

**POLICY
NAG 3**

<p align="center">BLOMFIELD SPECIAL SCHOOL & RESOURCE CENTRE EQUAL EMPLOYMENT OPPORTUNITY POLICY</p>

RATIONALE:

In accordance with the requirements under the State Sector Amendment Act 1989 and the Human Rights Act 1993 Blomfield Special School supports the development and implementation of an equal employment opportunities programme as per the Guidelines below:

PURPOSE:

The purpose of this policy statement is to ensure that all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes, without regard to irrelevant factors.

GUIDELINES:

1. All school policies and procedures will incorporate EEO requirements.
2. The appointment policy and procedures will ensure that there is no discrimination in the area of recruitment and selection or in promotion and career development.
3. The Principal and the Board Chairperson are identified as having particular responsibility for monitoring EEO procedures.
4. Opportunities will be provided for the enhancement of the abilities of individual employees.
5. The school will ensure that personnel procedures and practices adhere to EEO principles, as they are reviewed.

Approved by the Board of Trustees 19.11.1990

Reviewed by the Board of Trustees 26.10.2017