



BAY PRIMARY SCHOOL – SGB POLICIES

POLICY: EMPLOYMENT EQUITY POLICY

The Employment Equity Act of 1998 was passed to ensure that all employers adhere to the objectives set by:

- consciously striving to achieve the goal of a representative workforce;
- promoting equal opportunity and fair treatment in employment through the elimination of unfair treatment; and
- implementing affirmative action measures to redress the disadvantages in employment practices experienced by designated groups and ensuring their equitable representation in all occupational categories and levels in the Department.

Bay Primary is committed to ensuring that its staff is representative of the wider South African community and in particular, of our diverse school community.

- The Governing Body will ensure that it consciously and committedly endeavours not to unfairly discriminate against any potential or current employee through race, gender, marital status, family responsibility, ethnic or social origin, sexual orientation, age, disability, belief or language, on all levels and in all job categories.
- All full time and part time Governing Body posts will be advertised in the press and information given to attract a broad diversity of people.
- Every effort will be made to ensure that applications are received from people previously excluded from WCED schools, whether teachers, teacher assistants, aftercare, secretarial or ground staff.
- Interviews will always be conducted fairly, free of bias, transparent and with a common set of questions for all applicants.
- Before 'shortlisting', the minimum requirements of the position will be decided upon. Other necessary relevant competencies will be identified.
- The Governing Body interviewing committee will take into consideration the number of designated persons on the staff before nominating a candidate so that, should there be two people eligible, the designated person would be employed.
- Staff appointments will be committed to excellence and be able to identify with the school's Mission and Vision.
- Bay Primary School commits itself, to the training and development of new graduates and under-qualified staff from previously excluded communities to build capacity.

- Teacher assistant, gap student and learnership positions will be advertised, particularly to employ previously unemployed people, either recent matriculants or those previously excluded from the work situation.
- The school Governing Body will consider every possible way of creating positions to further transform the staff profile at our school.
- The Principal and Governing Body will continually monitor the progress (or lack thereof) so that appropriate action can be taken.



SIGNED:

CHAIRPERSON OF THE GOVERNING BODY

DATED:

_____ **09.01.2019** _____