

**FLEMINGTON SCHOOL POLICY – NAG 3**  
**EQUAL EMPLOYMENT OPPORTUNITY**

**RATIONALE**

- All people are entitled to equal employment opportunities regardless of race, marital status, creed, age, or any other factor not relevant to employment decisions.

**PURPOSE**

- To comply with the State Sector Act 1998 and the associated obligations taking into account the amendments in 2002 and 2005 to the legislation
- To ensure Flemington School is an equal opportunities employer.

**GUIDELINES**

- The school is strongly committed to a policy of appointment to all positions on the basis of merit. Merit should be interpreted as including experience and personal qualities as well as formal qualifications. The School believes it should avail itself of as wide a cross-section of talent as possible in its recruitment and that staff should be selected in as open and non discriminatory a manner as can be achieved. Efforts will be made to identify and eliminate practices which unwittingly place any group at a disadvantage in selection and career opportunities.
- In accordance with the above, the school will strive to ensure:
  1. That all interested parties, regardless of headings set out in Rationale are consulted and where deemed appropriate, included in decisions on employment and policy.
  2. That all school communications are expressed in non-sexist and non-racist language.
  3. That people with disabilities are recognised on merit in applications for employment. The school will avail itself of any advice and assistance necessary to facilitate this.
  4. That a working environment free from sexual harassment be provided.

**CONCLUSION**

- The School's Board of Trustees expects that all members of the School community will have a commitment to this policy on Equal Employment Opportunity.
- It is important that all concerned understand the policy and that it works for the benefit of each employee, and for the school as a whole.

Reviewed:

Next Review Date:

Amended: 14.03.06

Signed: