



Waihi College - Good Employment Statement.

At Waihi College, we pride ourselves on being more than just an educational institution; we're a community dedicated to fostering growth, support, and opportunity for all.

As an employer, we are committed to providing a nurturing and inclusive work environment where staff are valued, respected, and empowered to thrive. We recognize the talents and contributions of each individual, and we strive to create pathways for professional development and advancement.

Waihi College operates an employment policy that complies with the principle of being good employers and ensures the fair and proper treatment of staff in all aspects of their employment. This Equal Employment Opportunities (EEO) policy is our framework for providing an inclusive, non-discriminatory workplace, and promoting equal opportunities for all staff members.

Waihi College promotes equal opportunities by applying our Equal Employment Opportunities (EEO) framework to all relevant school policies and procedures, particularly those relating to employment (including recruitment and selection, training, professional development, and promotion).

This is to ensure that we:

- treat current and prospective staff fairly
- make decisions based on relevant merit
- work to eliminate bias and discrimination.

Waihi College aims to raise awareness of discrimination and bias through our EEO programme. We support staff to discuss the development and implementation of the programme, and raise any concerns with the principal or board.

Our commitment to the principles of Te Tiriti o Waitangi informs our workplace culture, ensuring that we strive to uphold the spirit of partnership and equity.