



Equality, Diversity and Inclusion Policy

Introduction

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

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 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, registrants, employees, contractors and any volunteers will be supported and encouraged to develop their full potential; and their talents and resources 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 registrants, Board of Trustees, volunteers and any individual/company who signs a contract with us are recognised and valued.

- We will strive for a working environment that promotes dignity and respect for all. This will be apparent through all our communications and engagement with each other, and with the wider community. This is particularly relevant in making sure all languages are held in equal respect and that information will be shared as a matter of course in BSL as well as English.
- 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. This includes personal use of social media platforms.
- Training will be available to all registrants, trustees, employees, and contractors to make sure SRLPDC's values are clear and embedded within the organisation's culture.
- We will review all our practices and procedures on a prescribed basis to ensure fairness and consistency. Breaches of our equality policy will be regarded as misconduct and could lead to removal from the register or dismissal from the organisation.

The policy will be monitored and reviewed biannually.

Date: 26.3.26

Signed (for the Board of Trustees): Mags Greig

Date for review: 25.3.28