

Northern Southland College Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2025.

The following questions address key aspects of compliance with a good employer policy:

Reporting on the principles of being a Good Employer	
How have you met your obligations to provide good and safe working conditions?	<i>NSC has an Employer Responsibility Policy which we refer to as and when required.</i>
What is in your equal employment opportunities programme? How have you been fulfilling this programme?	<i>Refer to SchoolDocs EEO policy. Ongoing with EEO Representative</i>
How do you practise impartial selection of suitably qualified persons for appointment?	<ul style="list-style-type: none"> ● <i>Advertise the position.</i> ● <i>Appointment committee of two or three appointed to short list and interview as per principal's delegation of authority</i> ● <i>Ensure no conflict of interest</i> ● <i>All applicants are sent an application package and the application form must be completed to ensure information is viewed equitably.</i> ● <i>References checked prior to interview.</i> ● <i>After interviews further reference checks if required</i>
How are you recognising, <ul style="list-style-type: none"> - The aims and aspirations of Maori, - The employment requirements of Maori, and - Greater involvement of Maori in the Education service? 	<p><i>Our strategic plan reflects the aspirations of Maori. We have had consultation with Iwi and Runanga to develop this plan.</i></p> <p><i>Continually improving our understanding of Maori employment requirements, SLT & EEO representative have an open-door policy to discuss any requirements that may arise.</i></p> <p><i>All staff meetings open and close with Karakia. We Aspire to follow Tikanga, e.g. Mihi Whakatau. Increasing cultural capacity is an on-going goal.</i></p>
How have you enhanced the abilities of individual employees?	<i>Professional Learning Development is available to all staff to grow capacity in school wide and or personal goals. All staff are able to request PLD in areas of need</i>
How are you recognising the employment requirements of women?	<i>As an EEO employer the requirements of female staff are met. NSC staff is 80% female.</i>
How are you recognising the employment requirements of persons with disabilities?	<p><i>Staff with disabilities are asked for any requirements to fulfil their role. Standing desks, different furniture, teaching or IT aids. All access toilets and entrances to buildings.</i></p> <p><i>SLT has an open door policy to discuss any requirements</i></p>

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy . The Ministry of Education monitors these policies:

Reporting on Equal Employment Opportunities (EEO) Programme/Policy	YES	NO
Do you operate an EEO programme/policy?	Y	
Has this policy or programme been made available to staff?	Y	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?		N
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Y	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Y	
Does your EEO programme/policy set priorities and objectives?		N