



GOOD SHEPHERD SCHOOL PERSONNEL POLICY



Good Shepherd School recognises the uniqueness of each individual as part of God's creation and supports this through the development of the individual's spiritual, social, emotional, intellectual and physical ability. Good Shepherd School acknowledges that education is provided within the Catholic context.

The board delegates responsibility to the principal on all matters relating to the management of staff in the expectation that they will be managed in a sound, fair, and respectful manner in accordance with legislation, current terms of employment documents identified good practice and our Catholic Special Character.

Therefore, the principal will:

1. Ensure that employees are not discriminated against and use clearly job-related criteria, individual performance or qualifications in decision making.
2. Ensure all employees their rights to personal dignity, safety and access to an approved and fair internal grievance process.
3. Ensure that all required staff are registered or have a current Limited Authority to Teach.
4. Provide for all staff an employment agreement.
5. Provide a suitable professional development programme which takes into consideration the requirements of the strategic and annual plans.
6. Carry out annual performance appraisals.
7. Meet current employment legislation.
8. Take reasonable steps to protect staff from unsafe or unhealthy working conditions.
9. Meet the requirements of the Health and Safety at Work Act 2016.
10. Meet all other relevant legislative requirements.
11. Provide Protected Disclosure protection

Chairperson

November 2018
Approved

2021
Next Review