



3.4 SCHOOL POLICY - EEO (Equal Employment Opportunities) Policy

The Garin Board of Trustees under Section 77 (D) of the State Sector Act 1988 is required to publish this EEO policy and oversee the implementation of an EEO programme.

PURPOSE - The purpose of this policy is to ensure that all employees and applicants for employment are treated according to their skills, qualification, abilities and aptitudes, without bias or discrimination.

OBJECTIVES

1. The Board shows commitment to equal opportunity employment including recruitment, training, promotion and conditions of service.
2. The Board recognises the value to our school of attracting people from all possible sources of talent.
3. The Board works actively to ensure the employment and personnel practices are fair and free of any bias according to gender, race or disability, religious affiliation or sexual orientation.
4. In making appointments, the Board selects the person most suited to the position in terms of skills, experience, qualifications and aptitude.
5. Each year the Board meets its statutory obligation by preparing and following an equal employment opportunities programme, and reporting on the programme to the Education Review Office.

EFFECTIVENESS REVIEW

1. This policy will be reviewed by the Board in accordance with its triennial programme of self-review.
2. The board will make its review available to parents and staff.

Date:

Signed
Board Chair:

Review schedule Triennial