



EQUAL EMPLOYMENT OPPORTUNITIES POLICY

Biblical Reference

1 Corinthians 12:12-13

"The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. For we were all baptised by one spirit into one body – whether Jews or Greeks, slave or free – and we were all given the one spirit to drink".

National Administration Guideline

NAG 3

Rationale

Just as the different parts of the body work together in unity, so must the Sonrise Christian School body (1 Corinthians 12:13). Employment opportunities are provided free from discrimination. Sonrise Christian School will always employ the most **suitable person for each job**. Where possible, the school is committed to removing barriers to enable the best person to be employed.

Purpose

- To ensure equity and fairness in all aspects of employment
- To ensure compliance with the Education Act 1989 (particularly Section 220/2A as inserted by the Education Amendment Act 1993), the State Sector Amendment Act 1989, the Human Rights Act 1993, and the Employment Relations Act 2000.
- To fulfil the requirements of being a good employer

Guidelines

- The Principal will be the Equal Employment Opportunities (EEO) co-ordinator
- Review Equal Employment Opportunities issues and any barriers to employment with all current employees.
- Prepare an annual report for Board of Trustees Annual General Meeting and the Education Review Office (Report forwarded annually to ERO by 30 June).
- To develop all new, and to review existing policies and procedures ensuring that they adhere to Equal Employment Opportunities principles.
- This policy is renewed annually by the Board of Trustees.

Assessment and review

This policy will be assessed and reviewed as part of the Board's review cycle.

Ratified by Board

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Signed for Board

Date

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Reviewed

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Signed by Board

Date

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