

**Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2022.**

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?	<p><b><i>By following the guidelines in our Health, Safety and Welfare Policy available publicly on the school docs website which states:</i></b></p> <p><i>A primary objective of the Maihihi School board is to ensure that the school is a physically and emotionally safe place for all students and staff, as required by the Education and Training Act 2020 (s. 127) and in support of the Statement of National Education and Learning Priorities (NELP: Priority 1) - Last reviewed Term 1, 2023.</i></p>
<p>What is in your equal employment opportunities programme?</p> <p>How have you been fulfilling this programme?</p>	<p><b><i>By following the guidelines in our Health, Safety and Welfare Policy available publicly on the school docs website which states:</i></b></p> <p><i>The Equal Employment Opportunities policy ensures that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination. All schools are required by the Public Service Act to be “good employers”, that is:</i></p> <ul style="list-style-type: none"> <li>• <i>to maintain, and comply with their school's Equal Employment Opportunities policy, and</i></li> <li>• <i>to include in the annual report a summary of the year's compliance.</i></li> </ul>
How do you practise impartial selection of suitably qualified persons for appointment?	<p><i>Candidates are evaluated according to their experience, the needs of our students and school, the job description, the strengths they bring and referee reports (in alignment with our EEO Policy)</i></p>
<p>How are you recognising,</p> <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>	<p><i>This will be considered when interviewing a candidate for a position within our school</i></p> <p><i>Regular discussions with staff and encouragement to further develop their own knowledge or seek PD opportunities to upskill themselves to be the best version of themselves that they can be. This approach will then benefit the ākonga in their classrooms.</i></p>
How have you enhanced the abilities of individual employees?	<p><i>We have allocated Operation Funding to support teachers professional development opportunities and encourage them to be proactive and seek out these opportunities to strengthen areas of weakness OR further develop areas of strength</i></p>

How are you recognising the employment requirements of women?	<p><i>We are primarily a staff of all women:-</i></p> <ul style="list-style-type: none"> <li>● <i>Maternity Leave provisions</i></li> <li>● <i>Sick leave provision for dependents</i></li> <li>● <i>Personal amenities for women</i></li> <li>● <i>BOT supplied morning tea once per term</i></li> <li>● <i>Allowing dependents to come to work when needed</i></li> <li>● <i>Respecting cultural boundaries</i></li> </ul>
How are you recognising the employment requirements of persons with disabilities?	<p><i>In 2022 we did not have any staff with physical disabilities however we have:</i></p> <ul style="list-style-type: none"> <li>● <i>disabled toilets</i></li> <li>● <i>wheel-chair access to every area of the school</i></li> <li>● <i>ability to allow a disabled car park space if needed</i></li> </ul>

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?	Yes	
Has this policy or programme been made available to staff?	Yes	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?	Yes	
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Yes	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Yes	
Does your EEO programme/policy set priorities and objectives?	Yes	

**Completed by: Vanessa Koroa, Principal, Maihihi School 17/5/2023**