

ST JOSEPH'S SCHOOL EQUAL EMPLOYMENT OPPORTUNITY POLICY



At St Joseph's School we acknowledge that Catholic education, centred on a daily encounter with Jesus; is part of a life long process leading to a full and rewarding life.

This school has a commitment to prevent inequality in the workplace and will make continuing efforts towards being an Equal Employment Opportunities (EEO) employer.

The Public Service Act 2020 outlines the expectations of organisations in promoting diversity and inclusiveness in schools, through employment policies and practices, to develop and foster a workplace that is inclusive of all groups.

The good employer requirements of the [Public Service Act 2020](#) requires that organisations must;

- (a) operate an employment policy that complies with the principle of being a good employer; and
- (b) make that policy (including the equal employment opportunities programme) available to its employees; and
- (c) ensure its compliance with that policy (including its equal employment opportunities programme) and report in its annual report on the extent of its compliance.

A good employer is an employer who operates an employment policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including for—

- (a) the impartial selection of suitably qualified people for appointment and
- (b) good and safe working conditions; and
- (c) an equal employment opportunities programme; and
- (d) recognition of—
 - (i) the aims and aspirations of Māori; and
 - (ii) the employment requirements of Māori; and
 - (iii) the need for greater involvement of Māori in the public service; and

- (e) opportunities for the enhancement of the abilities of individual employees; and
- (f) recognition of the aims and aspirations, employment requirements, and the cultural differences of ethnic and minority groups; and
- (g) recognition of the employment requirements of women; and
- (h) recognition of the employment requirements of people with disabilities; and
- (i) recognition of the importance of achieving pay equity between female and male employees; and
- (j) recognition of the importance of decisions about remuneration being free from bias including, but not limited to, gender bias.

(Section 73 Public Service Act 2020 Good Employer Requirements, Section 75 Promoting diversity and inclusiveness)

PROCEDURES

The school and Board recognises –

1. the need to establish and maintain practices that promote equal employment opportunities for all
2. the need for all school policies and procedures to incorporate EEO requirements and reflect a commitment to Te Tiriti o Waitangi
3. the need to identify and address discriminatory practices and policies
4. the need to provide opportunities that enhance the value and career opportunities of all staff members
5. the need to provide a non-discriminatory, culturally responsive and safe working environment for all staff.

GUIDELINES

1. The appointment procedures will ensure that there will be no discrimination in the areas of recruiting and selection, or in promotion and career development.
2. The school will develop and implement the EEO programme in consultation with staff members.

3. The board appoints a person with the delegated authority to coordinate the development of the EEO programme and inform all employees of it.
4. The school will implement ongoing staff appraisals in a positive and supportive way that leads to the development of the abilities of individual teachers.
5. The Board will regularly review all Personnel procedures.

May 2022

Next Review date May 2025

CONCLUSION

The Board of Trustees and the school will aim to identify and eliminate any aspects of policies of procedures, and other conditions existing within the school, that might cause or perpetuate (or tend to cause or perpetuate), inequalities of any person or group of people.

Reviewed: 31 August 2020

Next Review Due: 2023

Resource Manager

Principal