

Thorndon School Policy on Personnel

Rationale

Thorndon School recognises that the key to providing the best possible education for its children is the appointment of excellent staff, the provision of a supportive working environment and conditions, and the adoption of fair and clear policies and procedures as expressed in the charter and strategic plan.

Purpose

To help ensure that Thorndon School is a good employer through the adoption of appropriate personnel policies and procedures.

Guidelines

1. Thorndon School is a “good employer” and complies with both the letter and the spirit of current legislation in the area of employment, with particular reference to NAG2 and the provisions of the State Sector Act.
2. Thorndon School is an EEO employer. The Board of Trustees adopts an annual EEO programme following consultation with its employees. All appointments are made on the basis of the best person for the job. All school personnel procedures incorporate EEO principles.
3. Thorndon School offers a supportive working environment for employees including an induction programme, opportunities for professional development and being responsive to staff needs.
4. The terms of all employment contracts will be adhered to.
5. The Board of Trustees delegates to the Principal the management of all day-to-day personnel matters, in accordance with legislation, employment contracts personnel policies and procedures. The Principal will consult with the Board as appropriate.
6. The Board of Trustees remains responsible for the appointment of the Principal and the performance management of the Principal.

Review Date: Term 1, 2007