

Buckland School - 1239

2025 Good Employer Statement

Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2025.

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

Reporting on the principles of being a Good Employer	
How have you met your obligations to provide good and safe working conditions?	<i>We ensure our applicants and employees are treated with respect. Staff skills, qualifications, abilities and aptitudes are acknowledged without bias or discrimination. We realise their potential and provide opportunities for growth.</i>
<p>What is in your equal employment opportunities programme?</p> <p>How have you been fulfilling this programme?</p>	<p><i>The school is committed to EEO principles. The Board treats employees fairly and properly in all aspects of their employment as required by the Public Service Act 2020 and complies with legislation on employment and personnel matters. The Board complies with the conditions contained in employment contracts for teaching and non-teaching staff.</i></p> <p>Yes</p>
How do you practise impartial selection of suitably qualified persons for appointment?	<i>Appointments committees are set up for any appointments (including Board members for any permanent positions.) Senior leaders make appointments for fixed term and support staff positions. We select the person most suited to the position based on their skills, qualifications, experience and aptitude.</i>
<p>How are you recognising,</p> <ul style="list-style-type: none"> - The aims and aspirations of Maori, - The employment requirements of Maori, and - Greater involvement of Maori in the Education service? 	<i>Any Maori applicants are treated fairly and their skills and experiences are viewed in line with the requirements of the school for the vacant position. Any Maori applicants for positions are welcome to bring support people to interviews.</i>
How have you enhanced the abilities of individual employees?	<p><i>Through Professional Learning Opportunities.</i></p> <p><i>Through leadership opportunities – career advancement.</i></p> <p><i>Acknowledgement of extra duties through use of Management units.</i></p> <p><i>Through support for teachers to be involved in Kahui Ako leadership opportunities e.g. within school teachers.</i></p>

	<i>Acknowledgement of commitment to the school and position through newsletters, assemblies, end of year thank yous, retirement gifts.</i>
How are you recognising the employment requirements of women?	<i>Acknowledging family commitments, need for leave/support in the event of family illnesses, etc. Opportunity for shared positions (part-time)</i>
How are you recognising the employment requirements of persons with disabilities?	<i>School buildings and grounds contain Accessibility facilities. Leave for health appointments covered.</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?	*	
Has this policy or programme been made available to staff?	*	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?	*	
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	*	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	*	
Does your EEO programme/policy set priorities and objectives?	*	