

**SCOTTISH AQUACULTURE INNOVATION CENTRE  
EQUALITY AND DIVERSITY POLICY**

**Equality and Diversity Policy**

1. All SAIC staff are formally employees of University of Stirling and therefore are included in the University Equality and Diversity Policy. The University Equality and Diversity Policy was approved by the University Court in December 2011 and a full copy can be found at Annex A but the key principles of the policy are:

**Equity** – We believe in and encourage fair and equitable treatment for all our staff, students, and users of our services.

**Diversity** - We consider the diversity of our staff, students and alumni to be one of our greatest assets.

**Respect and tolerance** – All our staff and students deserve to be treated with dignity and respect, regardless of background or personal characteristics.

**Excellence** – We believe that individual and institutional excellence can only be achieved through recognising the value of every individual and encouraging them to achieve their potential.

**Inclusion and accessibility** – Staff and students should have the opportunity to participate in, contribute to, and benefit from the services and successes of the University, without experiencing unnecessary barriers caused by the presence or otherwise of a protected characteristic.

2. The University has established an Equality Steering Group (ESG) to oversee and monitor the implementation of the University's agreed strategy for equality and diversity and the fulfilment of its statutory equality duties by the executive on behalf of University Court. The outcomes from the ESG are presented at Annex B. If SAIC employees have an equality issue that they would like to raise they can email [equality@stir.ac.uk](mailto:equality@stir.ac.uk).

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