

NATIONAL POLICY on EQUALITY & DIVERSITY

Nov 2020

1 Our Aim and Purpose

Relationships Scotland aims to ensure that all our family support and therapeutic services are of a high standard and available and accessible to all potential clients who require them on an equal basis and without discrimination.

2 Our Values

- Respect for the diversity of all workers and clients in the provision and delivery of our services
- Oppose and challenge all forms of unlawful and unfair discrimination
- Commitment to promoting, reflecting and serving a diverse society
- Ensure compliance with legislation and official codes of practice on race relations, equal opportunities and the rights of children & young people

3 Policy Statement on Equality and Diversity

Relationships Scotland, together with its member organisations is committed to the promotion of equal opportunities for all in recruitment, selection, employment, volunteering, training, documentation and access to service provision.

We wholeheartedly support the principle of equal opportunities and oppose all forms of unlawful and unfair discrimination on the grounds of¹ ethnicity* (including race, colour and nationality) sex*, disability*, sexual orientation*, religion or belief*, age*, gender reassignment*, pregnancy and maternity*, marriage and civil partnership*, people with diverse communication needs or socio-economic group.

We will endeavour to ensure compliance with the Equality Act 2010 and we are committed, wherever practicable, to achieving and maintaining service provision which broadly reflects the local community and reaches all members of that community.

We will do this by

- recruiting and appointing staff and volunteers without discrimination
- ensuring access to service provision
- promoting service provision to relevant organisations
- providing relevant training to staff and volunteers
- we will make our materials and toys in Child Contact Centres as culturally inclusive and gender neutral as possible

Our aim is for all Member Services to offer the majority of their services in accessible locations. Where this is not possible a Member Service will work with clients to find solutions to enable their inclusion.

*Under the Equality Act (2010) these are known as protected characteristics

¹ <http://www.equalityhumanrights.com/private-and-public-sector-guidance/guidance-all/protected-characteristics>