

Wakari School Board of Trustees
GOOD EMPLOYER POLICY
19 August 1995

PURPOSE

The State Sector Act requires every employer in the Education Service to operate a personnel policy to ensure fair and proper treatment of employees in all aspects of their employment

OBJECTIVES

- 1 The board will take all reasonable steps to ensure that good and safe working conditions exist for employees in the provision and condition of the working environment and facilities, and will respond to all reasonable and achievable requests made by employees.
- 2 Each year the board will develop and publish an equal employment opportunities programme, and ensure that it is complied with. The programme will aim to identify and eliminate all aspects of policy and procedures in Wakari School that adversely affects the employment opportunities of any groups of persons.
- 3 The board will use its best endeavours to recognise:
 - a) The aims, aspirations and employment requirements of Maori and the need for greater involvement of Maori in the school community, and
 - b) The aims and aspirations and the cultural differences of ethnic or minority groups, and
 - c) The employment requirements of women, and
 - d) The employment requirements of persons with disabilities.by addressing all reasonable requests made by employees and complying with achievable requests.
- 4 Each year the board will make budget provision to support training and development programmes intended to enhance the abilities of individual employees with the expectation that funds used in this way will be reflected in enhanced employee performance in aspects of their work.
- 5 The board will take all other reasonable steps to ensure that it is a good and fair employer by responding to issues and concerns raised by employees.

EFFECTIVENESS REVIEW

- 1 This policy will be reviewed by the board in accordance with its self-review guidelines and timetable.
- 2 The board will report to its employees on its review make the report available to parents.
- 3 The review will be conducted in the form of a questionnaire offered to each employee. The questionnaire will include the following items:
 - (i) Have you read the board's Good Employer Policy?
 - (ii) In your experience, has the board acted in accordance with its policy objectives:

Objective 1 :	Yes	No
Objective 2 :	Yes	No
Objective 3 :	Yes	No
Objective 4 :	Yes	No
Objective 5 :	Yes	No
 - (iii) Where, in your opinion, the board has not acted in accordance with a policy objective, please describe
 - (a) what the board failed to do
 - (b) what you did in drawing the matter to the board's attention
 - (c) what you expect should happen.

SignedChairperson.....Principal

..... Date