RIDGEVIEW SCHOOL BOARD OF TRUSTEES POLICY

EQUAL EMPLOYMENT OPPORTUNITY

National Administration Guideline 3 - Personnel

Background to Policy
The school has a commitment to being an Equal Employment Opportunities (EEO) employer. The purpose of this policy is to ensure that all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes without regard to irrelevant factors.

Policy Statement
The School and Board of Trustees will ensure that all employees and applicants are treated fairly.

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

1) All relevant policies 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 will abide by the NZEI Te Rou Rua Code of Ethics
3) The School will develop and implement the EEO programme in consultation with all staff members as appropriate to the needs of the school.
4) The School will implement ongoing staff appraisals in a positive and supportive way that lead to the development of the abilities of individual teachers.

This policy will be reviewed as per the Board's Effectiveness Review Programme

Confirmed by the Board of Trustees on: 11/05/21 **(date)**

The planned review date will be: triennial **(date)**

Chairperson **Principal**