

OUR LADY OF THE SACRED HEART SCHOOL

EMPLOYMENT AND WORK-PLACE POLICIES

Our Lady of the Sacred Heart School Board of Trustees is committed to its obligations on all employment and work-place-related issues as set out in the State Sector Act 1998 and the Human Rights Act 1993 and to complying with the conditions contained in employment contracts applying to teaching and non-teaching staff.

Every teacher and all other members of staff in our school are obliged to uphold and support the Special Character and do nothing to damage or undermine it.

Good Employer Principles

1. Our Lady of the Sacred Heart shall operate personnel practices that complies with the principle of being a good employer.
2. For the purposes of this section, a “good employer” is an employer who operates personnel practices containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including provisions requiring:-
 - a. Good and safe working conditions; and
 - b. An equal employment opportunities programme; and
 - c. The impartial selection of suitably qualified persons for appointment; and
 - d. Recognition of -
 - i. The aims and aspirations of Maori; and
 - ii. The employment requirements of Maori; and
 - iii. The need for greater involvement of Maori in the education service; and
 - e. Opportunities for the enhancement of the abilities of individual employees; and
 - f. Recognition of the aims and aspirations and the cultural differences of ethnic or minority groups; and
 - g. Recognition of the employment requirements of women; and
 - h. Recognition of the employment requirements of persons with disabilities.
3. In addition to the above requirements, we shall ensure that all employees maintain proper standards of integrity, conduct and concern for –
 - a. The well-being of students attending the school; and
 - b. Our special Catholic Character
 - c. The public interest.

Adopted as Policy on 18 August 2004

Reviewed 17 August 2005

Reviewed 20 June 2007

Reviewed 14 October 2010

Reviewed 27 March 2013

CHAIRPERSON

SECRETARY