

Equality and Diversity Policy Statement

This section outlines the Board's responsibilities in relation to the promotion of equal opportunities.

1. The role of the Board of Directors

1.1 The Board of Directors is ultimately responsible for ensuring that in our policies, procedures and actions, we comply with the requirements of the law relating to equal opportunities as a provider of services and as an employer. There is a well-established body of law to cover gender, race and disability discrimination, and an emerging body of regulations in relation to religious, sexual and age discrimination.

1.2 New members of the Board of Governors should be aware of the importance that we attach to equality of opportunity as one of our core purposes and values. This is not simply a matter of seeking to stay within the law by avoiding discriminatory practices in employment and service provision, but of actively seeking to promote greater diversity among staff, wider opportunities for staff and service users and of celebrating the diversity of our different communities.

1.3 Our own mission reflects those objectives.

1.4 The Equality and Diversity Policy Statements is issued to all staff and volunteers. The statement is backed up by the corporate Equality and Diversity Action Plan below, which seeks to initiate and monitor action across six main areas. The Board receives a progress report on the Plan at each of its meetings.

1.5 The SCOREscotland Equality and Diversity Policy Statement, makes the following commitments on governance:

1.5.1 Our board of Directors will ensure that its own action promote equality and diversity. Through their words and behaviours, Board Members will aim to provide genuine equality of opportunity regardless of gender, sexuality, race, colour, disability, religion, age, and ethnic or national origin.

1.5.2 In considering its own composition and filling vacancies, the Board will seek to ensure that its membership embraces the widest possible variety of backgrounds and views, consistent with the need to maintain a Board with the skills and experience necessary to carry out its responsibilities.

1.5.3 Board Members will devote time to the development of their own knowledge, understanding and practices to promote and achieve equality and respect for diversity and will see such development as one test of their effectiveness.

2. SCOREscotland Equality and Diversity Action Plan

2.1 The Equality and Diversity Action Plan seeks to make progress in six areas:

2.1.1 Strengthening the structures which support equality and diversity.

2.1.2 Promoting and celebrating equality and diversity.

2.1.3 Improving staff recruitment, selection, grading and promotion procedures.

2.1.4 Inaugurating a regular process of auditing, monitoring and review.

2.1.5 Reviewing existing equality policies and developing new ones.

2.1.6 Maintaining an effective staff development programme open to all employees.