



Equal Employment Opportunities Policy

Rationale:

The Human Rights Act 1993 prohibits discrimination on the grounds of sex (gender), age, marital status, religious beliefs, ethical beliefs, colour, race, ethnic or national origin, disability, political opinion, employment status, family status and sexual orientation.

Raglan Area School will comply with the requirements of the above act and with the requirements of other relevant acts in relation to providing opportunities for all employees and potential employees to gain employment at the school.

Policy Statement:

In order to ensure equity and access, the school is committed to a policy of selection and appointment on the basis of merit and that selection is made in an open and non-discriminatory manner. Strenuous efforts will be made to identify and remove practices which place any group at a disadvantage or act as obstacles to equal opportunity.

Key Legislation:

(i) Human Rights Act 1993 – Prohibits discrimination in employment based on race, gender, age, disability, sexual orientation, and other protected characteristics.

(ii) Employment Relations Act 2000 – Promotes good faith employment relations and protects against unfair treatment.

(iii) Equal Pay Act 1972 – Ensures equal pay for men and women for work of equal value.

(iv) The New Zealand Bill of Rights Act 1990 – Protects fundamental rights, including freedom from discrimination.

Treaty of Waitangi ??

State Sector Act 1988

CORE PRINCIPLES :

1. The Board has delegated overall responsibility for ensuring the implementation of the equal opportunity policy and associated programmes to the principal.
2. The leadership team, together with the Principal are responsible for developing and implementing an equal opportunity programme for the school, ensuring there is equal access and encouragement for staff through recruitment processes, development opportunities and career management practices whilst encouraging diverse representation at all levels of employment.



3. The programme is reviewed annually. The leadership team is also responsible for leading and facilitating family friendly work practices, as appropriate.
4. An employee database will be developed so that employment matters with respect to gender, ethnicity, disability and age factors can be monitored.
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 of Trustees will recognise the aims, aspirations and employment requirements of Māori and other ethnic and minority groups and recognise the need for greater involvement of Māori in education;
7. The Principal and Board are responsible for ensuring staff recruitment, development and other human resources practices meet good employer and other statutory obligations, that is, ensuring recruitment is based on skills and experience, not personal characteristics.

If an employee or job applicant experiences discrimination, they can file a complaint with the Human Rights Commission or take the matter to the Employment Relations Authority (ERA).

Reviewed: March 2025

Next review: March 2028

Signed BOT Presiding Member

Date:
