



Equal Employment Opportunities

As required by the Education and Training Act 2020 (s 597), Liston College operates an employment policy that complies with the principle of being a **good employer** and ensures the fair and proper treatment of staff in all aspects of their employment.

This Equal Employment Opportunities (EEO) policy is our framework for providing an inclusive, non-discriminatory workplace, and promoting equal opportunities for all staff members.

Liston College promotes equal opportunities by applying our EEO framework to all relevant school policies and procedures, particularly those relating to employment (e.g. recruitment and selection, training, professional development, and promotion).

This is to ensure that we:

- treat current and prospective staff fairly.
- make decisions based on relevant merit.
- work to eliminate bias and discrimination.

Guidelines

1. The board will honour its commitment to be a good employer and will review regularly all personnel policies and practices for adherence to EEO principles.
2. The EEO Officer's role will be held by the Deputy Principal / HR, who shall collect EEO data from all applicants for positions and monitor the impact of EEO strategies.
3. EEO is to embed non-discriminatory practices as an active and visible part of all HR strategy and systems.
4. EEO will incorporate strategies to build capabilities across all sectors of the College's workforce.
5. All staff members are responsible for reporting any discriminatory practices, work environment or conditions of employment that are inconsistent with EEO policy principles, to the Deputy Principal / HR.
6. All Personnel policies will provide clear guidelines consistent with EEO principles in particular for:
 - Recruitment, selection and appointment of staff
 - conditions of service
 - staff professional development
 - sexual harassment and personal safety
 - professional growth cycle

Legislation

- Education and Training Act 2020
- Human Rights Act 1993
- Employment Relations Act 2000
- Public Service Act 2020

Resources

- Ministry of Education | Te Tāhuhu o te Mātauranga: [School annual reports](#) (see Statement of compliance with employment policy)
- Te Kāhui Tika Tangata | Human Rights Commission:



Te Ōritenga me te Whakawāteatanga | Equality and Freedom from Discrimination

- NZSTA | Te Whakarōputanga Kaitiaki Kura o Aotearoa: What are Equal Employment Opportunities?

Adopted by Board of Trustees

Review Date: 27-MAR-2024 Chairperson: 

Reviewed:

27.6.06
28.10.08
30.06.15
29.10.19.
28.09.22

Next Review: 2027- every three years