



ST THOMAS'S
SCHOOL

#5 N.A.G THREE: - Employment and Personnel Matters

Equal Employment Opportunity Policy

Boards of Trustees have a statutory responsibility to be a good employer and to meet the needs of staff belonging to groups that are disadvantaged in the workplace. The State Sector Act 1988 defines these groups as Māori, other ethnic groups, women and people with disabilities.

In particular, it will not discriminate any person on the grounds of sex, marital status, religious belief, ethical belief, colour, race, ethnic or nation origins, disability, age, political opinion, employment status, family status, and sexual orientation. These being the grounds set out in section 21 of the Human Rights Act 1993.

Guidelines:

The Board will have systems in place to ensure:

1. that there will be no discrimination in the areas of recruitment and selection, or in promotion and career development.
2. the school has a policy for handling sexual harassment grievances, both for staff and students.
3. the school will implement on-going staff appraisals in a positive and supportive manner that leads to the development of the abilities of individual teachers.
4. the School has good and safe working conditions.
5. they impartially select suitably qualified persons when recruiting employees.
6. they give individual employees opportunities for professional development to enhance their abilities.
7. they recognise the aims and aspirations of Māori, the employment requirements of Māori and the need for greater involvement of Māori in the education service. This can be achieved by consultation with the local Māori communities, hapū and iwi.
8. they recognise the cultural differences, of ethnic or minority groups.

Ratified by Board

Signed G. Howler

Date 16/3/23