



# Elwood Primary School No 3942

Scott St., Elwood 3184 Telephone 9531 2762

Fax 9531 5497

**PROGRAM: Merit, Equity & Equal Employment Opportunity**

POLICY NO: 25

REVIEW: MAY 2010

## **PURPOSE**

1. To ensure that staff placement is based on ability, knowledge and skills.
2. To ensure fair appraisal and open processes in staff selection and career development opportunities.
3. To ensure compliance with government legislation.

## **BROAD GUIDELINES**

1. Awareness of the principles and legislative requirements of merit, equity and equal employment opportunity is promoted amongst staff.
2. DEECD guidelines are the basis for all recruitment and selection processes at Elwood Primary School.

## **IMPLEMENTATION**

1. Merit and equity documentation is available to all staff : teaching and non teaching.
2. Staff are encouraged and supported in upgrading their professional qualifications, within and beyond school resources.
3. Staff are encouraged to seek promotion and to take advantage of career development opportunities.
4. Staff are kept informed of and given equal opportunity to participate in professional development programs.
5. Teachers are encouraged to participate in a wide range of school roles.
6. Selection panel members receive appropriate training.

## **REVIEW**

IN 2013

## **RESOURCES**

DEECD *Schools Reference Guide* Section 6- Management

DEECD Merit and Equity training

Victorian *Public Authorities (Equal Employment Opportunity) Act* 1990

Victorian *Equal Opportunity Act* 1995

Commonwealth *Disability Discrimination Act* 1992

Commonwealth *Human Rights and Equal Opportunity Act* 1986

Commonwealth *Racial Discrimination Act* 1975

Commonwealth *Sex Discrimination Act* 1984