

Auchencairn Climate Transition SCIO

Equalities Policy



Equalities Statement

ACT is a local organisation that strives to challenge inequalities through its activities and management.

Our aim is to be available, relevant and inclusive, throughout the community.

Our work benefits a diverse group of people, and we endeavour to meet practical challenges raised by disabilities, language, income and other potential barriers.

Our commitment is to redress discrimination on the grounds of gender, social class, race, religion, status, culture, sexual orientation, disability and age, both in our own practice and in society.

Recruitment and selection of project workers

ACT will try to ensure that all its recruitment and selection procedures - advertising, application forms, short-listing, interviewing and final selection are carried out in a way that eliminates discriminatory bias. We will actively encourage project worker development and training which enhances awareness of discrimination and inequality. We will positively encourage applications from disadvantaged and minority groups and endeavour within the limits of our financial resources to offer training and development opportunities to offset initial disadvantages where appropriate.

Recruitment, training and support of volunteers

ACT will try to eliminate discriminatory bias when advertising for and interviewing volunteers. We will work towards making any volunteer training programmes as accessible as possible to people who experience physical, neurological, hearing or sight impairment. We will positively encourage all sectors of society to access our volunteering opportunities.

Publicity materials

ACT's publicity, promotional materials and advertising will endeavour to avoid discrimination and stereotypical images and expressions. We will actively screen our literature for such images and will seek to make ACT known and available to all sections of the community. We

will promote positive images including pro-active campaigns. A copy of this Equalities Policy will accompany our major funding applications.

Reflecting the community

ACT will try to ensure that its Trustees reflect as many sections of the communities it supports as possible and will actively seek representation from under-served groups. Trustees will be invited for their skills and experience, their commitment to ACT, and their network of useful contacts. No one will be excluded from membership on discriminatory grounds. We are actively identifying opportunities for young people to engage.

Equal Opportunities Legislation

ACT recognises the following legislation:

- Equalities Act 2010 and any more recent amendments as they supersede any of the previous legislation listed below.
- The Disabled Employment Acts 1944 and 1958 and the Disability Discrimination Act 1995
- The Children Act 1989
- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976, Race Relations Amendment Act 2000
- New Directives on sexual orientation and religion/faith discrimination
- The Employment Equality (Age) Regulations 2000
- Human Rights Act 1998

We will endeavour to act with the spirit of these and any subsequent legislation, over and beyond our legal obligations as a small Scottish charity (SCIO).

Agreed and adopted 3 August 2026