



ST BEDE'S COLLEGE BOARD OF TRUSTEES – POLICIES

HR1 EMPLOYER RESPONSIBILITY

RATIONALE

To ensure that St Bede's College acts as a good employer as defined in the State Sector Act 1988 and other legislation governing employment practice and that it complies with the conditions contained in employment agreements for teaching and ancillary or support staff.

PRINCIPLES

1. To promote an amicable relationship between the Board of Trustees and staff.
2. To promote the special character of the College to all staff.
3. To encourage all teaching staff to strive for excellence both in their delivery of subject material and also in the performance of their students.
4. To ensure that every staff member receives Equal Opportunities in Employment (EEO) in the areas of selection and recruitment, promotion and career development, staff training and the development of conditions of employment.
5. To support and encourage teaching staff to undergo regular education to keep abreast of developments in their field and to improve their own teaching skills. Such development will in turn improve the quality of education that the college is able to provide to its students.
6. To consider applications for special leave so as to ensure the College maintains a teaching staff capable of delivering the NZ curriculum.
7. The Board, in collaboration with the Rector, is responsible for the appointment of senior managers.

ADDITIONAL RELEVANT POLICIES

Refer to: Nil

REGULATIONS/LEGISLATION

Employment Relations Act 2000

State Sector Act 1988

Education Act 1989

Health and safety in Employment Act 1992

Human Rights Act 1993

Individual and Collective Employment Agreements

National Administration Guidelines

Teachers Council Code of Ethics

Integrated Schools Agreement

DATE APPROVED	24 Sept 2013	RESPONSIBILITY:	BOT
REVIEW PERIOD	3 yearly	DATE LAST REVIEWED	September 2013