EQUAL OPPORTUNITIES POLICY

SCOTMID Employee Hub

Policy Number 9
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The Management of the Society are committed to the development of positive policies to promote equality of opportunity in employment regardless of the individual's age, carer responsibility, colour, disability, ethnic origin, gender; marital status, nationality, political belief, race, religion, sexual orientation, social/economic status, trade union membership or any other unjustifiable ground. This principle will apply in respect of all conditions of employment, to recruitment, training, promotion and redundancy.

This policy seeks to ensure all job applicants and employees are aware of their right to fair and equal treatment and that their dignity as an individual will be respected and preserved. It is also every individual's right to be free to complain of any unfair or unequal treatment without fear of reprisal or victimisation.

The Management of the Society also realise that providing equality of opportunity makes good business sense by ensuring that the potential of our employees is fully harnessed. Through the implementation of this policy, the Management of the Society recognise that the business has access to the fullest range of talents and abilities within the community when seeking to recruit.

Our responsibility as an employer

The Management of the Society will undertake to ensure that all policies will reflect the guiding principles of the equality of opportunities policy and procedure. They will ensure that all job applicants and employees are fully aware of the policy on Equal Opportunities. They will ensure that all recruitment processes are operated in compliance with this policy and will draw opportunities for training and promotion to the attention of all employees. They will also ensure that the policy is regularly reviewed and monitored.

All Society Managers and Supervisors have undertaken to ensure the policy is fairly implemented and will take any necessary action in ensuring they comply with it.

Responsibility of the employee

Employees of the Society also have a duty to comply with the policy by ensuring they co-operate fully with any measures introduced to implement it. They also have a duty to ensure that their fellow employees are treated with fairness and dignity, making the Management of the Society aware of any incidents of discriminatory practice.

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Notification of discriminatory practice

Where an employee feels they are suffering from unequal treatment on any of the grounds covered by this policy, they should seek redress through the Society's grievance procedure.

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