

Policy Statement



Equality and diversity in employment

We are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that the workforce will be truly representative of all communities and that each employee feels respected, valued and able to give of their best. We will ensure equality and fairness for all in employment and will not discriminate on grounds of gender (including gender reassignment), age, marital status, disability, cultural or racial grounds (race, colour, nationality – including citizenship - ethnic or national origin), sexual orientation, religious belief, responsibility for dependants or employment status.

We disapprove of all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, will be treated equally.

We will:

- Create an environment in which individual differences and the contributions of all staff are recognised and valued.
- Work to ensure that every employee has a working environment that promotes dignity and respect and will not tolerate any form of intimidation, bullying or harassment.
- Make training, development and progression opportunities available to all staff.
- Employ people on the basis of their abilities and qualifications, and will ensure that training and promotion opportunities are open to all.
- Make all staff aware of our equal opportunities policy and of our shared responsibility as employers and employees in implementing this policy.
- Ensure that practices, procedures and the production of information do not lead to unintended discrimination.
- Promote an inclusive culture, good practice in working, training and assessment and good management practice.
- Continually assess and review our policies in order to examine how they affect all under-represented groups and identify whether our policies help achieve equality and diversity of opportunity.

The relevant procedure is: Equality and Diversity Guidelines (awaited); Promoting Disability Equality (awaited).

Colette Scotson, HR Manager, is the designated person in relation to this policy.

Consultation method: circulation amongst members of the internal policy working group and HR team, April 2006, with reference to existing procedure and external guidance, and circulation to SMG 26 May 2006.

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Available in other formats on request.

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