic background, again always selecting the best person for the job.
6. All school policies, practices and procedures will be reviewed having due regard to EEO
7. The Board of Trustees will recognise the aims and aspirations of Maori, the employment requirements of Maori and the need for greater involvement of Maori in education.
8. The Board of Trustees will recognise the aims, aspirations and cultural difference of ethnic and minority groups.
9. The Board of Trustees will recognise the employment requirements of women and of disabled persons.