



NEW PLYMOUTH BOYS' HIGH SCHOOL

TE KURA TAMATĀNE O NGĀMOTU

Title	EQUAL EMPLOYMENT OPPORTUNITIES POLICY
Reference Number	C308
Section	Staff
Written By	NPBHS Policy Committee
Checked By	NPBHS Policy Committee
Approved By	NPBHS Board of Trustees
Issue Date	1 August, 2005
Review Date	February, 2018
Associated Policies	Staff Appointment
Associated Procedures	Recruiting to Senior Management Positions

RATIONALE :

In accordance with the requirements under the State Sector Amendment Act 1989, the Human Rights Act 1993 and National Administrative Guideline 3, New Plymouth Boys' High School supports the development and implementation of an equal employment opportunities programme.

The school is committed to the goal of freedom from discrimination and recognises the need for an active approach to the achievement of equal opportunities in employment.

PURPOSE :

The purpose of this policy is to ensure that all employees and applicants for employment are treated according to their skill, qualifications, abilities and aptitudes, without regard to irrelevant factors.

GUIDELINES :

1. All personnel policies and practices will be developed and reviewed by the Policy Committee to ensure they adhere to EEO principles. Areas to be considered are :
 - recruitment and selection
 - promotion and career development
 - conditions of service
 - staff professional development
 - sexual harassment
 - appraisal
 - performance management.



SPECIFIC GUIDELINE :

By implementing these guidelines and working in consultation with employees, NPBHS will make equal employment opportunities a reality in the school.

