

Statement of compliance with employment policy

Compliance with Education and Training Act 2020 requirements to be a good employer for the year ended 31 December 2025

The following questions address key aspects of compliance with a good employer policy.

Reporting on the principles of being a Good Employer	
How have you met your obligations to provide good and safe working conditions?	By following the guidelines in our Health, Safety and Welfare Policy available publicly on the school docs website. Duntroon School board is to ensure that the school is a physically and emotionally safe place for all students and staff. Ensures all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes, without bias or discrimination. We ensure our applicants and employees are treated with respect.
What is in your equal employment opportunities programme? How have you been fulfilling this programme?	The school is committed to EEO principles. The Board treats employees fairly and properly in all aspects of their employment as required by the Public Service Act 2020 and complies with legislation on employment and personnel matters. The Board complies with the conditions contained in employment contracts for teaching and non-teaching staff.
How do you practise impartial selection of suitably qualified persons for appointment?	Appointments committees are set up for any appointments (including Board members for any permanent positions) Senior leaders and sometimes Board members make appointments for fixed term and support staff positions. We select the person most suited to the position based on their skills, qualifications, experience and aptitude.
How are you recognising - the aims and aspirations of Māori; - The employment requirements of Māori; and - Greater involvement of Māori in the Education service?	Te Reo Māori integration: We actively promote the use and recognition of Te Reo Māori (the Māori language) within our school community. This includes incorporating basic greetings, phrases, and cultural elements into daily interactions, signage, and classroom activities. We aim to create an environment where Māori language and culture are valued and celebrated. Culturally responsive teaching practices: We embrace culturally responsive teaching practices that acknowledge and draw upon Māori culture, history, and knowledge. Any Maori applicants are treated fairly and their skills and experiences are viewed in line with the requirements of the school for the vacant position. Any Maori applicants for positions are welcome to bring support people to interviews.
How have you enhanced the abilities of individual employees?	Through opportunities for Professional Development. Through opportunities for Units for extra responsibility. Acknowledging employees contributions through Board reports, staff meetings, newsletters, assemblies. Mentoring and coaching: We have established mentoring and coaching programs where experienced educators provide guidance and support to newer or less experienced staff members.

	Through performance feedback and appraisal - undertake Professional Growth Cycle discussions, reflections on teacher practice and support areas for improvement. Provide up to date tools which support classroom teaching and a classroom environment fit for purpose.
How are you recognising the employment requirements of women?	Acknowledging family commitments, need for leave/support in the event of family illnesses, etc. Flexible work arrangements. Opportunity for shared positions (part-time). We are dedicated to fostering an inclusive and equitable work environment that promotes gender equality and supports the professional growth and well-being of all our employees.
How are you recognising the employment requirements of persons with disabilities?	School buildings and grounds contain accessibility facilities. Leave for health appointments covered. We comply with employment legislation and regulations, and all relevant employment agreements. We aim to provide a safe and inclusive environment, and to identify and eliminate causes of inequality in employment at our school.

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy:

Reporting on Equal Employment Opportunities (EEO) Programme/Policy		
	Yes	No
Do you operate an EEO programme/policy?	✓	
Has this policy or programme been made available to staff?	✓	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?	✓	
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	✓	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	✓	
Does your EEO programme/policy set priorities and objectives?	✓	