

EQUAL OPPORTUNITIES POLICY
Cromarty History Society and Friends of Cromarty Courthouse

INTRODUCTION

1.1 Equal Opportunities is defined in the Scotland Act 1998 as: “the prevention, elimination, or regulation of discrimination between persons on the grounds of sex or marital status, or racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes including beliefs or opinions, such as religious beliefs or political opinions.”

1.2 Equal opportunities means recognising that there are barriers that can prevent some people from fully participating in community life, in employment, and from having equal access to services.

1.3 Equality of opportunity and tackling discrimination are central to the goals and values of the Society. This policy sets out the Society's commitment to providing equal access to its services for everyone in our community, whether delivered directly or in partnership with others, and how we will seek to identify and overcome barriers.

2. AIMS AND OBJECTIVES OF THE POLICY

2.1 The Society’s equal opportunities policy aims are to provide services that meet the needs of all communities in Cromarty and the surrounding area, and to promote equal opportunities and tackle discrimination.

2.1 The Objectives of the Society’s Equal Opportunities policy are:

To ensure the Society complies with the statutory requirements of equal opportunities legislation and adopts best practice to ensure access to our services.

To ensure that the Society’s partners, contractors and others who deliver services on our behalf are aware of, and operate in keeping with, our commitment to equal opportunities.

To encourage a culture that values the diversity of people in the local area and responds to the needs of individuals.

3 . MONITORING AND REVIEW OF THE POLICY

3.1 The Society will monitor and review its equal opportunities policies and practices on a regular basis.

4 RESPONSIBILITY

4.1 The Convener and the Committee are ultimately responsible for ensuring that services are delivered equitably and without discrimination.

4.2 All members of the Society also have a responsibility to ensure that the principles of equal opportunities are applied, and that no actions are taken which could be held to be discriminatory.

Adopted as policy 9th January 2010-01-08

Sandy Thomson, Convener

Sheila MacDonald, Treasurer