

# RONDEBOSCH BOYS' PREPARATORY SCHOOL

## EMPLOYMENT EQUITY POLICY

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

- a) consciously striving to achieve the goal of a representative workforce;
- b) promoting equal opportunity and fair treatment in employment through the elimination of unfair treatment; and
- c) 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.

*Rondebosch Boys' Preparatory School is committed to ensuring that its staff complement 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 permanent governing Body posts will be advertised in the press and information given to attract a wide cross section 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 appointed will be committed to excellence and be able to identify with the school's Mission and Vision.
- Rondebosch Boys' Preparatory School commits itself, however, to the training and development of new graduates and under-qualified staff from previously excluded communities to build capacity.
- Teacher assistant and aftercare positions will be advertised in local high schools and through our parent body, particularly to employ previously unemployed people, either recent matriculants or those previously excluded from the work situation.
- The Governing Body, on recommendation of the teaching staff, will offer study bursaries to promising teaching students to ensure teachers of all cultures for the future of our school.
- We 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.

*March 2005*

