



3.4 POLICY ON EQUAL EMPLOYMENT OPPORTUNITIES

RATIONALE:

- St. Michael's Church School is a Christian School in the Anglican tradition reflecting the intentions of the St. Michael's Church School Statute.
- St. Michael's School is committed to equal employment opportunities for all, regardless of race, gender, disability, sexual orientation, political affiliation, marital status, social class or age.

PURPOSES:

- In accordance with Section 28 of the Human Rights Act 1993, the employing body will, by preference, employ teachers
 - who are practising Christians
 - whose religious beliefs are in keeping with the philosophy of the School,
 - who can, in good conscience, uphold the principles of St. Michael's Church School.

GUIDELINES:

- The School will use Staff appointment procedures that ensure appointment is on the basis of merit.
- Merit is to include
 - formal qualifications,
 - experience,
 - personal qualities
 - empathy with, and understanding of, the special character of this School.
- Staff will be treated fairly and consistently
- Staff performance will be enhanced through robust personnel policies

CONCLUSION:

St. Michael's Church school will offer equal employment opportunities to all staff who are suitably qualified and will respect the special character of the school in accordance with the Code of Ethics of the school and the Objectives of the St. Michael's School Statute.