

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 | |
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| How have you met your obligations to provide good and safe working conditions? | <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> |
| What is in your equal employment opportunities programme? How have you been fulfilling this programme? | <i>EEO policy followed with regard to advertising and recruitment. Gender and culturally diverse Board of Trustees.</i> |
| How do you practise impartial selection of suitably qualified persons for appointment? | <i>Awareness of Policy. Diverse appointments panel. External expertise.</i> |
| How are you recognising, - 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> |
| How have you enhanced the abilities of individual employees? | <i>Collaborative and bespoke learning opportunities through Kāhui Ako. Collaborative learning environment allowing teachers and teacher aides to feel supported.</i> |
| How are you recognising the employment requirements of women? | <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> |
| How are you recognising the employment requirements of persons with disabilities? | <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



Justin Perriam

Tumuaki