



# GOOD SHEPHERD SCHOOL

## PERSONNEL POLICY



Good Shepherd School recognises the uniqueness of each individual as part of God's creation and supports this through the development of the individual's spiritual, social, emotional, intellectual and physical ability. Good Shepherd School acknowledges that education is provided within the Catholic context.

The Good Shepherd School Board of Trustees recognises the unique position of Māori as tangata whenua, and its role and responsibilities in meeting its obligations under Te Tiriti o Waitangi / The Treaty of Waitangi. Good Shepherd School is, therefore, committed to Te Tiriti o Waitangi and its practical expression in our school.

The board delegates responsibility to the principal on all matters relating to the management of staff in the expectation that they will be managed in a sound, fair, and respectful manner in accordance with legislation, current terms of employment documents, identified good practice and our Catholic Special Character.

Therefore, the principal will:

1. Ensure that employees are not discriminated against and use clearly job-related criteria, individual performance or qualifications in decision making.
2. Ensure all employees their rights to personal dignity, safety and access to an approved and fair internal grievance process.
3. Ensure that all required staff are registered or have a current Limited Authority to Teach.
4. Provide an employment agreement for all staff.
5. Provide a suitable professional development programme which takes into consideration the requirements of the strategic and annual plans.
6. Carry out annual performance assessments.
7. Meet current employment legislation.
8. Take reasonable steps to protect staff from unsafe or unhealthy working conditions.
9. Meet the requirements of the Health and Safety at Work Act 2016.
10. Meet all other relevant legislative requirements.
11. Provide Protected Disclosure protection.

**Daniel Erickson**  
Presiding Member

September 2024  
Approved

2027  
Next Review