

HOKOWHITU SCHOOL EQUAL EMPLOYMENT OPPORTUNITIES (EEO) POLICY (2023)

PURPOSE

The Hokowhitu School Board will ensure that all current and prospective employees are treated fairly and properly in all aspects of their employment by ensuring equal access to employment opportunities (EEO).

GUIDELINES

1. The Board is committed to the impartial selection of suitably qualified persons for employment.
2. The Board recognises, in accordance with the Public Service Act 2020, the aims, aspirations, and employment requirements of:
 - a. Māori.
 - b. Ethnic and minority groups.
 - c. Women.
 - d. People with disabilities.
3. The Board will ensure safe, supportive, and healthy working conditions for all staff.
4. The Board is committed to identifying and eliminating any institutional practices, policies, or procedures that cause or perpetuate inequality in respect of the employment, career development, or promotion of any person, in accordance with the Anti-Discrimination Policy.
5. The Personnel portfolio holder will be responsible for overseeing the implementation of the EEO policy in employment processes, in conjunction with the Principal.
 - a. Compliance with this policy will be reported to the Board annually and/or after each permanent employment appointment is made.

ASSOCIATED POLICIES/PROCEDURES/HANDBOOKS

Legislation

Public Service Act 2020

Human Rights Act 1993

Employment Relations Act 2000

School Policies, Procedures, and Other Documents

Anti-Discrimination Policy

Appointment Policy

Tiriti o Waitangi/Treaty of Waitangi Policy

Ratification date: 1 August 2023

Review date: Term 2 (May/June) 2026

Presiding Member

Principal