

Rationale:

To promote high levels of staff performance and to ensure that personnel who are employed by the college are well-qualified, registered and supportive of the Strategic Plan, Values, Vision and Mission Statement of the college. The School Board endeavours to be a good employer as defined in the State Sector Act of 1989-1998.

Purpose:

1. To ensure that the college is staffed with the best available personnel to provide excellent learning opportunities and deliver the best possible outcomes for students.
2. To ensure high quality performance management that supports the teaching and learning that leads to excellent student achievement.
3. To ensure that all employees and applicants for employment are treated equitably.


Guidelines:

1. There will be clear procedures in place which relate to this policy.
2. The School Board as a good employer will ensure that safe working conditions are provided for all staff.
3. The School Board will ensure that there is a culture of Equal Employment Opportunities and that there will be impartial selection of suitably qualified people for appointment.
4. The School Board will recognize the aims and aspirations of Māori, the employment requirements of Māori and the need for greater involvement of Māori in education.
5. The School Board will acknowledge the aims, aspirations and cultural difference of ethnic and minority groups.
6. The School Board will support a staff professional learning programme that gives opportunities for teachers to develop and improve their teaching.
7. The Principal or a delegated member of the Senior Leadership Team will take responsibility for the growth portfolio process and the professional learning development programme for all staff, both of which will be reviewed annually.
8. A staff handbook will be available to all staff and will be updated annually. This manual will identify expectations, procedures, responsibilities and good practice relating to all staff employed at Botany Downs Secondary College.
9. An exit survey will be distributed, and an interview may be conducted with a member of the Senior Leadership Team or Board. No exit interviews will be held 'In-Committee'.

Other relevant documentation:

Staff Code of Conduct Policy

Review schedule:	Reviewed and Tabled:
Triennially	27 March 2023

Presiding Member Signature:	
Date:	27 March 2023