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Equality, Diversity and Inclusion Policy

Equality, Diversity and Inclusion (EDI) aims to ensure fair treatment and opportunity for all, irrespective of an individual or group of individuals' protected characteristics in the promotion of social justice.

The following are the legal protected characteristics, under The Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

What is equality?

Strathblane Community Development Trust (SCDT) must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. SCDT must also ensure that those who may be disadvantaged can access the same, fair opportunities as their peers.

What is diversity?

SCDT must ensure that we recognise, respect and celebrate each other's differences. A diverse environment is one with a wide range of backgrounds and mind-sets, which allows for an empowered culture of creativity and innovation.

What is Inclusion?

Inclusion means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our unconscious biases and have learnt how to manage them.

Commitment —SCDT is committed to treating all people with dignity and respect, preventing discrimination on grounds of the legally protected characteristics, as well as gender identity, caring responsibilities and social class. Discrimination can take many forms, including direct discrimination, indirect discrimination, bullying, harassment and victimisation.

Aim — In prioritising the goal of equality of opportunity SCDT will take positive action in providing opportunities for all community members to contribute to, and benefit from, its policy making and implementation, and to access the facilities and services provided.

Application — This policy applies to anyone employed by, volunteering in SCDT and its constituent Groups, or its Board of Directors and its success depends on the full commitment of everyone involved.

Implementation, Monitoring and Review — Responsibility for the implementation and for monitoring the implementation of this policy lies with the SCDT Board. Monitoring will take place annually and the detail of the policy itself will be reviewed every three years.

Policy update record

DATE OF CHANGE	CHANGED BY	COMMENTS
14.03.22	The Board	Agreement of policy
16.05.22	F Munn	Put in standard format