



TARLAND DEVELOPMENT GROUP

Charity No.SCO41598. Scottish Charitable Incorporated Organisation

EQUAL OPPORTUNITY POLICY

Tarland Development Group (TDG) is committed to the principle of Equal Opportunities in all its activities (including employment) and opposes all forms of unlawful or unfair discrimination, harassment or victimisation. This policy covers all TDG members and also people visiting, using or volunteering at any of the TDG sites.

TDG is committed to maintaining a culture and philosophy which recognises and rewards individual achievement and merit, regardless of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

TDG will take every possible step to ensure that staff, volunteers and visitors are treated equally and fairly and that any decisions on the following are based on completely objective criteria:

- Recruitment
- Selection
- Training
- Promotion and career development
- Volunteering

TDG will put this policy into practice in the day to day operation of the Group and will, as necessary, develop and provide training and guidance on the policy as required.

The TDG Secretary will be person responsible for Equal Opportunities for TDG.

Finally, TDG will use an appropriate grievance procedure for any instance of discrimination with the Trustees deciding on the action required.

This policy will be reviewed annually.

Date: 7th August 2018

