

## Statement of compliance with employment policy

Compliance with requirements to be a good employer for the year ending 31 December 2024 as per (section 597(1) of the Education and Training Act 2020).

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

Reporting on the principles of being a Good Employer	
<b>How have you met your obligations to provide good and safe working conditions?</b>	<i>Regular Policy review and reporting. Open door approach, Principal and Board. Presiding Member regularly present in staff room for visibility and access by staff.</i>
<b>What is in your equal employment opportunities programme? How have you been fulfilling this programme?</b>	<i>EEO policy followed with regard to advertising and recruitment. Gender and culturally diverse Board of Trustees.</i>
<b>How do you practise impartial selection of suitably qualified persons for appointment?</b>	<i>Awareness of Policy. Diverse appointments panel. External expertise.</i>
<b>How are you recognising,</b> - The aims and aspirations of Māori, - The employment requirements of Māori, and - Greater involvement of Māori in the Education service?	<i>Close relationships with mana whenua. Genuine awareness of Treaty of Waitangi. PLD provided for staff to support use of Te Reo. Reflection of Maori voice in professional content.</i>
<b>How have you enhanced the abilities of individual employees?</b>	<i>Collaborative and bespoke learning opportunities through Kāhui Ako. Collaborative learning environment allowing teachers and teacher aides to feel supported.</i>
<b>How are you recognising the employment requirements of women?</b>	<i>Good employer principles are followed with all staff e.g. childcare, timing of events, leave with a particular understanding of the aspirations and needs of women. Sick leave entitlements to support family.</i>
<b>How are you recognising the employment requirements of persons with disabilities?</b>	<i>When redeveloped (rebuilt) facilities provided with a focus on inclusivity and accessibility.</i>

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

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

Signed



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