



Whakatane Intermediate School Board of Trustees

Good Employer Policy

Purpose

The State Sector Act requires every employer in the Education Service to operate a personnel policy to ensure fair and proper treatment of employees in all aspects of their employment.

Objectives

1. Where any suitable applicants are available the best qualified and best suited applicant will be appointed.
2. When all other aspects are equal, the board will seek to employ a person in order to match the ethnic and gender mix of the students at the school.
3. The board takes all reasonable steps to ensure that good and safe working conditions exist for employees in the provision and condition of the working environment and facilities, and responds to all reasonable and achievable requests made by employees.
4. Each year the board publishes an equal employment opportunities programme, and ensures that it is complied with. The programme recognises the aims and needs of the Maori people.
5. The board recognises the needs of ethnic and minority groups, and the employment requirements of women and persons with disabilities by responding to all reasonable and achievable requests made by employees.
6. Each year the board makes budget provision to support training and development programmes enhance the abilities of individual employees with the expectation that funds used in this way will be reflected in enhanced employee performance in aspects of their work.
7. The board takes all other reasonable steps to ensure that it is a good and fair employer by responding to issues and concerns raised by employees.

Effectiveness Self-Review

- 1 This policy will be reviewed in accordance with the board's triennial programme of self-review, and the review report will be available to members of the school community after it has been approved by the board.
- 2 The review will be conducted in the form of a **board and staff** survey, using the objectives listed above as the criteria for determining effectiveness of the policy in action.

March 12, 2017 version adopted

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Chairperson

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Principal

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Date