

Equal Opportunities Policy (Staff)

[QP1.07]

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1.0 Policy

The Adam Smith College, Fife, is committed to ensuring equality of opportunity for all employed in its service, and that all staff are recruited, trained and promoted on the basis of their ability, their suitability for work, and the requirements of the job. No job applicant or member of staff shall receive less favourable treatment on the grounds of:

- Race
- Sex
- Pregnancy or maternity
- Sexual orientation
- Gender reassignment
- Marital or civil partnership status
- Age
- Disability
- Political beliefs
- Religious or other similar beliefs
- Social background.

Furthermore, the College is committed to promoting equality in relation to all its staff policies and procedures.

2.0 Rationale

The College has a legal obligation to provide a work environment which offers Equal Opportunities to all staff and job applicants. Listed below are some of the legislative provisions which offer protection to individuals in the workplace. The Equal Opportunities Policy and Procedure ensures that we adhere to these legislative requirements:

- The Equality Act 2010
- The Health & Safety at Work etc Act 1974
- The Protection from Harassment Act 1997

The Equality Act also requires public bodies to promote equality across all of the protected characteristics.

The College recognises that positive policies and practices on Equal Opportunity can have significant benefits for the college, its staff, students and other stakeholders.

3.0 Link to Strategic Plan

Strategic Objective 3. Invest in and value our staff and achieve culture change based on shared values and common goals.

4.0 Exemptions

This policy applies to all staff at the Adam Smith College, Fife and all applicants for posts. There are no exemptions to compliance with this policy.

A separate policy is in place for Students.

5.0 Related Procedures

- QP1.10 Disability Policy (Staff)
- QP1.08 Anti-Harassment Policy (Staff)
- QP2.14 Anti-Harassment Procedure (Staff)
- QP1.14 Race Equality Policy
- QP2.15 Race Equality Procedure
- QP1.23 Code of Conduct (Staff)
- QP2.24 Grievance Procedure (Staff)