Equal Employment Opportunities (EEO) Policy

Board of Trustees Minute reference : April 2015 Part 1 Item 6.1

Date first created/This version no. : 2006/4

Review date (3 year cycle) : April 2018

Owner : SLT members

Responsibility for this policy : Manager, HR

Background

The Board recognises its responsibility as a good employer to have practices in place that ensure fair and just treatment for all staff. Te Kura is committed to providing a supportive and safe working environment for all staff which is free from discriminatory practices.

The Board is firmly committed to the principle of equal opportunity and recognises the need to give practical effect to such responsibilities both as an employer and as an educational provider. The Board believes in providing equal opportunities in both education and employment for all people regardless of factors which are irrelevant to their abilities.

The Human Rights Act 1993 prohibits discrimination of the grounds of sex (gender), age, marital status, religious belief, ethical belief, colour, race, ethnic or national origin, disability, political opinion, employment status, family status, and sexual orientation.

Policy statement

In order to ensure equity of access, Te Kura will ensure that staff selection, appointment and promotion are made on the basis of merit and that all employees have equal access and encouragement through personal and professional development opportunities to perform to their maximum potential.

Te Kura will comply with all relevant legislation and have fair Human Resources (HR) practices so that the very best people from the diverse population, including Māori and Pasifika peoples, are recruited and have the opportunity to contribute and make the most of their skills, creativity and energy. The pooling of knowledge held by people with different experiences and influences brings diversity of thought and ideas, which is positive for Te Kura.

Guidelines

* Comply with all relevant legislation.
* In the interests of achieving the best outcomes for students, support work-life balance initiatives which enable people to perform to their full potential, fulfilling all requirements of the job specification and Te Kura’s professional expectations of its staff, while still accommodating their commitments outside of work.
* Increase awareness and advocate sound people management across Te Kura that meet good employer and equal employment practices and enable effective measurement and reporting of progress.

Relevant legislation and other documentation

State Sector Amendment Act 1988

Education Act 1989

Human Rights Act 1993

National Administration Guideline (NAG) 3

Parental and Employment Protection Act 1987 and amendments 1991-2001

Employment Relations Act 2000 and amendments

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Approved as a governance policy Date

Karen Sewell

Chair

Board of Trustees