



Devon Intermediate School
Te Kura Takawaenga o Ngāmotu

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

No 303

Rationale

The Board of the school will fully comply with the requirements of the Public Service Act 2020 relating to providing fair opportunities for all employees and potential employees to gain employment at the school.

Policy Statement

All employees and applicants for positions will be given fair and equitable treatment according to their skills, qualifications, abilities, and aptitude without regard to peripheral or irrelevant factors. In all appointments to positions at this school the Board reserves the right to appoint the most suitable candidate.

Policy Guidelines

1. An EEO convenor will be appointed (this may be the Principal).
2. An annual report will be available to the school community and provided to the Education Review Office.
3. An employee database will be developed so that employment patterns with respect to gender, ethnicity, disability, and age factors can be monitored.
4. All school policies, practices and procedures will be reviewed having due regard to EEO consideration.
5. All vacancies to positions within the school will be advertised according to Collective Agreement Provisions and appointments made on a fair, equitable and transparent basis.
6. The Board will recognise the aims and aspirations of Māori, the employment requirements of Māori and the need for greater involvement of Māori in education.
7. The Board will recognise the aims, aspirations, and cultural difference of ethnic and minority groups.
8. The Board will recognise the employment requirements of women and of the disabled.

Ratified by Board: 6 June 2023

Next Review: June 2026
