



Policy: Equal Employment Opportunities

Policy Statement

The Jireh Christian School (“the School”) Board recognises the need for an awareness of equal opportunities in employment and supports the development and implementation of an equal employment opportunity programme (EEO). All teaching positions at the School are tagged positions in keeping with the School’s integration agreement.

This policy applies to all staff and job applicants at the School.

Pre-employment

The School Board will comply with the Human Rights Act 1993 when advertising for jobs, providing application forms, performing interviews and giving job offer.

Selections will be based on merit. This means that employees will not be discriminated against on the basis of a prohibited ground. The prohibited grounds of discrimination are:

1. Age;
2. Disability (which means physical disability or impairment, physical illness, psychiatric illness, intellectual or psychological disability or impairment, any other loss or abnormality of psychological, physiological, or anatomical structure or function, reliance on a disability assist dog, wheelchair, or other remedial means, or the presence in the body of organisms capable of causing illness.
3. Marital status;
4. Family status;
5. Political opinion;
6. Employment status;
7. Religious belief or ethical belief, which means the lack of a religious belief, whether in respect of a particular religion or religions or all religions;
8. race, colour, ethnic or national origin;
9. Your sex (which includes pregnancy and childbirth); and
10. Sexual orientation (whether you are sexually attracted to men, women or both).

Nothing in this policy limits the School’s right under s 28 of the Human Rights Act whereby different treatment based on religious or ethical belief is allowed when:

1. That treatment is accorded under clause 47 of Schedule 6 of the Education and Training Act 2020; or
2. the sole or principal duties of the position (not being a position to which clause 47 of Schedule 6 of the Education and Training Act 2020 applies) are, or are substantially the same as, those of a clergyman, priest, pastor, official, or teacher among adherents of that belief or otherwise involve the propagation of that belief.

Guidelines

The Principal is responsible for Equal Employment Opportunities issues in the School.

The Principal will ensure that there are:

1. good and safe working conditions; and
2. impartial selection of suitably qualified people for appointment.



The Principal will implement an EEOP that recognises:

1. the aims and aspirations of Māori, the employment requirements of Māori, and the need for greater involvement of Māori in the education service;
2. the aims and aspirations and employment requirements, and the cultural differences, of ethnic or minority groups; and
3. the employment requirements of women;
4. the employment requirements of persons with disabilities; and
5. opportunities for the enhancement of the abilities of individual employees.

Procedures

The Board recognises the need:

1. to establish and maintain practices that promote equal opportunity for all
2. to identify and address discriminatory practices and policies
3. to provide opportunities that enhance the value and career opportunities for all staff members
4. to provide a non-discriminatory, culturally responsive and safe working environment for all staff.

Commitments

1. A database of the School workforce will be established to identify employment patterns relevant to gender, age, ethnicity, and teaching experience of employees.
2. Personnel policies and practices will be developed and reviewed to ensure they include EEO principles.
3. While employing those it believes best suit the position, the Board will aim to maintain a balance on its total staff which is reflective of the community.
4. Before appointing any person to a position specified in clause 47 or 50 of sch 6 of the Education Training Act 2020 (including the Principal, Deputy Principal, Director of Religious Studies and all other teaching positions), the Board must consult the Proprietor, who must report to the Board the names of those applicants (if any) who, in terms of the Special Character of the School or in terms of the advertisement calling for applicants with particular capabilities, are acceptable for appointment. On receipt of the Proprietor's report, the Board may consider for appointment only those applicants who are stated in the report to be acceptable for appointment.
5. When the Board delegates to a committee the power to appoint a teacher or to recommend the appointment of a teacher, that committee must contain at least 1 of the persons appointed to the Board by the Proprietor.

Legislative Compliance

Human Rights Act 1993

Privacy Act 2020

Education and Training Act 2020, section 597 & sch 6, cls 46 – 52.



Review schedule: Triennially

ADOPTED BY BOARD

Date 12th September 2017 Chairperson **R Thornton (Acting)**

Reviewed Date 17th October 2017

Chairperson **W Peat**

Reviewed Date 3rd July 2018

Chairperson **G Budler**

Reviewed Date 13th October 2020

Chairperson **M Causley**

Reviewed Date 26th March 2024

Presiding Member **A Coombridge**