



Board Policy | Equal Employment Opportunities |

Introduction and Principles

1. Equality of opportunity in employment is an established principle in the Human Rights Act 1993 and the Employment Relations Act 2000. Middleton Grange School is committed to the goal of freedom from unlawful discrimination and treating all people equally because they have dignity and are made in the image of God.
2. As a State Integrated School, the Middleton Grange School Board requires that all aspects of this policy be guided by the Special Character Policy.

Purpose

3. All personnel policies and practices will be developed and reviewed to ensure they adhere to Equal Employment Opportunities (EEO) principles. Areas to be considered are recruitment and selection, promotion and career development, conditions of service, staff professional development and sexual harassment.

Guidelines

4. The school will endeavor to recruit employees so that a positive climate is fostered which appreciates the different cultures, ethnicities, denominations and backgrounds within the wider community so that students receive a full understanding of God's people whilst at all times giving effect to education with a special character.
5. The school will identify and provide appropriate training programmes to enable employees to best meet the requirements of their current position and develop their God given skills and aptitudes to reach their full potential.
6. The school will promote employees based on performance (past, present, and potential) and the willingness of the employee to accept greater responsibility.
7. The Middleton Grange School Integration Agreement states that all teaching positions are "tagged positions". Tagged Positions: For the purposes of clause 47 of Schedule 6 of the Education and Training Act 2020 "the position of all teachers at Middleton Grange School other than the Principal and the [Director of Religious Education] Curriculum Leader of Christian Studies shall be positions of importance carrying a responsibility for religious instruction. Advertisements for these positions shall state that a willingness and ability to take part in religious instruction appropriate to the Special Character of the school shall be an essential condition of appointment. Such advertisements shall also state that a willingness and ability to uphold the Special Character shall be a condition of employment." (Integration Deed of Agreement 21 December 1995).
8. Section 28 of the Human Rights Act 1993 allows different treatment, in relation to employment, based on religious or ethical belief where that treatment accords with clause 47 of Schedule 6 of the Education and Training Act 2020.

9. Any actions that allegedly contravene the above purposes and guidelines can be addressed through the school's Concerns or Complaints Policy or the Protected Disclosures Policy. The Principal is the school's Privacy Officer for any such disclosure.

This policy will be read in conjunction with the Special Character Policy, AISNZ Standards for a Tagged Teaching Position, the Complaints or Concerns Policy, and the Protected Disclosures Policy.

MIDDLETON GRANGE SCHOOL BOARD	
Board copy of the Policy to be signed by the Board Presiding Member	
Name	
Position	Board Presiding Member
Signed on behalf and with the authority of the Board	
Date	September 2023
Next Review	September 2026