


**Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2023.**

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?	Spectacularly well - as evidenced by years of consistently nil to low staff turnover.
What is in your equal employment opportunities programme?  How have you been fulfilling this programme?	Ha ha ha! Moderately irrelevant in the current employment environment.  That said we have: <ul style="list-style-type: none"> <li>- young staff, older staff, and a couple of fossils.</li> <li>- NZM, NZE and PI staff</li> <li>- a Latin American staff member</li> <li>- the deaf; the lame; and the frail</li> <li>- forty-three staff members: forty are female</li> <li>- three males: two are part time</li> <li>- the male full-time principal: heavily advised by the female forty...</li> </ul>
How do you practise impartial selection of suitably qualified persons for appointment?	Rarely have to - but effectively when we do have an opportunity.
How are you recognising, <ul style="list-style-type: none"> <li>- The aims and aspirations of Maori,</li> <li>- The employment requirements of Maori, and</li> <li>- Greater involvement of Maori in the Education service?</li> </ul>	<p>We are the 'brown' school of north Invercargill:</p> <ul style="list-style-type: none"> <li>- shared school values →</li> <li>- five of BOT are Māori</li> <li>- twelve of our staff are Māori</li> <li>- most of them are in some form of leadership role</li> <li>- ngā hui o te kura follow Māori kaupapa</li> <li>- support for staff working in Māori-focussed roles in the wider Murihiku community</li> </ul> 
How have you enhanced the abilities of individual employees?	Providing: <ul style="list-style-type: none"> <li>- access to needs-based PLD relevant to roles</li> <li>- constructive performance management protocols</li> <li>- for distributed leadership opportunities</li> </ul>
How are you recognising the employment requirements of women?	By doing <u>exactly</u> as I'm told...multiple times... almost daily...
How are you recognising the employment requirements of persons with disabilities?	By doing exactly as I'm told...loudly - especially when any of the hard of hearing aren't wearing their hearing aids

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy . The Ministry of Education monitors these policies:

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?		✓

\* We have always had an EEO policy but, given that the EEO target groups are not only well-represented on our staff; they collectively form the majority: nobody sees the need for a policy (and even less: EEO officer - no one wants to do it).