

EQUAL OPPORTUNITIES POLICY STATEMENT

This policy statement will apply to all members of the College community.

Sabhal Mòr Ostaig recognises the need for an equal opportunities approach in its role as both an employer and 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. The College accepts its obligations to fulfil the statutory requirements which make it unlawful for an employer or employee to discriminate or to treat an individual differently on the grounds of colour, ethnic origin or sex. This acceptance is not based simply on legal requirements and the College extends the principle to ex-offenders, and to such factors as age, religious belief and political opinion.

The Trustees and Senior Management Group have a responsibility to ensure that this policy receives the commitment of all members of staff and students through appropriate and effective communication and training. As an employer the College undertakes to review regularly its recruitment and employment practices to ensure that no group is put at a disadvantage either directly or indirectly. Attention will be paid to all parts of the employment process, from recruitment and selection through to training and career development.

The Equal Opportunities Group will assist in these responsibilities by monitoring all aspects of Equal Opportunities. Staff and students are also required to support this policy. They are required to carry out their duties having regard to equality of opportunity and to regard this as an integral part of College activities. The College will seek to ensure that there will be equality of opportunity for all staff and students in all aspects of College life.

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

Farquhar MacIntosh
Chairman of Trustees