# Name of Organisation

# Equal Opportunities Policy Statement (Updated XXXXX)

## Commitment and Scope of Policy

Name of Organisation is committed to the principle of equality of opportunity for all in employment, volunteering, or accessing our services. This commitment will involve bringing equality of opportunity into the mainstream of Name of Organisation’s service by integrating equal opportunities into all of its operations, to take account of and reflect the diverse needs of the Scottish population*.*

## Discrimination

Name of Organisation recognises that issues relating to colour, ethnicity, religion and belief, disability, gender, gender reassignment, marital or civil partnership status, pregnancy and maternity, age and sexuality (“the Protected Characteristics”) raise questions of discrimination in society.

Name of Organisation acknowledges that to achieve the effective implementation of this policy requires taking positive action to overcome barriers to services, employment and volunteering opportunities for groups who suffer discrimination.

Name of Organisation also recognises that advice and support services need to be delivered by a workforce that reflects the diversity of our communities and that it is necessary therefore for this diversity to be appropriately represented throughout Name of Organisation. To this end we will seek accurate information about existing and potential clients, members, workers, and volunteers leading to appropriate marketing and provision of services and job opportunities.

We will work to ensure that Name of Organisation actively acts equitably and justly; that those people who experience discrimination feel welcome within the Name of Organisation service and feel able to use and contribute to the organisation. To facilitate this, we will provide training and develop procedures and guidelines to ensure that all those involved in the management of Name of Organisation:

* know about the inequalities and difficulties faced by different sections of the community within which Name of Organisation operates
* have an understanding of the needs of these diverse communities
* routinely assess the impact of its policies and practices on particular groups of people
* provide an appropriate and equal service to all within its area of benefit

## Obligations

Name of Organisation believes that no job applicant, worker, volunteer*,* or client should receive less favourable treatment than another on grounds of the Protected Characteristics. In addition to our moral responsibility we recognise our obligation under equalities legislation and will work to comply with the code of practice issued by the Equality and Human Rights Commission.

## Implementation

We accept that the implementation of the equal opportunity policy is the responsibility of all those within Name of Organisation, including the Board of Directors as well as volunteer and paid staff. It is recognised however, that those working at management level have a specific duty to set the required standards and ensure those standards are met.