



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 Headmaster
Approved By	NPBHS Board of Trustees
Issue Date	1 August, 2005
Review Date	November, 2027
Associated Policies	
Associated Procedures	
Associated References:	<u>Public Sector Act 2020</u> <u>Human Rights Act 1993</u> <u>The National Administration Guidelines</u>

RATIONALE :

In accordance with the requirements under the Public Sector Act 2020, the Human Rights Act 1993 and The National Administration Guidelines Section 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 Headmaster 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.

Related Documentation:

- [Ministry of Education - People and Employment Guidelines](#)
- [Education and Training Act 2020](#)

