



WHANGANUI HIGH SCHOOL POLICY

EQUAL EMPLOYMENT OPPORTUNITIES

Policy No: 3.3
(NAG 3)

INTRODUCTION	1	The Board of Trustees recognises that a commitment to an Equal Employment Opportunities (EEO) programme provides fair and just treatment for all staff.
OBJECTIVES	1	To develop employment and recruitment procedures which will work towards the identification and elimination of discriminatory barriers that cause or perpetuate inequality in the employment of any person or group of persons.
	2	To ensure that all staff have equal access to job opportunities and conditions of service.
	3	To identify and address discriminatory practices and policies within all areas of the School.
	4	To provide opportunities that enhance career development of individual staff members across all areas of the School.
	5	To provide a non-discriminatory, culturally sensitive and safe working environment for all staff.
GUIDELINES	1	The definition of <i>Staff</i> as it applies to the Whanganui High School policy on Equal Employment Opportunities consists of all people employed by the Board of Trustees.
	2	The EEO programme will be directed at the elimination of discriminatory practices related to issues such as gender, race, age and disability.
	3	Attention will be given to EEO practices in the areas of - a) recruitment and selection b) promotion and career development c) training and staff development d) conditions of service
	4	Management will provide opportunities and encouragement for staff to take on new roles and responsibilities, learn new skills and contribute to the ongoing development of policies and practices in the School. When appropriate, staff will be made aware of opportunities that are available, and expressions of interest sought.
	5	It is the Board's responsibility to monitor, evaluate and prepare a report on the annual progress of the EEO programme.
EXPECTED OUTCOME		The Staff recognise and experience that there is a commitment to an EEO programme which provides fair and just treatment for all staff.
EVALUATION		The Board, in association with the Principal, will review this policy annually in accordance with the School's quality management cycle.
CONCLUSION		An Equal Employment Opportunity programme is a requirement in this School. By applying affirmative action over a period of time, Board, Management and Staff will work towards redressing any inequalities which may exist.

Approved by the Board
Signed Chairperson:

Date:

29/10/18

Signed Principal:

Date:

29/10/18