



1. Title

Age Policy

2. Purpose

To ensure compliance with The Employment Equality (Age) Regulations 2006 and the NHC's commitment to ensuring equality of opportunity for all.

As part of our commitment to ensuring equality of opportunity and diversity, we aim to prevent discriminatory practices based on age or seniority and seek to create a culture where staff, office-holders and students of all ages are encouraged to reach their full potential.

3. Scope

This policy will apply to all Staff, Students and visitors on The North Highland College campuses.

4. Responsibility

This policy will be reviewed annually by the Assistant Principal Student Services and the Human Resource Manager

The NHC Committee for Equal Opportunities has overall responsibility for the implementation of all equality and diversity related policies.

Senior members of staff and Section Leaders have a responsibility to ensure that staff in their area are aware of the Policy and that it is implemented fully.

All members of the College staff and student body have a responsibility to behave courteously and respectfully towards each other and to ensure that their behaviour does not cause offence or upset.

5. Policy

5.1 Policy Statement

The College will not tolerate unjustifiable direct or indirect discrimination in any area of employment on the grounds of age including:

- Recruitment and selection of staff
- Terms and conditions of employment
- Discipline and Grievance
- Promotion
- Early Retirement
- Training and development
- Redundancy
- Dismissals
- Transfer or redeployment



The College will not tolerate unjustifiable direct or indirect discrimination in our relationship with students on the grounds of age including:

- Access and admission to courses
- Delivery of Student Support Services
- The content of the curriculum and teaching styles
- Assessment

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

Employment Equality (Age) Regulations 2006
The NHC Staff Recruitment and Retention Policy
The NHC Student Charter

8 Appendices

None.

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