

**Discrimination: Institutional Statement for Meetings**

- The statement below must be tabled at the beginning of meetings, groups and committees where staffing decisions are considered. This will include meetings to discuss pay, redundancy, discipline and grievance cases, job evaluation (HERA) and recruitment interviews.
- All Chairs of College Committees must attend equality training before chairing such meetings.
- The Chair is responsible for creating an environment in which the other members of the committee are able to raise any concerns.
- All members of College staff and members of Council must attend College Equality training as required by the Principal or Chair of Council.

***The College is an equal opportunities employer and will not tolerate discrimination on the grounds of legally protected characteristics (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religious belief, sex and sexual orientation).***

***All members of this group/panel/committee are responsible for ensuring discrimination does not occur and should raise any concerns, as they occur, to the chair.***