

## EQUAL OPPORTUNITIES POLICY

### 1 Equal opportunities statement

1.1 Thrive Scotland (Thrive) is committed to equal opportunities in employment. Job applicants will receive equal treatment regardless of the following Protected Characteristics: age, sex, sexual orientation, disability, gender reassignment, marital or civil partner status, pregnancy, maternity, paternity, caring duties, race, nationality, ethnic origin, religion or belief.

### 2 About this policy

2.1 This policy applies to all aspects of employment with Thrive: recruitment, pay and conditions, training, appraisals, promotion, conduct at work, discipline, grievance and termination.

### 3 Discrimination

3.1 Thrive directors, volunteers and staff must not unlawfully discriminate against or harass anyone, in or outside the workplace, or on work-related travel or events. These are unlawful:

3.1.1 Direct discrimination: treating someone less favourably because of a Protected Characteristic.

3.1.2 Indirect discrimination: unjustifiable practice that harms those with a Protected Characteristic more than others, for example, making a job full-time, harming staff with caring duties.

3.1.3 Harassment: unwanted conduct related to a Protected Characteristic, which violates someone's dignity or creates an intimidating, humiliating or offensive environment for them.

3.1.4 Victimisation: retaliation against someone who has complained or supported a complaint of discrimination or harassment.

3.1.5 Disability discrimination: any unjustified less favourable treatment of someone with a disability, and lack of reasonable adjustments to alleviate disadvantages of the disability.

### 4 Recruitment and selection

4.1 Recruitment, promotion and redundancy will use objective criteria, avoiding discrimination.

### 5 Disabilities

5.1 Please tell Thrive of any disability, so that we can consider making adjustments to help you.

### 6 Breaches of this policy

6.1 Breaches are subject to Thrive employment conditions. Serious cases may result in dismissal.

6.2 If you have suffered discrimination, raise this with a Thrive Director. Complaints will be treated in confidence and investigated. However, making a false allegation deliberately is misconduct.

### 7 Policy review

Policy owner	Partnerships Director
Reviewed annually	Board of Directors
Policy date	October 2017, reviewed August 2019
Next policy review date	August 2020