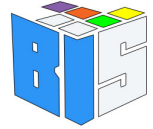


Bader Intermediate Equal Employment Opportunities Policy



Rationale

The Bader Intermediate School Board of Trustees is committed to the principles of equity and inclusion. Consistent with these principles, the BOT has made a commitment to an Equal Employment Policy which promotes equality of opportunity for staff regardless of age, disability, gender, marital status, race, ethnicity, religious belief, political opinion, employment status, family status or sexual orientation.

Purpose

The purpose of this policy is to recognise the need to give practical effect to these responsibilities both as an employer and as an educational provider:

1. To ensure that all school policies and procedures incorporate EEO requirements
2. To provide a non-discriminatory, culturally sensitive and safe working environment for all staff
3. Ensure that all employees and job applicants are treated according to their skills, qualifications, abilities and aptitudes.
4. To encourage a diverse makeup of staff to reflect the school student community and provide a range of positive role models.
5. In order to ensure equity of access, RHS will ensure that
 - a. Promotion is made based on merit.
 - b. All staff have equal access and encouragement through professional development and learning opportunities to perform to their maximum potential.

Policy Implementation

The School and Board of Trustees recognise:

- the need to maintain an awareness of inequalities in the workplace based on gender, ethnicity and disability;
- the need for all school policies and procedures to reflect EEO requirements and reflect a commitment to the Treaty of Waitangi;
- the need to identify and address discriminatory practices and policies;
- the need to provide opportunities that enhance the value and career opportunities of individual staff members
- the need to provide a non-discriminatory, culturally sensitive and safe working environment for all staff.

Guidelines

The School and Board of Trustees recognise:

- All relevant policies will ensure that there will be no discrimination in the areas of recruiting and selection, or in promotion and career development.
- The Board of Trustees will abide by the NZEI Te Rou Rua Code of Ethics
- The School will develop and implement the EEO programme in consultation with all staff members as appropriate to the needs of the school.
- The School will implement ongoing staff appraisals in a positive and supportive way that lead to the development of the abilities of individual teachers.

Statement of Compliance with Employment Policy

For the year ending 31st December 2023, the Sir Douglas Bader School Board:

- Has developed and implemented personnel policies, within policy and procedural frameworks to ensure the fair and proper treatment of employees in all aspects of their employment.
- Has reviewed its compliance against both its personnel policy and procedures and can report that it meets all requirements and identified best practice.
- Is a good employer and complies with the conditions contained in the employment contracts of all staff employed by the Board.

- Ensures all employees and applicants for employment are treated according to their skills, qualifications and abilities, without bias or discrimination.
- Meets all Equal Employment Opportunities requirements.

Presiding Member: Si'iva Stanley-Schuster

Approved date: 24/5/2023

Sign: 

Review Date: 24/5/2026