

Children in Scotland's Equality and Diversity Commitment Racial Equality Statement

Children in Scotland's culture and values

Children in Scotland is committed to creating a culture in which equality, diversity and human rights are actively promoted. We have zero tolerance of discrimination of any kind.

It is one of our organisational values that "We treat everyone with respect and trust and value their unique contribution – children, young people and their families, our staff and volunteers, our members and all our stakeholders."

It is also one of our key strategic priorities that we "Challenge inequalities".

Going beyond tackling discrimination

Children in Scotland does not tolerate harassment, victimisation or unjustifiable discrimination on the grounds of *age, disability, gender identity and expression, marital and civil partnership status, pregnancy or maternity, race, religion and belief, sex, sexual orientation*, or any other protected characteristic outlined within the Human Rights Act 1998 and the Equalities Act 2010.

In addition to what is required by law, we are dedicated to going further by proactively taking positive measures to promote equality, diversity and human rights.

Since 2016, we have been on a journey of continual development and improvement with a focus on different areas including:

In 2018, with support from LGBT Youth Scotland, we completed an 18-month improvement journey and achieved the Silver Award of the LGBT Charter of Rights.

Below is our pledge of actions to strengthen our specific commitment to racial equality and inclusion. We have developed an internal action plan to help us achieve our organisational goals and measure progress.

Our Pledge



- We will review and, where necessary, improve all policies and processes to support continuous good practice in promoting racial equality and inclusion.
- We will take positive action steps to improve representation from ethnic minority groups on the Board, senior leadership, staff, volunteers, members and service users including children and young people.
- We will engage with ethnic minority communities to review our work regularly and remove barriers which might prevent access to our projects and services.
- We will provide suitable race equality training and support to the Board, staff and volunteers to implement our action plan.
- We will continue to improve race equality through learning and working in partnership / collaboration with experts. In return, we will share our own learning and experiences openly and honestly with others.