

Equal Opportunities Policy

Equality and Diversity statement

The [Scottish Social Services Learning Networks](#) (SSSLNs) are committed to the promotion of equality and diversity in training, employment, student and external interaction, and to eradicate discrimination on unlawful or unfair grounds. The aim of this statement is to communicate the commitment of the Scottish Social Services Learning Networks to the promotion of equality of opportunity across the social services sector.

All individuals have a right to expect, and the SSSLNs have a right to expect, that no-one is disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, nationality, disability, religious or political beliefs and affiliations, marital status, family responsibilities, sexual orientation, gender reassignment or offending background when engaging with the SSSLNs'.

The only exception to this statement is where there are compelling legal imperatives.

We are opposed to all forms of unlawful and unfair discrimination.

All employers, employees and others who work with us will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. Our equality and diversity statement will help all those who work with us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equality and diversity statement.

The effectiveness of this statement will be reviewed regularly [at least annually] [in consultation with the recognised trade union(s) if appropriate] and action taken as necessary. For example, where monitoring identifies an under-representation of a particular group or groups, we shall develop an action plan to address the imbalance.