

Personnel

Equal Employment Opportunities (EEO) Policy

Rationale

Northern Health School is committed to providing and promoting equal opportunities for its employees. The school strives to celebrate diversity in its employees to create an inclusive workplace culture; free of discrimination, harassment and unjust treatment.

The Board supports the development and implementation of an equal employment opportunities programme in the school to counter any discrimination which may occur in employment.

Purpose

To outline Northern Health School's commitment towards ensuring all employees and applicants for employment are made solely on the basis of merit, and treated according to their knowledge, skills, qualifications, abilities and aptitudes.

Scope

This policy applies to all employees, potential employees and applicants for positions at Northern Health School, regardless of the position applied for, location or length of tenure.

Guidelines

- a) Northern Health School respects and values the contribution of each one of its employees, and regards discrimination as unfair, unacceptable and unlawful. It has zero tolerance for any form of discrimination, whether this be passive or active.
- b) Northern Health School is committed to:
 - providing equality of opportunity in employment irrespective of a person's sex, gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation
 - identifying and eliminating any institutional barriers that cause or perpetuate, or tend to cause or perpetuate, inequality in respect of the employment of any person or group of persons
 - recognising and supporting the aims and aspirations, cultural diversity and/or employment requirements and opportunities for groups who are traditionally under-represented, to ensure that the employees are representative of the community they serve

- c) Northern Health School will develop, implement and review its EEO policy and procedures in consultation with employees, including recognition of:
 - Māori
 - Pasifika
 - ethnic or minority groups
 - women
 - persons with disabilities
 - other diverse communities
- d) The employee database contains demographic data to identify members of the EEO target groups.
- e) Equal opportunities are provided across all personnel areas, including:
 - recruitment and selection
 - promotion and career development
 - staff training and development
- f) The Principal will report on compliance to the Board annually. An EEO statement will be included in the Board's Annual Report.

Relevant Legislation:

State Sector Act (1988)

Human Rights Act (1993)

Employment Relations Act (2000)

Education and Training Act (2020)

Adopted August 2023

Presiding Member _____

Review Date April 2026