

## **Equal Employment Opportunities policy (EEO)**

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### **RATIONALE**

The school has an obligation to act as a good employer and to support the development of an equal employment opportunities programme consistent with the special character of the school.

### **PURPOSE**

The purpose of this Policy Statement is to ensure that all employees and applicants for employment are treated fairly according to their skills, qualifications, abilities, aptitudes and suitability for employment consistent with the special character of the school.

### **BROAD GUIDELINES**

1. The appointment policy and procedures will ensure that there will be no discrimination in the area of recruiting and selection, or in promotion and career development, provided that all applicants are consistent with the special character of the school.
2. The school, as an employer, will ensure that all employees maintain proper standards of integrity, conduct and concern for the school community's interest.
3. The school will encourage staff in a positive and supportive way that leads to the development of the abilities of individual teachers.
4. The school will ensure that all of its relevant policies and procedures include EEO principles. In achieving this, the school will encourage all of its employees to participate in the development of all policies and procedures related to EEO.

**Review Three Yearly    Last Reviewed April 2022    Next Review April 2025**