

**Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2024.**

The following questions address key aspects of compliance with a good employer policy:

<b>Reporting on the principles of being a Good Employer</b>	
How have you met your obligations to provide good and safe working conditions?	<i>We have met our obligations to provide a safe and a good environment to work in. We have a Health and Safety Group that consults with staff. We also have a wellbeing focus and a group that leads initiatives to promote wellbeing and inclusion.</i>
What is in your equal employment opportunities programme?  How have you been fulfilling this programme?	<i>Our programme is as per our Schooldocs Policy.  We have followed the programme to the best of our ability.</i>
How do you practise impartial selection of suitably qualified persons for appointment?	<i>We have made no permanent appointments during this period.  Our selection panels are organised to have a range of people to provide balanced ideas and selection ideas.</i>
How are you recognising, <ul style="list-style-type: none"> <li>– The aims and aspirations of Maori,</li> <li>– The employment requirements of Maori, and</li> <li>– Greater involvement of Maori in the Education service?</li> </ul>	<i>We haven't had the opportunity to employ Maorii applicants, but we would be looking at how we could be inclusive to bring diversity and cultural skills onto our staff.</i>
How have you enhanced the abilities of individual employees?	<i>Through consultation around goals and aspirations and providing where applicable and reasonable professional learning opportunities.</i>
How are you recognising the employment requirements of women?	<i>This is not an issue for our school, we have a 66% of woman on our management and leadership team.</i>
How are you recognising the employment requirements of persons with disabilities?	<i>Where needed we would consult to remove barriers e.g work furniture, access to rooms and activities.</i>

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy. The Ministry of Education monitors these policies:

<b>Reporting on Equal Employment Opportunities (EEO) Programme/Policy</b>	<b>YES</b>	<b>NO</b>
Do you operate an EEO programme/policy?	Y	
Has this policy or programme been made available to staff?	Y	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?	Y	
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Y	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Y	
Does your EEO programme/policy set priorities and objectives?	Y	