

HOKOWHITU SCHOOL EQUAL EMPLOYMENT OPPORTUNITIES POLICY

RATIONALE:

Hokowhitu School is committed to the principle of being a good employer by ensuring equal employment opportunities (EEO).

PURPOSE:

Specific actions are taken to meet the needs of staff for which there are barriers to full workplace participation.

GUIDELINES:

1. The Board of Trustees will:
 - a. Provide safe, supportive, and healthy working conditions;
 - b. Impartially select suitably qualified persons when appointing employees;
 - c. Identify and eliminate all institutional practices, policies, or procedures, that cause or perpetuate inequality in respect of the employment of any person;
 - d. Recognise and support the aims, aspirations, cultural diversity and/or employment requirements of, but not exclusive to:
 - i. Māori;
 - ii. Ethnic or minority groups;
 - iii. Women;
 - iv. People with disabilities.
2. The personnel portfolio holder will be responsible for the implementation of the EEO policy, in conjunction with the school Principal.
3. Compliance with this policy will be reported to the Board annually and/or after each permanent employment appointment is made.

CONCLUSION:

EEO practices are valued at Hokowhitu School as part of Hokowhitu School's commitment to being a good employer.

Associated procedures/handbooks:

Hokowhitu School Anti-discrimination policy

Hokowhitu School Treaty of Waitangi Policy

Hokowhitu School Appointment Policy

Human Rights Act 1993

Employment Relations Act 2000

Policy ratified on: 21 June 2017

Review date: June 2020

Chairperson.....

Principal.....