



POLICY: Rangitikei College Board

AD ALTIORA | MAURI ORA

Equal Employment Opportunities Policy

Rationale

Reflecting the school vision and values, Rangitikei College is committed to the principle of being a good employer under Sections 58 and 77A of the State Sector Act 1988 by ensuring equal employment opportunities (EEO).

This policy is to ensure specific actions are taken to assure the Board and staff that there are no barriers or discriminatory practices to full workplace participation.

Guidelines

1. The Rangitikei College Board will:
 - a. Provide safe, supportive, and healthy working conditions;
 - b. Impartially select suitably qualified persons based on merit when making appointments;
 - c. Identify and eliminate all institutional practices, policies, or procedures, that cause or perpetuate inequality in respect of the employment of any person;
 - d. Recognise and support the aims, aspirations, cultural diversity and/or employment requirements of, but not exclusive to:
 - i. Māori;
 - ii. Ethnic or minority groups;
 - iii. Women;
 - iv. People with disabilities.
 - e. Promote staff professional development;
 - f. Promote adherence to the Rangitikei College Staff Code of Conduct.
2. The Principal will appoint a school EEO Officer whose role will be to monitor the school's commitment to EEO and report to the Board on an annual basis.

Chairperson:

Date:

20/6/22

Next review date: July 2025

ASSOCIATED PROCEDURES AND DOCUMENTS:

1. Appointments and Personnel Policy
2. Staff Code of Conduct

(NB: Procedures are developed as part of school management. The Board will be informed of the development or revision of procedures derived from Board policies by the Principal. For some especially significant procedures, these will be presented to the Board in full)