

Alcohol Focus Scotland's Equal Opportunities Policy



promoting responsibility,
reducing harm, changing culture

General Statement Of Policy

Alcohol Focus Scotland is committed to Equal Opportunities in its employment of staff and provision of services. Alcohol Focus Scotland will prevent discrimination, particularly on grounds of gender, marital status, disability, race, colour, religious belief, political belief, sexuality, nationality, ethnic origin, age, trade union activity, responsibility for dependants or employment status. Such equality of opportunity will also apply to services delivered by Alcohol Focus Scotland, including training.

In order to assist in achieving the above commitment, Alcohol Focus Scotland will attempt to ensure that:-

1. Language used in publications and reports will be of a non-discriminatory nature.
2. Recruitment and selection procedures adopted for both staff and volunteers accord with equal opportunities criteria.
3. Where possible, all venues identified and used for any purpose by Alcohol Focus Scotland have good access and facilities for disabled people.
4. The staff of Alcohol Focus Scotland, and other people working for it in whatever capacity, is aware of, and adhere to, the principles of equal opportunity and in terms of the policy assist in the prevention of discrimination.
5. Suitable training opportunities relating to equal opportunities are made available to Alcohol Focus Scotland staff and volunteers if required.
6. To provide a means of monitoring equality of opportunity in Employment Procedures and Practices and the provision of Services, including training.

Responsibilities Of Alcohol Focus Scotland As An Employer

It is recognised that responsibility for ensuring the full implementation and monitoring of Alcohol Focus Scotland's Equal Opportunities Policy rests primarily with Alcohol Focus Scotland as an employer.

The overall responsibility for ensuring the full implementation and monitoring of Alcohol Focus Scotland's Equal Opportunities Policy rests with the Executive Committee, the Chief Executive and the Standards Working Group.