

**SECTION C (NAG 3)**

**PERSONNEL MANAGEMENT**

**POLICY:**

**Equal Employment Opportunity**

**DATE of REVIEW:**

**August 2022**

**REVIEW:**

**Personnel Sub-Committee, Mark Shanahan,  
Ants Cotton, Isa Tausa**

**GOAL**

Waitakere College affirms the principle of equal opportunity in all aspects of employment and in the provision of services.

**OBJECTIVES**

1. To commit to policies, practices and programmes which ensure the absence of discrimination in employment, whether direct or indirect, on the grounds of sex, race, colour, ethnic or national origin, marital status, sexual orientation, family responsibility, religious belief, age or physical disability.
2. To promote equal opportunity for all staff.

**GUIDELINES**

1. All practices will comply with the spirit and intention of the State Sector Act 1988 s.77A and all other related legislation to ensure that Waitakere College is a 'good employer'.
2. An EEO programme will be implemented in order to ensure that all staff are treated fairly and to meet the needs of all staff including groups that may be disadvantaged in the workplace. These groups are defined in the State Sector Act 1988 as Māori, other ethnic groups, women and people with disabilities.
3. The EEO programme will aim to achieve the following:
  - Good and safe working conditions, including fairness within available resources in timetabling and room allocation
  - Impartial selection of suitably qualified people when recruiting employees
  - Providing opportunities for individuals to enhance their abilities through appropriate professional development
  - Recognising the aims and aspirations of Māori and the need for greater involvement of Māori in the education service
  - Recognising the aims and aspirations and the cultural differences of ethnic and minority groups, in particular those of Pāsifika peoples
  - Recognising the employment requirements of women
  - Recognising the employment requirements of persons with disabilities.

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Signature of Chairperson

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Signature of Principal

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Date