



A Scottish Charitable Incorporated Organisation



## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

Issued 20 March 2023

### **BACKGROUND**

Strathcare is committed to equality, inclusion and diversity of opportunity both as a service provider and as a voluntary charity. Strathcare values the diversity of the communities in the Crieff & Strathearn area and works towards providing services that are inclusive and accessible to all. Strathcare recognises that social inclusion and promoting equality of opportunity and good relations between different groups can only be achieved by incorporating equalities into the planning and implementation processes of the services that it offers.

Strathcare also recognises the importance of respect for its volunteers and passengers alike, striving to eliminate any form of discrimination, victimisation or harassment. The organisation understands the negative impact that discrimination, past or present, can have on individuals.

### **AIM OF POLICY**

The aim of this Policy is to ensure that all Strathcare's volunteers and passengers are treated equally with respect and without any discrimination, victimisation or harassment. The Policy aims to ensure that Strathcare will comply with the Equality Act 2010 and will not unlawfully discriminate because of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

By implementing this Policy, Strathcare seeks to demonstrate its commitment to equality, diversity and inclusion in all its activities.

### **THE POLICY**

Strathcare Trustees are responsible for:

- ensuring all passengers and volunteers are treated equally, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

- ensuring all volunteers are recruited from all parts of the local community without any discrimination;
- identifying appropriate roles and responsibilities of volunteers to support Strathcare's passengers;
- ensuring all volunteers and passengers are treated in accordance with this Policy;
- identifying and promoting examples of good practice within Strathcare and elsewhere in the community;
- identifying barriers to equality of opportunity or social inclusion in service delivery and putting procedures in place to overcome any such barriers;
- ensuring compliance with legislation;
- resolving any complaints of discrimination, harassment or victimisation in accordance with Strathcare's Complaints Policy;
- being aware of any potential discriminatory issues within the local community and developing procedures to overcome these when providing Strathcare's service;
- promoting partnership working with other local groups in relation to equality of opportunities;
- promoting equality of opportunity, social inclusion and good relations between different racial groups.

## **PROCEDURE**

The Procedure for ensuring this Policy is implemented is:

- all volunteers will receive a copy of this policy when joining the charity;
- all volunteers will receive regular training to ensure they are aware of the standard expected by Strathcare;
- any changes in relevant legislation will be passed on to all volunteers.

## **REPORTING PROCEDURE**

In the event of any complaints made by or about a volunteer, concerns should be raised with the Chair of Strathcare, or the Vice Chair, if the Chair is conflicted or unavailable.

A full investigation will be carried out by the Chair (Vice Chair) to establish all the facts.

Where necessary, and where the issue cannot be resolved, advice may be sought from appropriate external agencies.

At all stages, a written report will be made and maintained by Strathcare.

See Strathcare Complaints Policy.

## **ADMINISTRATION**

The Chair of Strathcare is responsible for the administration, revision, interpretation, and application of this Policy. The Policy will be reviewed annually and revised as needed.

**APPROVED BY TRUSTEES ON 20 March 2023**