Stobswell Forum SCIO

Arthurstone Community Library

Arthurstone Terrace

Dundee

DD4 6RT

Equality and Diversity Policy

Stobswell Forum SCIO is committed to the promotion of equality, inclusion, diversity and fair treatment in all its functions. Stobswell Forum SCIO does not tolerate discrimination, harassment or victimisation on the grounds of sex, race, disability, age, religious or political belief (including lack of belief), sexual orientation, marriage or civil partnership status, pregnancy or maternity, gender reassignment or social background.

We will therefore:

· Provide a welcoming environment for participants and visitors from all sections of the community, regardless of background or ability.

· Commit to taking steps to develop a culture which prevents individuals including members, officials and volunteers from being discriminated against on the grounds listed above.

· Tackle any incidents of discrimination, harassment or victimisation that are brought to our attention through our code of conduct.

· Comply with our legal and moral obligations to eliminate discrimination, harassment and victimisation, and to improve equality within our organisation and the wider community.

· Through our code of conduct, investigate complaints of discrimination or misconduct relating to alleged breaches of this equality policy. Where these are upheld, we will impose appropriate sanctions, which might include removal as a member and/or referral to other agencies where appropriate.

· Pay due regard to the promotion of equality, diversity and fair treatment during the development and delivery of policies, procedures and actions.

· Recognise and encourage diversity, inclusion and respect in our volunteers and the wider community, or to those who have roles within partner agencies, ensuring that we are equitable in our work with them.

· Take steps wherever possible to increase the proportion of participants (including members, officials and volunteers) from under-represented groups.

· Nominate a responsible person for overseeing, implementing and monitoring an equality policy, ensuring members and volunteers re aware of this point of contact in case of any concerns that the policy has been breached.

· Review the policy in line with any legislation change or after every 3 years.

Concerns regarding equity and diversity should be directed to the Chairperson Stobswell Forum SCIO at info@stobswell.org.uk