



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Rationale:

In order to be a good employer Spotswood College will ensure that all employees and applicants are treated equally according to their skills, qualifications, abilities and aptitudes, regardless of sex; marital status; religious beliefs; colour; race, ethnic or national origin; disability; age; political opinion; employment status; family status or sexual orientation.

Spotswood College will actively focus on

- Safe, supportive and healthy working conditions
- An impartial selection process when recruiting employees
- Professional development available to all staff so they may enhance their abilities
- Processes in place that recognise the aims and aspirations of Maori, the employment requirements of Maori and our need for greater involvement of Maori within our school as a whole;
- We will also recognise the aims and aspirations, and the cultural differences, of all ethnic or minority groups
- the employment requirements of women; and
- those of persons with disabilities

Purposes

1. To comply with the legal requirements set out in Section 77 (D) of the State Sector Act 1988 as inserted by Section 3 of the State Sector Amendment Act, 1989 and the Employment Relations Act plus its amendments in 2000
2. To comply with the Human Rights Act 1993.
3. To fulfil the obligations of the School Charter and Mission Statement

Conclusion:

By implementing this policy and by working in consultation with our employees we will ensure that equal employment opportunities are a reality within our Spotswood College environment.

Approval:

When the Board approved this Policy it agreed that no variations of this Policy or amendments to it could be made, except with the majority approval of the Board.

Approved by the Board of Trustees on 29 October, 2012
Signed on behalf of, and with the authority of the Board

_____ on _____ (Date)
Board Chairperson

Due for Review: _____ (Date)
Reviewed Date: _____ Signed for B.O.T. _____