POLICY

BLOMFIELD SPECIAL SCHOOL & RESOURCE CENTRE
EQUAL EMPLOYMENT OPPORTUNITY POLICY

RATIONALE:
In accordance with the requirements under the Public Service Act 2020 Blomfield Special School supports the development and implementation of an equal employment opportunities programme as per the Guidelines below:

PURPOSE:
The purpose of this policy statement is to ensure that all employees and applicants for employment are treated fairly in all aspects of their employment and that the school promotes diversity and inclusiveness.

GUIDELINES:

1. All school policies and procedures will align with EEO requirements.

2. The Lead Teacher - Staff Development will develop, implement and report on the School's EEO programme annually.

3. The EEO programme will identify actions to be taken to provide:
    a) Recognition of:
        - The aims and aspirations of Maori; and
        - The employment requirements of Maori; and
        - The need for greater involvement of Maori in the Education service; and
    b) Opportunities for the enhancement of the abilities of individual employees; and
    c) Recognition of the aims, aspirations, employment requirements and the cultural differences of ethnic or minority groups; and
    d) Recognition of the employment requirements of woman; and
    e) Recognition of the employment requirements of persons with disabilities (Section 77A State Sector Act 1988 – General principles)

4. Personal information collected for EEO purposes is confidential and only used for the purposes outlined in this policy.

5. The principal will report annually on the effectiveness of the school's EEO programme , including tasks and outcomes achieved.

Approved by the Board of Trustees 19.11.1990
Reviewed by the Board of Trustees 18.03.2021
Reviewed by the Board of Trustees 29.10.2026

Presiding Member _____ Date : _____