



St Patrick's School Board of Trustees Equal Employment Opportunities Policy

Rationale

This policy establishes the commitment of St Patrick's School Board of Trustees and all staff members to the principles and practices Equal Employment Opportunity (EEO), in accordance with the requirements of the State Sector Amendment Act, Amendment 1989 No 67.

Purpose:

- To ensure that all employees and applicants for employment are selected according to their skills, qualifications and aptitudes.
- To ensure that all selection and treatment of employees is conducted in a non-discriminatory manner without regard to irrelevant factors i.e. race, gender, age, marital status, number and needs of dependents or other family circumstances, physical disability, methods of transport.
- To provide a working environment free from discriminatory practices against any individual or group of staff members.
- To ensure that all employees and applicants are aware of Equal Employment opportunities principles and practices and their appropriate review procedure.

Guidelines:

1. Development and review of all personnel policies and practices to ensure they include EEO principles.
2. Ensure that all people are recognised equally on professional merit in applications for employment, training and promotion.
3. Identify and eliminate any practices which place any group / individual at a disadvantage in selection or career development opportunities.
4. Ensure that school communications are expressed in non sexist and non racist language.
5. Facilitate understanding of this policy by providing appropriate information, training and resources.

Conclusion:

The implementation of this policy will ensure an Equal Employment opportunities environment for all employees and applicants for positions at St Patrick's School. By removing disadvantaging conditions and raising awareness of EEO rights all groups of people will have fair and equitable treatment in all interpersonal and personal matters.

Approved by Board on the 7th day of December 2011
