



ST THOMAS'S
SCHOOL

Equal Employment Opportunity Policy

The Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

Guidelines

The Board will have systems in place to ensure:

- The school shows commitment to equal opportunities in all aspects of employment including recruitment, training, promotion, conditions of service, and career development.
- The school has a Protected Disclosure procedure for employees.
- The school will implement on-going staff appraisals in a positive and supportive manner that leads to the development of the abilities of individuals.
- The school has safe working conditions.
- They select the person most suited to the position in terms of skills, experience, qualifications and aptitude.
- They recognise the value of diversity in staffing (for example, ethnicity, age, gender, disability, tenure, hours of work, etc.) and the employment requirements of diverse individuals/groups.
- They give individual employees opportunities for professional development to enhance their abilities.
- The Principal will report regularly to the Board on appointments and staff development programmes.

Ratified by Board
Signed _____
Date <u>27.2.2016</u>

Reviewed: February 2026

Next Review: February 2029
