

POLICY

EQUAL OPPORTUNITY



PURPOSE

To inform staff of the School's approach to advancing equal opportunity in employment and education within the School community.

SCOPE

This policy applies across the School.

PREAMBLE

Scotch College has an express commitment to equal opportunity particularly in the areas of education and employment. This commitment is consistent with the School's pursuit of excellence as an educational institute of distinction, and is underpinned by values of integrity in activities, respect in relationships and collegiality in the building of a community of scholarship and learning.

EQUAL OPPORTUNITY LEGISLATION

Australia, as a signatory to the Universal Declaration of Human Rights 1948, and related Conventions, supports the 'inherent dignity and the equal and inalienable rights of all members of the human family'. In supporting this commitment the Federal Government has enacted specific legislation to advance the human rights and equal opportunity of specific groups within Australia as expressed in the Age Discrimination Act 2004, Racial Discrimination Act 1975, Sex Discrimination Act 1984, Australian Human Rights Commission Act 1986, Disability Discrimination Act 1992 and the Workplace Gender Equality Act 2012. In Victoria there is the Equal Opportunity Act 2010 and the OH&S Act 2004.

POLICY STATEMENT

Scotch College will continue to integrate the principles of equal opportunity in its planning, policies and practices that advance the distinctive nature and purpose of Scotch. We will promote inclusive work and study environments that value the diversity of backgrounds and perspectives of the School community. Subject to lawful exceptions that may apply in the areas of education and employment, Scotch will continue to apply the purpose of equal opportunity and human rights legislation and policy:

- to improve access, participation and inclusion for all persons through review of policy and practices and implementing special measures if required; and
- to eliminate discrimination on the grounds of sex; gender identity, employment activity, pregnancy; marital status; family responsibility and parental or carer status; race, colour, ethnic or ethno-religious background, descent or national identity; sexuality; age; trans-sexuality; disability; union affiliation, political conviction or religious belief or activity.

EQUAL OPPORTUNITY AT SCOTCH COLLEGE

Equal Opportunity means that staff and students experience fairness, impartiality and equal access to opportunities in employment and education at Scotch. Special measures can be implemented to advance substantive equality.

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In Employment

Equal opportunity in employment includes the principle of selection and promotion of staff on merit, which precludes irrelevant personal attributes, and the provision of terms and conditions of employment on a non-discriminatory basis. 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.

In Education

Equal opportunity in education includes the principle of selection and assessment of students on merit, which precludes 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.

Equal Opportunity for Women in the Workplace

Scotch College develops and implements workplace programs aimed at contributing to equal opportunity for women in the workplace and eliminating discrimination as required by the Commonwealth's Workplace Gender Equality Act 2012. Scotch reports on these programs which include strategies to address issues such as the under-representation in non-traditional employment fields.

IMPLEMENTATION OF EQUAL OPPORTUNITY

Executive and Senior Staff

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

Equity Practitioners

Scotch College employs staff to promote equal opportunity in planning, policy and strategies and to work with staff and students in the advancement of equal opportunity in employment and education.

Definitions

Discrimination: Unlawful discrimination can occur when someone, or a group of people, is treated less favourably than another person or group because of a specified attribute such as their race, colour, national or ethnic origin; sex, pregnancy, breastfeeding; relationship status; carer status; age; trans-sexuality; disability; sexuality; union affiliation; religious or political conviction or any other characteristic specified in equal opportunity legislation.