Affirmative Action Policy

Rationale:
At St Bernard's
• We recognise, accept and affirm the value of each member of our community.
• We encourage all members of the school community to be involved in the life of the College.
• We encourage participation in decision making by staff, parents and students to support a sense of belonging.

Aims:
• To eliminate discrimination and to create equality of employment and opportunity.
• Creating employees who can creatively contribute to the growth and productivity of St Bernard’s.
• Equality of employment opportunity for all workers.
• Develop an Affirmative Action Plan to co-ordinate the employment, recruitment, selection, training, development, promotion, transfer of personnel and conditions of service.
• To ensure promotion must be based on merit rather than on a gender quotient.

Implementation:
St Bernard's is committed to equality of employment for all its employees.

In terms of employment St Bernard's College follows its own Equal Opportunity Policy which includes:
a commitment to employ and promote its employees on the following basis:
• the person employed or promoted has the talents and capacity to take on a particular role, function or responsibility;
• the person shows a commitment to Catholic Education and a respect for the teachings of the Catholic Church regarding faith and morals;
• that the employment or promotion of a person will not jeopardise the work security of another employee;

In order to implement Affirmative Action, there will be consultation from time to time with members of all staff groups as to their satisfaction and suggestions regarding their employment.

The employees of the College will be given the opportunity annually to review their performance to ensure that they are contributing their talents to the welfare of the College and finding satisfaction in their present employment.

Evaluation:
It is the prerogative of the Principal to implement, maintain, monitor, review and structure the Policy according to the needs of the College. The following areas might be reviewed annually:
• recruitment;
• advertisement and selection practices;
• employment;
• conditions and remuneration;
• promotion;
• employees most likely to be ready for promotion now or in the future. The Principal will ensure that appropriate discussions with such people are arranged and ensure provision of appropriate professional development;
• transfer from one set of duties to another will occur only in conjunction with discussion with that employee.