



School
Dunedin Rudolf Steiner
Learning with head, heart and hands

Equal Employment Opportunities Policy

The Dunedin Rudolf Steiner School has a commitment to removing inequality from the workplace and will continue to be an Equal Employment Opportunities (EEO) employer.

A good employer is an employer who operates an employment policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including:

- The impartial selection of suitably qualified people for appointment (except in the case of ministerial staff),
- Good and safe working conditions,
- An equal employment opportunities programme,
- Recognition of the aims and aspirations of Māori, the employment requirements of Māori, and the need for greater involvement of Māori in the public service,
- Opportunities for the enhancement of the abilities of individual employees,
- Recognition of the aims and aspirations, employment requirements, and the cultural differences of ethnic and minority groups,
- Recognition of the employment requirements of women,
- Recognition of the employment requirements of people with disabilities,
- Recognition of the importance of achieving pay equity between female and male employees, and
- Recognition of the importance of decisions about remuneration being free from bias, including, but not limited to, gender bias.

The Management Team is delegated this work by the Board and will:-

- a) Ensure that all applicable school policies and procedures will incorporate EEO requirements and reflect the School's commitment to te Tiriti o Waitangi.
- b) Address any practices or policies that are found to be discriminatory.
- c) Provide opportunities that enhance the value and career opportunities of all employees.
- d) Provide a non-discriminatory, culturally sensitive and safe working environment for all employees.
- e) Ensure all employees have the right to membership or non-membership to any union and the choice of any representative in negotiating for an Employment Agreement or in any disciplinary circumstance.
- f) Maintain an Appointments policy that is in accordance with this EEO policy.

Approved  Board Presiding Member

Date 11 June 2024 Review Date 11 June 2027