



## **Equal Opportunities Policy**

### **Commitment to equality**

Children in Scotland is committed to promoting equality for all and to ensuring that it pays due regard to the importance of promoting equality in everything it does. This includes equality of opportunity and equality of outcome, based on the fundamental dignity of all human beings. It relates to service provision, research and development work, practice development and training, employment and volunteer practices and internal policies.

This commitment includes ensuring that none of its existing staff/volunteers, potential staff/volunteers, or users of its services, receives less favourable treatment from Children in Scotland on the grounds of personal characteristics such as age, disability, health, sex, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, colour, sexual orientation, religion or religious or philosophical belief, political or other opinion, social origin or socio-economic status. This commitment also includes their association with someone who has one or more of these characteristics or who is perceived to have one or more of these characteristics.

Where a failure to adequately promote equality is identified at any level of the organisation, steps will be taken to take corrective action as soon as possible.

Children in Scotland is opposed to discriminatory attitudes, behaviour and practices on any of the above grounds and will strive to ensure that no-one is disadvantaged on any of these grounds by practices, conditions or requirements which cannot be shown to be justifiable.

All staff, volunteers, and Board members are required to subscribe to this policy. Failure to do so – or wilful breach of this policy – may lead to disciplinary action.

### **Equality of treatment**

Recognising the fundamental worth of each human being, all staff, volunteers and Board members will treat each other and all individuals and organisations working with, or for, Children in Scotland, or using its services, with respect and dignity.

### **Accessibility**

Updated June 2012

Children in Scotland will strive to ensure that its services are accessible to all and that its premises, and those used for events elsewhere, are accessible.

Children in Scotland will strive to meet all reasonable requests for adjustment to meet needs arising from a disability or other personal characteristics wherever possible.

### **Service delivery**

Children in Scotland will strive to ensure that its services are available to all those who are entitled to use them in keeping with its aims and objectives.

### **Employment and volunteering**

Children in Scotland will strive to ensure that no recruitment and selection (employment or volunteering), training or promotion process discriminates directly or indirectly against any group unless objectively justifiable. Employment practices and procedures will be monitored to ensure fairness.

### **Responsibility for implementation**

Implementation of Children in Scotland's equal opportunities policy is the responsibility of every member of the Board, every member of staff and every volunteer. Corporate overall strategic and administrative responsibility lies with the senior management team who are responsible for the general application of the policy throughout the organisation.

### **Breach of this policy**

Children in Scotland takes any breach of this policy very seriously and will ensure that any alleged breach is investigated using the appropriate procedures. Following investigation, where a breach has occurred appropriate action will be taken. For staff this may include disciplinary action.

### **Review**

Senior management will review the implementation of the equal opportunities policy on an annual basis and make such changes as necessary to improve equality of opportunity.