

Hauraki Primary School  
Policy Document

## Equal Employment Opportunity

### Rationale

Hauraki school provides an inclusive, non-discriminatory workplace where the principles of equality and fairness are promoted and there is commitment to maintain equal employment opportunities (EEO) for all staff.

### Purpose:

As the legal employer of teaching and non-teaching staff, the Hauraki School Board (the Board) will ensure we:

- comply with all relevant legal requirements, including those set out in the Education and Training Act 2020 at section 597, and the principles of being a good employer
- establish and maintain suitable policies that ensure that all staff enjoy equal opportunities in a non-discriminatory, culturally sensitive and safe working environment
- treat current and prospective staff fairly
- work to identify, address and eliminate biased or discriminatory practices and policies.

### Guidelines

1. The Board and principal will work to identify and eliminate any policies, procedures, or other conditions existing within the school that might cause or perpetuate inequitable treatment of any person or group of people employed by the school. We encourage staff to raise any concerns with our policies, procedures or conditions with the principal or the Board.
2. The Appointment of Staff policy will ensure that there will be no discrimination in the areas of recruitment and selection, or in promotion and career development.
3. If allegations of sexual harassment are made, the Sexual Harassment policy must be followed.
4. Ongoing professional development will be supported. A high-quality appraisal process will support the school's focus on improvement and professional growth.

Signed: \_\_\_\_\_



Date: \_\_\_\_\_

17/9/23

Presiding Member of the Board

Review Date: \_\_\_\_\_

Term 3 2026

**Relevant policies**

- Tiriti o Waitangi
- Appointment of Staff
- Staff Professional Growth
- Concerns and Complaints
- Staff Discipline
- Protected Disclosures