
Equality, Diversity and Inclusion Policy

Introduction:

1. Our organisation is committed to creating a workplace that promotes equality, diversity, and inclusion for all employees. We strive to provide a working environment where everyone feels respected, valued, and able to contribute their best. This policy outlines our commitment to upholding the public sector equality duty in Scotland.

Policy Statement:

2. **Equality:** We are dedicated to eliminating discrimination and promoting equality of opportunity for all employees. We will not tolerate any form of discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
3. **Diversity:** We recognise and celebrate the diversity of our workforce. We value the unique perspectives and experiences that each individual brings to the table. We are committed to creating a diverse and inclusive workplace where everyone feels welcome and respected.
4. **Inclusion:** We are committed to fostering an inclusive culture where all employees feel supported and empowered to succeed. We will take proactive steps to accommodate the needs of employees from all backgrounds and create a welcoming environment for everyone.

Public Sector Equality Duty (PSED)

5. We will comply with the public sector equality duty in Scotland by taking into account the need to:
 - Eliminate unlawful discrimination, harassment, and victimization
 - Advance equality of opportunity between different groups
 - Foster good relations between people from different background

Responsibilities

6. All working at SFC have a responsibility for Equality, Diversity and Inclusion as summarized within this policy statement.
 - **Senior Leadership:** Alongside our Chief Executive Officer, SFC's Executive Team and Senior Management Team are responsible for promoting and implementing this policy throughout the organisation.

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- Managers: All managers are accountable for upholding this policy within their teams and addressing any instances of discrimination or bias.
 - Employees: Every employee is expected to treat their colleagues with respect, dignity, and fairness in line with this policy.

Learning and Development:

7. We will provide training and resources to all employees to raise awareness of equality, diversity, and inclusion issues and promote best practices in the workplace.

Monitoring and Review:

8. We will regularly review and monitor our workplace equality, diversity, and inclusion policy to ensure it remains effective and up to date with legislation. We will make any necessary adjustments to improve our practices and address any issues that arise.

Complaints of Discrimination, Bullying or Harassment

9. Employees who believe they have been subjected to discrimination or harassment should refer to our Dignity and Respect at Work Policy and can raise a formal complaint through our designated grievance procedure. All complaints will be taken seriously and investigated promptly.

Conclusion

10. Our organisation is committed to fostering a workplace culture that values and respects the diversity of our employees. We will continue to uphold the principles of equality, diversity, and inclusion in everything we do.

Further Information:

11. For further information please contact Human Resources or refer to the following policies:
 - Grievance Procedure
 - Disciplinary Procedure
 - Dignity and Respect at Work
12. For more detailed information on equal opportunities employment legislation please refer to the legislation and guidance below:
 - [Equality Act 2010](#)
 - [Equality and Human Rights Commission Website](#)
13. Other useful legislation and guidance includes:

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- [Employment Rights Act 1996 \(sections relating to maternity and dependent carer leave\)](#)
 - [Human Rights Act 1998](#)
 - [Race Relations \(Amendment\) Act 2000](#)
 - [Protection from Harassment Act 1997](#)
 - [Racial and Religious Hatred Act 2006](#)
 - [Enterprise and Regulatory Reform Act 2013](#)
 - [The Scotland Act 1998](#)
 - [Scottish Human Rights Commission](#)

Document history

This Policy and Procedure does not form part of SFC's terms and conditions of employment.

Owner: Human Resources

Version number	Changes	Date approved
1.1	Simplified EDI Policy to reflect Public Sector Equality Duty and responsibilities for those working at SFC. Replaces older version.	01/10/2024 Ratified by JNCF

Review cycle: where there is a change in elements of the policy or periodically every two years.