

# STRANMILLIS UNIVERSITY COLLEGE

A College of Queen's University Belfast



## Equal Opportunities Statement

1. The purpose of this Statement is to underline the commitment of the College to equal opportunities for all its staff and students.
2. It is the policy of the College that all eligible persons shall have equal opportunity for admission, employment and advancement in the College solely on the basis of their ability, qualifications and aptitude.
3. The College will not practise discrimination - whether direct or indirect - against any eligible person, whether in recruitment, training, promotion or in any other way i.e. no eligible person will be treated less favourably in such areas as sex, marital status, religion or race.
4. The policy pursues and builds upon the statutory position in Great Britain and Northern Ireland. Its intention is to comply as much with the spirit as with the letter of legislation and to establish and pursue an effective policy of promoting equal opportunity.
5. All existing and newly recruited members of the College community will receive a copy of this Statement and its contents will be reflected as appropriate in training courses, circulars and guidance to all those with responsibility for recruitment and promotion within the College. It will also be made clear to potential applicants for recruitment in the College through advertisements and relevant documentation that the College is an Equal Opportunity Institution.
6. Advertisements will not be confined unjustifiably to areas or publications which would exclude or disproportionately reduce the number of applicants of a particular group.
7. Eligibility criteria for admission, employment or promotion will be formulated so as to ensure that they are related to required performance and are not discriminatory. These criteria will be included in the information sent to prospective candidates for admission, employment or promotion.
8. Selection and promotion decisions and reasons for such decisions will be recorded at each stage of any selection or promotion process.
9. All staff will be encouraged to take advantage of training opportunities to enhance their prospects of career development and allow them to achieve their full potential.
10. A detailed system will be established to provide accurate and up-to-date information on the composition of the College community, in order to monitor the application of this policy in such areas as recruitment, employment and promotion. The policy and action outlined in this Statement will be regularly reviewed so that progress towards the objective of equality of opportunity can be assessed and effective steps taken to remedy any deficiencies in the programme for equal opportunity which may be identified by this assessment.

*The above statement was adopted by the Board of Governors at its meeting held on 8th February 1990*