

# Equal Employment Opportunity Policy

## **Purposes:**

Fairburn School is committed to ensuring quality of opportunity for all staff. We are committed to providing information and guidance to staff enabling equity and diversity across the work and employment opportunities in our school. EEO actions will support the principles of both Equity and Diversity.

## **Objectives:**

Fairburn School Board of Trustees will undertake to be good employers by taking action to:

- select the best person for the job on the basis of the job requirements and the ability of the person to perform the job;
- promote employees on the basis of performance and the willingness of the employee to accept greater responsibility;
- identify and provide appropriate professional development opportunities to increase understanding and awareness of equal opportunity;
- implement an appropriate performance appraisal system to encourage the development of employees and assessment of their individual learning requirements;
- identify and provide professional development/learning programmes to enable employees to best meet the requirements of their current jobs and to develop additional skills with a view to future promotion opportunities.
- ensure no one is disadvantaged by factors such as race, gender, country of origin, marital status, disability or age.

## **Conclusion**

Personnel policies and practices will be reviewed bi-annually to ensure E.E.O. principles are being followed i.e. appointment procedures, role models, staff appraisals and development, sexual harassment, job descriptions.