



MICHAEL PARK SCHOOL MANAGEMENT POLICY

EQUAL EMPLOYMENT OPPORTUNITIES

Outcome Statement

Employment processes at Michael Park School offer equal opportunities to all on the basis of merit regardless of sex, ethnicity, disability, sexual orientation, age or family circumstances.

Scoping

Michael Park School is committed to achieving equality of employment opportunities because it is good employment practice, allows employees to reach their full potential and supports the flourishing of our school and community.

This Equal Employment Opportunities policy ensures that all employees and applicants for employment at Michael Park School are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

It acknowledges the guaranteed entitlements under the Human Rights Act 1993 and the Public Service Act 2020 and that it is unlawful to discriminate on the grounds of sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation.

At our school, decisions about appointments, promotions and other employment opportunities are made on the basis of merit. This principle is comprehensive and includes formal qualifications as well as personal qualities and experiences. We are committed to eliminating workplace discrimination and meeting our 'good employer'¹ obligations.

Purpose

- To ensure a workplace in which everyone is able to participate, develop and be rewarded fairly for their contribution regardless of sex, ethnicity, disability, sexual orientation, age or family circumstances.
- To identify and eliminate discriminatory practices, creating an environment which encourages and supports the full participation of staff, and attracting and retaining a diverse staff based on the application of the merit principle.

Guidelines

1. The Board delegates authority to the principal to determine employment matters in line with this policy and the Board's Appointment and Personnel Policies.

2. An EEO program will be maintained, which may include:

- A board appointed EEO representative
- Encouraging staff to participate in training and career development programmes
- Monitoring of this policy through staff meetings and board reports
- Regular review of employment and personnel policies and processes

Legislation and Supporting Documentation

Te Tiriti o Waitangi

Public Service Act 2020

Employment Relations Act 2000 and Amendments

Human Rights Act 1993

Appointments Policy

Equity Policy

Personnel Policy

¹ Public Service Act 2020 section 73

Policy type:	Management Policy	NZSTA Governance Framework:
Date reviewed:	18/03/2024	Signed for MPS Board: 