



## 1. Title

### **Gender Equality Policy**

## 2. Purpose

To ensure that in all aspects of corporate life, the College is free from all forms of discrimination and has an inclusive and welcoming approach to all staff, students and visitors and that we meet our requirements under current legislation.

## 3. Scope

All aspects of College provision, to both internal and external customers, is covered by this Policy.

## 4. Responsibility

The Board of Management is responsible for ensuring that effective policies and procedures are in place to continuously improve gender equality throughout the College.

The Principal and Senior Management Team are responsible for ensuring that gender equality is continuously promoted and comprehensively implemented in all aspects of the College's operation.

The Assistant Principal, Student Services, is responsible for coordinating, monitoring and reviewing the Gender Equality Policy and evaluating its effectiveness.

It is the responsibility of all staff and students to take a positive role in implementing the Gender Equality Policy.

The policy will be reviewed every 3 years by the Assistant Principal Student Services

## 5. Policy

### **5.1 Policy Statement**

The North Highland College believes that discrimination on grounds of gender is unacceptable, whether it affects treatment of students, staff, or any of the services or provision offered by the college. Everyone who has the ability and the desire to pursue education should have the chance to do so regardless of gender. Discrimination is wrong whether it is deliberate and obvious or whether it is inadvertent or indirect. We believe that education can play a powerful role in the promotion of equality of opportunity.

As a learning environment and as a major employer we strive to make the organisation completely inclusive in which all people, irrespective of gender, can participate fully as equal citizens. We have undertaken to adhere to the relevant legislation. The College is committed to:



- I. actively tackling gender discrimination, and promoting gender equality;
- II. encouraging, supporting, and helping all students and staff to reach their potential;
- III. working with other institutions, local communities and others to tackle gender discrimination and to encourage and promote good practice in achieving gender equality.
- IV. ensuring the Gender Equality policy and its procedures are followed.

## 5.2 Data Analysis & Impact Assessment

The college will routinely carry out and analyse data pertaining to the above policy to ensure equality of opportunity.

The college will also carry out impact assessment of all its policies & procedures in relation to the above to ensure an inclusive learning and teaching environment.

## 6 Definitions

None

## 7 References

The Gender Recognition Act 2004  
The Equality Act 2006

## 8 Appendices

North Highland College Gender Equality Scheme

<b>Date First Approved by Board of Management</b>	August 2005
<b>Last Review</b>	August 2008
<b>Proposed Review Date</b>	August 2010
<b>Responsibility</b>	Assistant Principal