



GOOD SHEPHERD SCHOOL

APPOINTMENTS 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 Good Shepherd School Board recognises the unique position of Māori as tangata whenua, and its role and responsibilities in meeting its obligations under Te Tiriti o Waitangi / The Treaty of Waitangi. Good Shepherd School is, therefore, committed to Te Tiriti o Waitangi and its practical expression in our school.

The principal will:

1. Ensure all appointment processes reflect our commitment to the principles, ethos and delivery of authentic Catholic education.
2. Meet legal requirements.
3. Act as a good employer.
4. Appoint the best person for the position.
5. Develop an appointment process, which includes the New Zealand Catholic Education Office (NZCEO) Guidelines for the advertising of positions and procedures relating to selection in the case of tagged positions.
6. Determine the composition of the various appointment committees according to the schedule outlined below:
 - a. Appointment of the principal is the responsibility of the board which will determine the process.
 - b. Appointment of senior leaders will involve an appointment committee consisting of the principal, the board presiding member and a further trustee (should the board feel the need to include one).
 - c. Unless determined otherwise by the board, appointment of all other teachers, part time teachers, long term relieving teachers, and non-teaching staff will be the responsibility of the principal in consultation with the board presiding member or delegate where deemed necessary.
 - d. Notwithstanding paragraphs 5a, b and c above any appointment of tagged positions will involve an appointment committee consisting of the principal, the board presiding member and at least one Proprietor's Appointee.

The Board will ensure that it complies with the New Zealand Catholic Education Office (NZCEO) Guidelines relating to the selection and appointment of any for tagged positions.



Presiding Member

October 2023
Approved

2026
Next Review