



Colville School

STATEMENT OF COMPLIANCE WITH EMPLOYMENT POLICY

For the year ended 31st December 2024

The Colville School Board:

- Reviewed and implemented our School Docs employment policies, within our cycle of review to ensure the fair and proper treatment of employees in all aspects of their employment while at Colville School.
- Has reviewed its compliance against both its School Docs employment policy and procedures and can report that it meets all requirements and identifies best practice.
- Is a good employer and complies with the conditions contained in the employment contracts of all staff employed by the Board.
- Ensures all employees and applicants for employment are treated according to the skills, qualifications, and abilities, without bias or discrimination.
- Meets all Equal Employment Opportunities requirements.

Susie Sumner

Principal

Colville School

Date: 28.1.2024



Compliance with Education and Training Act 202 requirements to be a good employer for the year ending 31 December 2024.

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?	We work extremely hard to ensure we as a school support and enact practices to support our staff, so they feel safe within their working environment.
What is in your equal employment opportunities programme? How have you been fulfilling this programme?	Promote EEO opportunities through our advertising and appointment processes. We ensure staff have a voice and safe place to share their thoughts and opinions about opportunities within the school. Our practice is fair, transparent, and inclusive.
How do you practise impartial selection of suitably qualified persons for appointment?	Follow process, transparency throughout at all levels. We follow the best procedures outlined in our School docs policies.
How are you recognising. - The aims and aspirations of Māori - The employment requirements of Māori and - Great involvement of Māori in the Education Service	We work towards meeting our obligations as Te Tiriti partners within our education setting. Aim and aspirations as Te Tiriti partners are an integral part of our school practices and culture. Tikanga and kawa of Māori leadership are interwoven within our school structure
How have you enhanced the abilities of individual employees?	Through focussed professional learning and development. Coaching model that is agentic, focussed and mana-enhancing for all employees. The ongoing development of our school culture strongly focuses on the well-being of staff, students, and our community.



How are you recognising the employment requirements of women?	Opportunities for advancement and leadership are open, transparent and available to all.
How are you recognising the employment requirements of persons with disabilities?	Through staff well-being and support initiatives. Providing tailored and timely support and requirements so employees can perform equitably.

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?	✓	
Does your EEO programme/policy appoint 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?	✓	