



Road to the Isles Facilities Group

(A Community Scottish Charitable Incorporated Organisation, SCIO SC048758)
Mallaig and Morar Community Centre, West Bay, Mallaig, Inverness-shire, PH41 4PX
roadtotheislesfacilitiesgroup@googlemail.com

EQUAL OPPORTUNITIES POLICY

The Road to the Isles Facilities Group is committed to achieving equal opportunities; respects and values diversity; and is committed to applying equality of opportunity in all its practices and objective/service delivery with regard to ethnic origin, age, gender, religion or belief, sexual orientation, marital status and disability or any other criterion not relevant to the point at issue.

The Road to the Isles Facilities Group Trustees have overall responsibility for the effective operation of this policy. However, all Trustees, Members, volunteers and service users have a duty as part of their involvement with the organisation to do everything they can to ensure that the policy works in practice.

Trustees of the Road to the Isles Facilities Group will bring to the attention of all trustees, members, employees and volunteers the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it. Reference to the policy should be included in the contract documents with outside agencies.

Equal Opportunities Policy Implementation

General Activities of Road to the Isles Facilities Group.

As a provider of services to the community and wider visitors to the area, Road to the Isles Facilities Group accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We will actively monitor all activities to ensure that, as far as possible, we are serving the needs of all communities and groups. It is the responsibility of all Trustees, staff, volunteers and service users to ensure that no other committee member, volunteer or service user receives less favourable treatment than another on the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status or gender. We will encourage our committee, volunteers, staff, and those of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met.

We will listen carefully to what people tell us they need from Road to the Isles Facilities Group and do everything in our power and within our resources to ensure their needs are met.

This policy will be reviewed every (three) years or when new legislation requires it.

Physical access

Road to the Isles Facilities Group premises will be reviewed regularly so that access by committee, staff and users with disabilities can be maintained and improved where necessary.

Recruitment and Employment Practices

As far as it lies within our power, Road to the Isles Facilities Group will ensure that our recruitment processes are designed to ensure equal access for all. Our Trustees will be drawn from our Membership, and we will design our committee roles or job specifications to allow for as wide as possible a range of transferable experience and qualifications to be taken into account. Application forms will make it clear that life experience as well as formal qualifications and work experience is valid. We will do everything we can to ensure that those we do employ share our belief in the value of everyone and reflect that belief in their work.

Adopted by the Management Committee on ...28th July 2021...

Signed ...*Jacqueline McDonald*... (position in group)...VICE-CHAIR...