



Equality and Diversity Policy

Policy Statement

At Inverness Tool Library (ITL) we believe that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to thrive and succeed in an environment that enables them to do so. We also value diversity of thought and experience with inclusive groups, organisations, and the wider community.

We actively seek to create and maintain a culture which recognises individual achievement and ability regardless of age, disability, , race (including ethnic and national origin), sex, gender, gender reassignment, marital status (including civil partnerships), sexual orientation, religion or belief.

Commitment

Equality and diversity are central to the work of ITL.

ITL is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all
- all forms of discrimination on grounds of any of the protected characteristics listed in the Equality Act, or other characteristics irrelevant to the purpose in view are eliminated.
- equality of opportunity is promoted
- services are accessible, appropriate and delivered fairly to all
- the diversity of its employees, volunteers and trustees reflects, as far as possible, the population of its local community
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions and the services provided.

Responsibilities

The policy applies to all staff, volunteers, trustees and tool library members.

It covers the behaviour of all people employed or volunteering for ITL, and those using the services and sets out the way they can expect to be treated in turn by ITL. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

Aims

ITL aims to:

- Embed equality and diversity in our procedures, day-to-day practices and external relationships.
- Provide services that are accessible and appropriate
- Promote equality of opportunity and diversity in volunteering, employment and development
- Create effective partnerships with our community

Objectives:

ITL's objectives are to:

- Regularly evaluate and improve services to ensure equality and diversity principles are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to their needs.
- Ensuring staff, volunteers and trustees are representative of the community served and that employment policies are fair and robust.
- Recognising and valuing the differences and individual contribution that all people make.

Implementation

ITL intends to implement this policy by:

- Ensuring that Trustees, staff, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy.
- All staff and volunteers will be given a copy of this policy as part of their induction.
- Actively encouraging Trustees, staff, and volunteers to challenge discrimination, and making time and resources available for such anti-discrimination training when necessary.
- Monitoring the services, publicity and events provided by ITL, to ensure that they do not discriminate, and are accessible to all sections of community.
- Engage with our staff and volunteers to report on our progress to achieve our above objectives on an annual basis.
- The policy will be reviewed by the Board of Trustees on an annual basis.