



**Westbridge Residential School and Halswell
Residential College**



Combined Board of Trustees

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

The Board of Trustees is an Equal Opportunities employer.

In making appointments, the person best suited to the position shall be appointed. The Board shall have regard for the experience, qualifications, training, skills and abilities of the applicant, and the needs of the school and any other requirements of the position as specified in the job description and person specification for that position.

In making appointments, the Board will be sensitive to the make-up of the school population, particularly with regard to gender and ethnicity, and the need to provide a range of appropriate role models. The Board will recognise the value of diversity in staffing (including ethnicity, age, gender, disability) and the employment requirements of diverse individuals/groups.

The principal, or the principal's delegate, will monitor EEO and report annually to the Board of Trustees. This report will focus on appointments made during the year, as well as referencing the 'characteristics' of the staff as a whole.

Prepared by: Combined Board of Trustees

Date of Approval: 05 May 2017

Review Date: May 2020

Version: 1