



Equal Opportunities Policy February 2021

Our Equal Opportunities Policy

This policy applies to all staff, member (including Board members), and volunteers or anyone working on behalf of Creative Crieff.

The purpose of this policy is to reinforce Creative Crieff's commitment to Equality and Diversity by:

- A. Ensuring that all people are treated with dignity and respect,
- B. Valuing the diversity of all through the promotion of equal opportunity;
- C. Working as far as possible to reflect the broad mix of the local community in all aspects of our organisation; and,
- D. Encouraging participation in all aspects of Creative Crieff regardless of background or circumstance
- E. Ensuring no individual is discriminated against in employment or participation

Creative Crieff believes that it has a moral and social responsibility to support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination in all its forms on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, equal orientation, religion/belief, irrelevant offending background or any other factor irrelevant to the purpose of promoting equality and diversity.

1. Legal Framework

This policy has been drawn up on the basis of law and guidance provided by OSCR and the Scottish Voluntary Council which seeks to promote and protect equality and diversity in all charity operation.

2. This policy should be read alongside all our other policies and procedures, but specifically on:

- A. Code of Conduct for staff, members and volunteers;
- B. Managing allegations against staff, members and volunteers; and,
- C. Safeguarding Children, Young Adults and Vulnerable Persons.

3. Creative Crieff recognises that:

Equality and diversity are central to the work and mission of Creative Crieff. Creative Crieff will treat all people with respect and dignity regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, and that all have a right to equal protection from all types of harm and abuse. We are committed to working together to eliminate all forms of discrimination. Creative Crieff will work to tackle, when it falls within the remit of its projects, social exclusion, inequality, discrimination and disadvantage in all its forms.

4. Creative Crieff will work to embed this policy into its procedures and practices by:

- A. Promoting equality of opportunity and diversity in specific projects through procedures and a code of conduct for staff, members and volunteers;
- B. Ensuing that all staff, members and volunteers are made aware of, understand, agree to and are willing to implement this policy;
- C. Promoting this policy through fostering and cultivating partnerships with all parts of the community;
- D. Providing effective management and oversight for staff, members and volunteers through supervision, support and quality assurance measures; and,
- E. Ensuring Creative Crieff's employment policies and practises are robust and fair.

5. We are committed to reviewing our policy and good practise annually.