

Policy: Appointments [linked to NAG 3]

Wairoa College is an equal opportunities employer. We appoint appropriately trained and qualified staff to all teaching and non-teaching positions, and strive to find the best person for each position. We recognise the importance of Tikanga Māori.

Our appointment process meets the requirements of the Vulnerable Children Act 2014.

The board delegates the recruitment and appointment process to the principal and senior management but may also be represented on the appointment committee. The principal reports to the board on staff appointments and, as part of the self-review process, annually reports to the board that the appointment procedure and the appointment committee delegations accurately reflect practice.

Composition of various appointment committees:

1. Appointment of the Principal is the responsibility of the Board which will determine the process.
2. Appointment of members of the senior leadership team will involve an appointment committee consisting of the Principal, and members of the Board of Trustees as determined by the Board of Trustees on a case-by-case basis.
3. 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. The Principal will report all appointments to the Board.

Next to be reviewed: April 2024