

OKAIHAU COLLEGE POLICY: EQUAL EMPLOYMENT OPPORTUNITIES (EEO)

RATIONALE:

To provide equal access, consideration and equal encouragement in areas of recruitment, selection, promotion, conditions of service and career development.

PURPOSE:

1. There is a legal requirement under the State Sector Act to identify and eliminate all institutional barriers that cause or perpetuate inequality in respect to the employment of any persons.
2. An EEO Programme will give the school and students a greater access to a full range of skills and values for the community.
3. A school whose staff reflects the composition of the community and students is more able to be responsive to current educational needs.
4. Employees benefit through access to a wider range of jobs, new career structures, flexible working patterns, enhanced career skills and opportunities.

OBJECTIVES:

1. All policies should be written in a way that is fair and free from bias.
2. The EEO Programme will set out objectives and actions to counter discrimination in recruitment, selection, promotion, training, staff development and conditions of service.
3. The school will, as opportunities allow, aim at an equitable distribution at all levels of responsibility and involvement.
4. All staff will complete an EEO survey early in Term 1 and the results will be reported to the Board of Trustees.

CONCLUSION:

Okaihau College Board of Trustees is an EEO employer who supports action aimed at ensuring all employees have equal access to job opportunities. The Board is aware of gender and ethnicity in terms of EEO requirements: the Board nevertheless has a responsibility to appoint on merit. However, all factors being equal appointments will seek to address imbalances in terms of EEO policies.