

Employment Equity

How it is affecting your school?



SpecCon
Academy
COMPANY OF
SPECCON HOLDINGS

Trusted by schools
& training providers
nationwide.

All schools with more than 50 Student Governing Body staff, regardless of being public or private, must comply with the **Employment Equity Act, No.4 of 2022**, by **1 September 2025**. Principals are responsible for compliance.

Employment Equity Amendment Act, No. 4 of 2022, effective 1 January 2025, and the Regulations, 15 April 2025.



Why Compliance Matters

Non-compliance Risks Include:



Fines from R1.5m to R2.7m or up to **10% of turnover**.



Disqualification from tendering for state-funded projects.



Loss of access to certain government subsidies.

BUT



Compliance also strengthens your school's reputation as an equal opportunity employer.

**SpecCon Portal + Experts
= Full Compliance, On Time.**

Avoid penalties. Get peace of mind.

**We've got your school covered
— from plan to audit.**

You Don't Have To Do It Alone. We'll Help You Get There.

What You Need To

Appoint EE roles & committee

Train staff of EE changes

Analyse workforce demographics

Identify barriers & targets

Draft 5-year EE plan

Submit EE reports (EEA 2 & EEA 4)

Prepare for audits

Maintain records & notices

How SpecCon Helps

We help setup your EE team ✓

Targeted training for committee & unions ✓

Built-in EAP analysis by region & sector ✓

Smart suggestions for actions & goals ✓

Step-by-step EE plan builder ✓

Auto-generated, compliant reports ✓

On-site specialists for readiness checks ✓

Portal stores and reminds you of all requirements ✓



The deadline is approaching fast.

Contact us today academysales@speccon.co.za to schedule a compliance readiness check and support plan.