

SACRED HEART COLLEGE, NAPIER

NATIONAL ADMINISTRATION GUIDELINE 3

Policy Statement : EEO

The Special Character, also known as the Catholic Character, provides the framework within which the whole school curriculum is delivered; it is integral to everything that takes place in the school, or on behalf of the school, and its community

RATIONALE

In accordance with the requirements under the State Sector Amendment Act 1989, Sacred Heart College supports the development and implementation of an equal employment opportunities programme. Sacred Heart College is committed to the goal of freedom from discrimination and we recognise the need for an active approach to the achievement of equal opportunities in employment.

PURPOSE

The purpose of this policy statement is to ensure that all employees and applicants for employment are treated according to their abilities, aptitudes, qualifications and skills, without regard to irrelevant factors.

GUIDELINES

As part of this school's EEO programme we are committed to:

1. Ensuring that current recruitment and appointment practices reflect this policy by appointing teachers on merit regardless of gender, race or family circumstances.
2. Actively encouraging women to apply for positions of responsibility.
3. Encouraging the appointment of Māori and Pasifika teachers and their promotion to positions of responsibility in order to provide positive role models.
4. Having the EEO Coordinator convene an appropriate forum for staff to discuss any EEO concerns.

CONCLUSION

This policy ensures that equal employment opportunities are a reality for all employees in our school.

Dean Devereux
BOT Chairperson

Formatted: Personnel Committee

Consultation: Staff

Reviewed: May 2008

Review: August 2010