



# TAIERI COLLEGE

## HUMAN RESOURCES POLICY

<b>Rationale:</b>	To provide a framework to ensure all staff and prospective staff have equitable opportunities in all matters pertaining to their employment and are empowered to develop their full potential while being celebrated for the unique background and characteristics, they bring to Taieri College.
<b>Legislation:</b>	Ministry of Education – National Education and Learning Priorities – Priority 6 Children’s Act 2014 Education and Training Act 2020 Employment Relations Act 2000 Family Violence Act 2018 Health & Safety at Work Act 2015 Holidays Act 2003 Human Rights Act 1993 Privacy Act 2020 State Sector Act 1988

The Board of Trustees is committed to human resources practices that comply with the principle of being a ‘good employer’ and will act in good faith. Taieri College will maintain good communication among all staff and keep staff informed over matters relating to their employment, professional development, performance management, promotion opportunities, and formal conditions of employment.

1. Ensuring a safe, physical, and emotional environment for all members of the Taieri College community.
2. To put in place systems and processes (including privacy principles) that seek to identify and minimise or eliminate risk.
3. Ensure that all staff and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes relevant to their jobs.
4. Opportunities for the enhancement of the abilities of individual employees and recognition of the aims and aspirations and employment requirements, and the cultural differences, of ethnic or minority groups, women, and persons with disabilities.

5. Comply with the relevant current Collective Agreements or Individual Employment Agreements and current legislation.
6. Ensure all Equal Employment Opportunities (EEO) requirements are met.

<b>Date Last Reviewed:</b> June 2023	Page 2 of 2	Human Resources Policy
<b>Date to be Reviewed:</b> August 2026	<b>Updated by:</b> D Hunter	<b>Approved by:</b> Self-Review Team