

CLIMB SHETLAND

Equal Opportunities Policy

Version: January 2009

It is the policy of our group to operate within the principles of equal opportunity in all aspects of our work. This includes staff employment, volunteer appointments and activities with our users.

We aim to ensure that no member of staff, volunteer or user receives less favorable treatment on the grounds of sex, age, disability, race, nationality, ethnicity, marital status, and sexual orientation, and class, political or religious belief.

We will ensure all those involved in our group:

- Promote equality and do not participate in negative discrimination
- Do not incite or attempt to incite others to practice direct or indirect discrimination
- Draw attention to any suspected discrimination or practices within the group to enable these to be dealt with appropriately

We undertake to treat all applicants for positions within our group fairly and not discriminate against them unfairly on the basis of conviction or other information revealed.

We will request and Enhanced Disclosure check where it is necessary and relevant to the position sought.

In considering information about convictions received through the Disclosure process, we will take the following into account when deciding whether to appoint the individual:

- Whether the conviction or information is relevant to the position being offered
- The seriousness of the offence or information revealed
- The length of time since any particular offence or alleged incident took place
- Whether the applicant has a pattern of offending or other unsuitable behavior
- Whether the applicant's circumstances have changed since the offending took place

No individual fully listed as unsuitable to work with children in terms of the Protection of Children (Scotland) Act 2003 will be appointed.

We will monitor the success and impact of this policy to ensure that those in our group practice and promote equal opportunities.

This document was adopted as the Equal Opportunities Policy of Climb Shetland at:

Committee Meeting on: 13th January 2009

and is certified as a true copy.

Accepted by:

Name:	<u>Al Whitworth</u>	Name:	<u>Andy Long</u>
Address:	<u>Ure. Eshaness, Shetland</u>	Address:	<u>Sletts Cottage, South Road</u> <u>Lerwick, Shetland</u>
Title:	<u>Chairman & Treasurer</u>	Title:	<u>Secretary</u>
Signed:		Signed:	
Date:	<u>13/01/2009</u>	Date:	<u>13/01/2009</u>