

**Deafblind Scotland vision – “A society in which deafblind people have the permanent support and recognition necessary to be equal citizens”**



## **Deafblind Scotland Equality and Diversity Policy**

### **What do we mean by Equality and Diversity**

Equality - A concept that describes an approach intended to provide a working environment in which people are not excluded from activities on the basis of differences. Equality measures also challenge any procedures, behaviours and/or attitudes that are discriminatory or that could constitute harassment.

Diversity - Refers to a variety of individual qualities and aspects including, but not limited to gender, race, disability, physical ability, mental capacity, education, sexual orientation, religious beliefs, values, age, personality, experiences, cognitive style, tenure, culture and organisational function.

Diversity in the workplace means empowering a workforce that is inclusive of these human qualities, which in practice recognizes and embraces the unique contributions of individuals, creating a work environment that maximizes the potential of all employees.

Equality and Diversity means respecting and celebrating the fact that we are all different. Diversity is about the things that make us individual – our race, sex, religion, ethnicity, age, ability and sexuality etc.

### **Policy Statement**

Deafblind Scotland is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment, and not to discriminate on grounds including but not limited to; gender, marital status, race, ethnic origin, culture, nationality, national origin, disability, sexual orientation, religion or age. Deafblind Scotland is opposed to all forms of discrimination.

All employees, whether part-time, full-time, temporary or sessional will be treated fairly and with respect. In full compliance with legislation, Deafblind Scotland will ensure that all recruitment, selection, retention, promotion, and training policies adhere to this principle.

### **Deafblind Scotland's commitment:**

- Create an environment in which all individual differences and the differences of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities will be available to all.
- Equality in the workplace is good management practice as well as helping to define the values and ethos of the organisation

- We will regularly review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy will be monitored and reviewed annually.

All employees will be helped and encouraged to develop their full potential and the talents and the resources of the workforce will be fully utilised.

### Responsibility

The responsibility for compliance and the positive attitude required to ensure the success of this policy rests with all individuals involved or associated with the organisation. It is the duty of all employees to accept their personal responsibility for the practical application of this policy and related procedures.

Managers and supervisors have specific responsibility to:

- Familiarise themselves with all related policies
- In line with procedures take all necessary steps in the event of any instance of discriminatory behaviour
- Uphold diversity as an integral part of their work
- Be mindful of any individual needs expressed by staff and ensuring the best use of individual skills and knowledge
- Ensure all employees are aware of and understand this policy

### Rationale for Policy

Deafblind Scotland practices a policy of diversity and equal opportunities for all. The purpose of this document is to provide a clear statement of this policy. Deafblind Scotland bases its approach to achieving diversity in the workplace on the following guiding principles:

- the creation of a work culture which focuses on relevant abilities
- ensuring that recruitment, selection, assignment and development criteria are framed in a way that recognises the diverse nature of individuals and their abilities
- Ensuring that the diversity of employees reflects the communities in which we operate

All individuals must be recognised and treated as having equal status with all other persons.

### Reference Documents

European Convention on Human Rights Act 2003	
European Directive on Equal Treatment	
Employment Equality Regulation 2003	Scotland
Equality Act 2006	Scotland
Disability Discrimination Acts 1995 + 2010	Scotland
The Rehabilitation of Offenders Act 1974	UK
The Sex Discrimination Act 1975	UK
The Race Relations Act 1976 (Amendment) Regulations 2000	UK
The Human Rights Act 1998	UK

The Employment Relations Act 1996	UK
Part time Workers (Prevention of Less Favourable Treatment) Regulations 2000	UK
Fixed-terms Employees (Prevention of Less Favourable Treatment) Regulations 2000	UK
The Employment Act 2002	UK
Employment Equality (Sexual Orientation) Regulations 2003	UK
The Employment Equality (Sex Discrimination) Regulations 2005	UK
Employment Equality (Age) Regulations 2006	UK
Employment Equality (Sexual Orientation)(Religion and Belief) Amendment Regulations 2007	UK
Equality Act 2006	UK
Flexible Working (Amendment) Regulations 2007	UK