
Equal Employment Opportunities Policy (EEO)

1 Rationale

- 1.1 The school is committed to maintaining a working environment free of discrimination and harassment on the basis of gender, cultural background/ethnicity, religion, marital status, family responsibilities, sexual orientation, people with disabilities or age or any other area that is outlined in the Human Rights Act 1993 and other relevant legislation including information on the Parental Leave and Employment Protection Act 1987, as amended in 2016.

2 Purpose

- 2.1 The purpose of this policy is to ensure that all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes, without bias or discrimination.

3 Guidelines and Procedures

- 3.1 The Board of Trustees, Principal and Senior Management Staff show commitment to equal opportunities in all aspects of employment including recruitment, training, promotion and conditions of service.
- 3.2 The Board recognises the value of a staff with diverse backgrounds and talents.
- 3.3 The Board works actively to ensure that employment and personnel practices are fair and free of any bias according to gender, cultural background/ethnicity or disability, sexuality, age and religious beliefs.
- 3.4 In making appointments, the board or its delegated personnel selects the person most suited to the position in terms of skills, experience, qualifications and aptitude, and on the basis of performance (past, present and potential) and a willingness to accept greater responsibility.
- 3.5 Each year the board meets its statutory obligation by preparing and following an Equal Employment Opportunities Programme and reporting on the programme. The BOT will report on EEO programme in their Annual Report.

CHAIRPERSON J. bidais PRINCIPAL W. Weil

DATE 30/03/2017