

Co-lonnanachd Chothroman

Equal Opportunities Statement

A t-Sultain 2017

Ri fhaighinn ann an cruth mòr (16pt)
agus gu didseatach.

Fios gu Rùnaire a' Phrionnsapail.

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Tha Sabhal Mòr Ostaig na charthannas clàraichte an Alba SC002578.

Eachdraidh nan Dreachdan

Àireamh Dreachd	Ceann-là atharrachaidh	Geàrr-iomradh air atharrachaidhean
1.0	2007	CU07-01 - a chur sa Leabhar-làimhe
1.1	2017	Ùrachadh a-rèir riaghailtean ùra -IG

EQUAL OPPORTUNITIES POLICY STATEMENT

Purpose

Sabhal Mòr Ostaig is committed to the promotion of equality in its role as both an employer and a provider of services. The College undertakes to ensure that all concerned will be treated with equal respect in an environment free from prejudice and harassment.

Scope

This policy applies to all members of the College community including individuals and contractors who are carrying out duties at the College.

Definitions

Discrimination

Discrimination occurs when individuals or groups are treated less favourably. The Equality Act 2010 prohibits discrimination on the grounds of:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

Direct Discrimination occurs when someone is treated less favourably than another on the grounds of their actual or perceived protected characteristic.

Indirect Discrimination occurs when a rule policy or requirement is applied to all but disadvantages someone with a particular protected characteristic.

Discrimination by Association occurs when someone is discriminated against because they are associated with another person who possesses a protected characteristic.

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, having regard for all circumstances, including the perception of the victim.

Harassment by a third party – employers are potentially liable for the harassment of their staff or customers by people that they do not employ, i.e. a contractor.

Victimisation is treating someone less favourably because of something they have done in connection with the equalities legislation, for example supporting a colleague making a complaint of discrimination.

- **Protected Characteristics**
(Source: EHRC – Protected Characteristics April 2017)

Age

This refers to a person belonging to a particular age group, which can mean people of the same age (eg 32 year olds) or range of ages (eg 18-30 year olds).

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Reassignment

The process of changing or transitioning from one gender to another

Marriage and Civil Partnership

In Scotland, marriage is no longer restricted to a union between a man and a woman, but also includes same-sex couples.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples (except where permitted by the Equality Act).

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour and nationality, including citizenship ethnic or national origins.

Religion or Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (eg atheism). Generally, a belief should affect your life choices, or the way you live, for it to be included in the definition.

Sex

A man or a woman

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Statutory Duties

The College is committed to fulfilling its statutory duties with regard to the Equality Act 2010 which are listed below:-

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
- Advance Equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Responsibilities

Board of Directors

The Board of Directors is responsible for ensuring that the College meets the requirements of the Equality Act 2010 and the Public Sector Equality Duty for Scotland.

Senior Management Team

The Senior Management team is responsible for ensuring that this policy receives the commitment of all members of staff and students through appropriate and effective communication and training.

All Staff

All staff have a responsibility to ensure the continuing success of this policy by:

- Treating other people with respect.
- Bringing any suspected breaches of this policy to the attention of management.
- Working together to promote a harmonious working and studying environment and to eliminate discrimination and harassment.

All Students

All students have a responsibility to ensure the continuing success of this policy by:

- Treating other people with respect
- Bringing any suspected breaches of this policy to the attention of management.
- Working together to promote a harmonious working and studying environment and to eliminate discrimination and harassment.

Contractors

All contractors and providers of services on behalf of the College shall be responsible for following this Equality and Diversity Policy and any equality conditions in contracts or agreements.

Any breach of this policy will be treated as a serious matter which may warrant disciplinary action.

Chair of the Board of Directors