



SRLPDC

SCOTTISH REGISTER OF LANGUAGE PROFESSIONALS
WITH THE DEAF COMMUNITY

Equality, Diversity and Inclusion Policy

Introduction

SRLPDC is committed to eliminating discrimination and encouraging diversity in our membership, our Board, anyone who volunteers with us and to those we offer contracts to. Our aim is that our organisation will be truly representative of all sections of society and each person associated with our organisation feels respected and able to give their best to the aims of the organisation.

To that end the purpose of this policy is to provide equality and fairness for all associated with our organisation and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, language and/or communication support need or age. We oppose all forms of unlawful and unfair discrimination.

Selection for the Board of Trustees, work contracts, training or any other benefit will be on the basis of aptitude and ability. The Board of Trustees and any volunteers will be supported and encouraged to develop their full potential; and the talents and resources of the Board and any volunteers will be fully utilised to maximise the efficiency of the organisation.

Our commitment is that:

- We will create an environment in which individual differences and the contributions of all our members, Board of Trustees, volunteers and any individual/company who signs a contract with us are recognised and valued.
- We will provide a working environment that promotes dignity and respect to and for all.
- No form of intimidation, bullying or harassment will be tolerated by anyone associated with the organisation.



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- Training will be available to all Trustees who need it.
- Equality across the organisation is good management practice and makes sound business sense.
- We will review all our practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct and could lead to dismissal from the organisation.

The policy will be monitored and reviewed biannually.

Date: 25.5.21

Signed (for the Board of Trustees): Mags Greig

Date for review: 25.5.22