

Hauraki Primary School  
Policy Document

**Equal Employment Opportunity**

**Rationale:**

The school provides a workplace where the principles of equality and fairness are promoted and there is commitment to maintain equal employment opportunities (EEO) in the work environment.

**Purpose:**

- To establish and maintain suitable policies which ensure that all staff enjoy equal opportunities in a non-discriminatory, culturally sensitive and safe working environment.
- To ensure all school policies and procedures are cognisant of current EEO requirements.
- To identify and address discriminatory practices and policies.

**Guidelines:**

- 1) The appointment policy and procedures will ensure that there will be no discrimination in the areas of recruitment and selection, or in promotion and career development.
- 2) The sexual harassment policy should be adhered to in hearing of such grievances.
- 3) Appropriate consultation with staff will take place when maintaining the EEO.
- 4) The school will implement ongoing staff appraisals in a positive and supportive way that leads to the development of the abilities of individual staff members.

**Conclusion:**

The Board of Trustees and the school will aim to identify and eliminate any aspects of 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.

Signed

*A. M. M. M.*

Date: 12.10.15

Chairperson Board of Trustees

Review Date: Term 3, 2018.