



## Sawyers Bay School - Board of Trustees

### Equal Employment Opportunities Policy

#### Purpose

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.

#### Objectives

- 1 The Board shows commitment to equal opportunities in all aspects of employment including recruitment, training, promotion and conditions of service.
- 2 The Board recognises the value to our school of attracting people with a wide variety of backgrounds, interests and talents.
- 3 The Board works actively to ensure that employment and personnel practices are fair and free of any bias according to gender, ethnicity or disability.
- 4 In making appointments, the Board will always select the applicant most suited to the position in terms of skills, experience, qualifications and aptitude.
- 5 Each year the Board meets its statutory obligation by following an equal employment opportunities programme.

#### Effectiveness Review

1. This policy will be reviewed annually in accordance with the Board's self-review timetable.
2. The review process will include opportunity for involvement by interested parents/caregivers and staff, in addition to Board members.  
Previously developed survey formats may be used as part of this review.
3. Review results will be formally noted in Board meeting minutes, and available to the school community.

Annual Review & Confirmation process completed:

Signed.....  
(Principal/BOT Chairperson)

Date .....