

# Westminster Christian School

est. 1981

*Educating for Time and Eternity*

## **Policy No: 3 Equal Employment Opportunities**

*Masters provide your slaves with what is right and fair because you know that you also have a Master in heaven.*

*Colossians 4: 1*

### **Rationale**

Employers have an obligation under the State Sector Act 1988 to act as a good employer and operate an EEO Programme.

The New Testament makes it clear that all who have faith in the living God have been clothed with Christ and are therefore sons and daughters of God. There is neither Jew nor Greek, slave nor free, male or female for you are all one in Christ Jesus. If you belong to Christ then you are Abraham's seed and heirs according to the promise. Galatians 3:26-29.

### **Purposes**

To identify and eliminate policies, procedures and actions that cause unfairness in the employment of any person or groups of people.

### **Guidelines**

1. The school will appoint a person to be responsible for the EEO Programme i.e. Coordinator.
2. The Principal will draw up a database of information on all new employees and will report on it annually to the BOT.
3. The database will provide information on gender and ethnic groups of employees, and information on all disabilities of employees, because the EEO Programme particularly recognises the aspirations of all staff, ethnic minorities and persons with disabilities and aged persons.
4. The EEO Coordinator will, in his/her report, suggest any appropriate changes to personnel policies and practices to encourage fairer practice.

5. The EEO Coordinator will outline 1 or 2 specific objectives for each of the personnel policies to be included in the EEO programme annually.
6. The EEO Coordinator will monitor all job interviews to ensure no discriminatory processes are initiated or questions are asked which disadvantage any individual applicant.
7. An internal monitoring system will be in place to ensure staff and board members are kept informed of EEO issues.

Chairman: \_\_\_\_\_

Date Approved: May 1999

Review Date: May 2001  
May 2002  
May 2003  
July 2004  
September 2005  
September 2012  
August 2013  
October 2014  
May 2015  
May 2016  
February 2017  
March 2018  
April 2020  
February 2021  
February 2022