

MANZ Good Employer Policy

As a good employer MANZ will:

- 1. Provide equal and fair opportunities for employees and prospective employees.**
- 2. Keep staff updated with the Mission, Vision & Values of the organisation.**
- 3. Review employment conditions, job descriptions, salary, remuneration on an annual basis providing opportunities for feedback and input from employees.**
- 4. Show appreciation to employees by acknowledging special times throughout the year.**
- 5.. Allow opportunities for employees to use initiative and creativity.**
- 6. Provide and support opportunities for continued learning appropriate to the employee's job to enable expectations and jobs to be completed effectively.**
- 8. Provide opportunities for employees to be part of the wider Montessori Community.**
- 9. Co construct appraisal goals and provide regular and consistent feedback regarding performance related to individual development plans (appraisal).**
- 10. Respect staff as individuals, taking into consideration / valuing personal circumstances and confidentiality.**