

[OPTIONAL TEMPLATE] Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2022.

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?	The Dept liaison with SLT members allows open communication.
What is in your equal employment opportunities programme? How have you been fulfilling this programme?	Annual survey was done in 2022. Comments were followed up.
How do you practise impartial selection of suitably qualified persons for appointment?	It is without exception the best person for the job.
How are you recognising, <ul style="list-style-type: none"> – The aims and aspirations of Maori, – The employment requirements of Maori, and – Greater involvement of Maori in the Education service? 	2022 staff focus on cultural responsibility. Extensive support for staff to engage in te reo PD. HOD Māori given support for ASL and external national advisory panels.
How have you enhanced the abilities of individual employees?	Strong PD focus and encouragement for staff to participate/present at conferences/workshops.
How are you recognising the employment requirements of women?	Equal opportunities in our workplace.
How are you recognising the employment requirements of persons with disabilities?	<ul style="list-style-type: none"> • <i>Disability car parks</i> • <i>Proximity for classrooms</i> • <i>Less movement between classes</i> • <i>Permanent, part time for staff member with disability</i>

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?		✓