



STAFF Policy

Approved by the School Board 09 August 2021

Rationale:	At Cambridge Middle School, the School Board will comply with the requirements of the State Sector Act 1988, 2020 relating to the provision of fair and just conditions for all employees and potential employees at the school.
Principles:	<ul style="list-style-type: none">(a) All employees and applicants for positions will be treated fairly and equitably according to their skills, qualifications, abilities and aptitude without regard to peripheral or irrelevant factors.(b) The School Board reserves the right to appoint the most suitable candidates to positions in the school.(c) The school appoints an Equal Employment Opportunity convenor.(d) The School Board recognises the aims and aspirations of cultural difference of ethnic and minority groups as well as being proactive in seeking greater involvement of Maori in the education process.(e) The School Board recognises and fosters employment opportunities for women and those with disabilities.(f) Professional Growth Cycle, Professional Development and where appropriate Performance Appraisal processes, support the quality of learning and teaching for all staff.
Policy Statement:	Cambridge Middle School recognises the need to employ, regularly evaluate the quality of learning and teaching, and support the professional learning of its staff.
Key Responsibilities:	The Principal and the School Leadership Team have responsibility for the implementation of this policy and will oversee a process for the development of guidelines to support the enhancement of staff professional needs.
Review:	2024
Related Information:	<ul style="list-style-type: none">1. Staff Appointment Guidelines2. Staff Leave Guidelines3. Staff Reimbursement Guidelines4. Staff Appraisal and Professional Growth Cycle Guidelines5. Staff Professional Development Guidelines6. Staff Dress Guidelines7. Management Unit Allocation Guidelines8. Staff Part-time Request (Reduced FTTE) Guidelines