



Equality, Diversity and Inclusion Policy

Introduction

SRLPDC is committed to promoting equality, encouraging diversity and eliminating discrimination amongst our registrants, our Board, anyone who volunteers with us and to all those we offer contracts to. Our aim is that The Scottish Register will strive to be truly representative of all sections of society, and that each person associated with us feels respected and supported to give their best towards those aims.

Our desire to promote equality, diversity and inclusion runs in tandem with The Scottish Register's Principles of Professional Practice, which are a fundamental statement of our expectations for our professional conduct.

To that end, the purpose of this policy is to promote equality and fairness for all associated with The Scottish Register, and to challenge discrimination on any grounds, particularly those of gender (including 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 benefits will be on the basis of aptitude and ability. The Board of Trustees, employees, contractors and any volunteers will be supported and encouraged to develop their full potential and contribute their unique perspective to the workings of The Scottish Register.

Our commitment is that:

- We will strive to create an environment where the individual differences and contributions of all our registrants, Board of Trustees, volunteers and any individuals/companies who engage with us, are recognised and valued.
- We will equally strive to identify and remove any barriers to success.
- We will work constructively with partners to further our aims, particularly in relation to diversity within the language professional workforce.
- No form of intimidation, bullying or harassment will be tolerated by anyone associated with The Scottish Register, and steps will be taken to address any concerns.
- Training will be promoted to all registrants, trustees, employees, volunteers and contractors to ensure that our shared vision has the very best chance of being realised.
- We will regularly 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.

April 2023

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