

Equality and Diversity Policy

Shetland Fisheries Training Centre Trust is committed to eliminating discrimination and encouraging diversity in all aspects of its work and study. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential irrespective of their gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All applicants, staff and students, whether part-time, full-time or temporary will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All staff and students will be helped and encouraged to develop their full potential.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and students are recognised and valued.
- Staff and students are entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will regularly review our employment practices and procedures to ensure fairness.
- Breaches of our equality and diversity policy will be regarded as gross misconduct and could lead to disciplinary proceedings.
- This policy is full supported by Senior Management.
- The policy will be monitored and reviewed annually.

All staff and students are expected to support the equality and diversity policy and also ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.

This document last updated: 25/11/03; 26/04/06; 12/11/10; 24/02/14.