

SCOT Chapter 12: Equal Opportunity Policy

Skills College of Technology

Version 1.1

Overview

- a) The Equal opportunity policy outlines SCOT's policy for ensuring equal access to employment, advancement and education opportunities for staff and students.
- b) The University has an obligation to staff and students not to discriminate on the basis of one or more protected attributes: including sex; pregnancy; marital or relationship status; family responsibility; breastfeeding; race, colour, ethnic or ethno-religious background, descent or national identity; age; sexual orientation, gender identity, trans-sexuality or intersex status; disability; union affiliation, political conviction, religious belief or any other characteristic specified.
- c) Discrimination can be direct and can occur by specific exclusion or adverse treatment based on a person's personal characteristics. Discrimination can also be indirect and can occur when a requirement or condition is imposed on everyone equally, but persons of a particular group would have difficulty complying with the requirement because of their personal characteristics.

1. Policy statement

- 1.1. SCOT will continue to integrate the principles of equal opportunity in its planning, policies and practices that advance the distinctive nature and purpose of SCOT.
- 1.2. SCOT will continue to eliminate discrimination on the grounds of sex; pregnancy; marital or relationship status; family responsibility; breastfeeding; race, colour, ethnic or ethno-religious background, descent or national identity; age; sexual orientation, gender identity, trans-sexuality or intersex status; disability; union affiliation, political conviction, religious belief or any other characteristics specified.

2. Equal opportunity at SCOT

- 2.1. Equal opportunity means that staff and students experience fairness, impartiality and equal access to opportunities in employment and education at SCOT.

3. In employment

- 3.1. Equal opportunity in employment includes the principle of selection and promotion of staff on merit, which excludes consideration of irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a person to perform the inherent requirements of a position, having regard to the person's knowledge, skills, qualifications and experience and their potential for future development.

4. In education

- 4.1. Equal opportunity in education includes the principle of selection and assessment of students on merit, which excludes consideration of irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a student against specified requirements to access and participate in educational programs.

5. Implementation of equal opportunity

- 5.1. The Director may from time to time appoint committees to provide advice on matters relating to the SCOT community and, in particular, the equity priorities and activities.

6. Executive and senior staff

- 6.1. Executive and senior staff members have accountabilities for the implementation of this policy within their area of responsibility.