



## Equal Employment Opportunity Guidelines

This school has a commitment to removing inequality from the workplace, and will make continuing efforts towards becoming an Equal Opportunities (EEO) employer.

### **PURPOSE**

The school and Board of Trustees recognises:

1. The need to appoint the best person for the job, regardless of the individual's race, sex and disability, etc
2. The need for school policies and procedures to consider EEO requirements
3. The need to provide opportunities that enhance the value and career opportunities of all individual staff members.
4. The need to provide a non-discriminatory, culturally sensitive and safe working environment for all staff

### **GUIDELINES**

1. The school will adopt a policy of appointment to all positions on merit. Merit will include experience, life experiences, personal qualities, as well as formal applications
2. To ensure we avail ourselves of a wide cross-section of talent, we will endeavour to encourage applications from as many people as possible
3. The Board of Trustees, as employer, will ensure that all employees maintain proper standards of integrity, conduct, and concern for the community's interest
4. The school will implement ongoing staff appraisals in a positive and supportive way that leads to the development of the abilities of individual teachers
5. The Board of Trustees will review all personnel policies and procedures within the self review cycle.