



# Miller Avenue School

*“Creating brighter futures together”*

## **MAS Valuing Diversity (Equal Employment Opportunities) Policy**

The MAS Board of Trustees recognises that our community and workforce are becoming increasingly diverse and our school needs to recognise and respond to this diversity.

Equal Employment Opportunities (EEO) is about creating a workplace that attracts, retains and values diverse staff, and enables all staff to contribute to their full potential. It is about getting the best staff, and making sure they can give of their best, so that our school creates an effective learning environment for all students.

1. When referring to diversity, this includes such things as: gender, age, ethnic or cultural background, nationality, religion, sexual orientation, family responsibilities, disability or illness, the job they do, whether they work part-time or full-time, and whether they are employed on a permanent, fixed term or casual basis.
2. Board of Trustees have a statutory responsibility to be a good employer and to meet the needs of staff belonging to groups that are disadvantaged in the workplace. The State Sector Act 1988 defines these groups as Maori, other ethnic groups, women and people with disabilities.
3. When recruiting employees, the MAS Board will impartially select suitably qualified persons.
4. Individual employees will have opportunity to engage in professional learning and development to enhance their ability.
5. The school will have good and safe working conditions.
6. The Board recognises the relevant Collective Agreements and IEAs.
7. The Board will expect all employees to treat one another with respect and operate professionally.
8. The Board will work with employees to find solutions that work for the school and the people who work in it.
9. The Board will review the effectiveness of systems and attitudes relating to this procedure and associated policy.

### **Related Documents:**

- Collective Agreements
- Appointments Policy 3.1
- Appointments Procedure 3.1i
- Equal Employment Opportunity Procedure 3.2i

### **Relevant Legislation:**

- Employment Relations Act 2000, and Holidays Act, 2003 and their 2011 Amendments
- Human Rights Act 1993
- Privacy Act 1993
- State Sector Act 1988
- Health, Safety and Employment Act 1992

Review: November 2023