

Policy: Equal Employment Opportunities (EEO)

Policy Statement

In accordance with the requirements under the State Sector Amendment Act 1989, the Human Rights Act 1993 and the Privacy Act 1993, the Manurewa High School Board of Trustees recognises the need for an awareness of equal opportunities in employment and support the development and implementation of an equal employment opportunity programme.

Procedural Guidelines

- The Principal is responsible for EEO issues in the School.
- A database (SMS Package) of the school workforce is being used to identify employment patterns relevant to gender, age, ethnicity and teaching experience of employees.
- Personnel policies and practices will be developed and reviewed to ensure they include EEO principles.
- The Board of Trustees will recognise the aims, aspirations and cultural differences of all employees.
- The Board of Trustees will recognise the employment requirements of all employees.
- While employing those it believes best suit the position, the Board of Trustees will aim to maintain a balance on its total staff which is reflective of the community.

Review Schedule: **April 2022**

ADOPTED BY BOARD OF TRUSTEES			
Date	21 June 2002	Chairperson	M J Bailey

REVIEWED	Date	30 July 2003	Chairperson	M J Bailey
AMENDED	Date	24 August 2005	Chairperson	S Smith
REVIEWED	Date	24 September 2008	Chairperson	S Smith
REVIEWED	Date	26 September 2011	Chairperson	S Smith
AMENDED	Date	27 October 2015	Chairperson	S Smith
REVIEWED/AMENDED	Date	29 April 2019	Chairperson	S Smith
REVIEWED/AMENDED	Date	Chairperson