



# Equality and Diversity

What makes us different makes us interesting

**Equality:** creating a fairer society, where everyone can participate and has the opportunity to fulfil their potential.

**Diversity:** creating a culture that recognises and values our differences.



# At Bield we are committed to a Scotland where people of all ages can participate fully and be treated equally and fairly.

So it will come as no surprise that we advance equality and celebrate diversity in all aspects of our work. At the heart of our policy we seek to treat everyone with respect and create a society where everyone has an equal opportunity to fulfil their potential. We aim to create a culture that recognises and values peoples' differences.

## We treat each other with respect

This commitment is central to everything we do. We aim to:

- » Advance equality of opportunity
- » Eliminate discrimination
- » Foster good relations between all people

## Our commitment

To meet this commitment we will:

- » Treat you fairly
- » Not use words, behaviour or actions that bully, harrass or victimise you
- » Ensure all employees are engaged, accomplished and representative of Scotland's population
- » Embrace an approach that delivers positive customer experience and respect for each other
- » Comply with legislative and regulatory requirements relating to equality and diversity
- » Ensure our services are accessible and meet the needs of our customers by;
  - Providing information in different formats
  - Providing translation and interpretation
  - Ensuring our buildings are accessible

## It is against the law to discriminate against anyone because of :

Age; Disability; Gender reassignment; Pregnancy and maternity; Marriage and civil partnership; Race (including colour; nationality, ethnic or national origin); Religion or belief; Sex; and Sexual orientation. These are the protected characteristics.

Find out more at [www.bield.co.uk](http://www.bield.co.uk) or the following websites:

**Equality and Human Rights Commission**  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

**ACAS**  
[www.acas.org.uk](http://www.acas.org.uk)

**Citizens Advice Bureau**  
[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

For many people discrimination, harrassment and victimisation are part of their every day lives.

At Bield we all have a part to play to ensure this doesn't happen.

## Getting it right

Any form of discrimination is unacceptable. If you experience discrimination, bullying or harrassment in our contact with you please let us know.

**We value your opinion to help improve our services. If you have a comment, compliment, suggestion or complaint, or if you would like this information in a different format, please contact us:**