

Stratford Primary School: Operational Policies

300 EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

The Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without **bias or discrimination**. All schools are required by the Public Service Act to be “good employers”, that is:

- To maintain, and comply with their school's Equal Employment Opportunities policy, and
- To include in the annual report a summary of the year’s compliance.

To achieve this, the Board:

- Appoints a member to be the EEO officer – this role may be taken by the Principal.
- Shows commitment to equal opportunities in all aspects of employment including recruitment, training, promotion, conditions of service, and career development
- Selects the person most suited to the position in terms of skills, experience, qualifications, and aptitude
- Recognises the value of diversity in staffing (for example, ethnicity, age, gender, disability, tenure, hours of work, etc.) and the employment requirements of diverse individuals/groups
- Ensures that employment and personnel practices are fair and free of any bias.

Legislation

- Public Service Act 2020
- Human Rights Act 1993

Review schedule: Annually