

Equality and diversity policy

Achieving and supporting diversity in the workplace is important to us: it isn't just about complying with the law it's about recognising and valuing each other's differences and treating each other fairly.

We want to recognise everybody's worth regardless of their age, disability, gender, race, sexual orientation, religion or belief and ensure equality across all areas. We want to respect others, and be a sensitive and understanding employer who celebrates the diversity of its workforce.

We want do this because we think that when people can be themselves they perform better and it helps us to better reflect the community we serve. To achieve this we will:

- Undertake positive action activities to promote fairness and diversity throughout all our recruitment practices.
- Strive to continually improve our processes in order to work positively with the communities we serve to develop and engage their skills and abilities to improve our effectiveness.
- Commit to fairness and diversity within all our practices and ensure respect and dignity for all employees.
- Continue to support diversity after job appointment by facilitating our employee equality & diversity networks.

Positive Action

We recognise that we are under-represented by people from minority groups such as black and minority ethnic people, lesbian, gay, bisexual and transgender and those who identify as having a disability.

In order to raise awareness and promote careers within Polish School Glasgow CIC, we use Positive Action to encourage and inform individuals from these groups. We particularly encourage applications from Black and Minority Ethnic (BME) candidates who we would like to see better represented in our workforce.

Positive Action is legal under the Equality Act 2010 and refers to a number of activities employed by an organisation, which are designed to counteract under representation and disadvantage.

These initiatives are aimed at attracting people to consider Polish School Glasgow CIC as employers of choice, knowing that their application will be treated equally and selection is done on the basis of merit and the ability of that individual to carry out the job.

Positive Action activities that are carried out by us include information sessions for under-represented groups prior to the commencement of recruitment campaigns, attending talks within the communities, placement opportunities and holding presentations on careers in local government.

Job applications

We welcome job applications from everyone and they are considered on the person's ability to do the job.

Reasonable Adjustments

We are committed to meeting our duties under the terms of the Equality Act 2010 which states that an employer has a duty to consider reasonable adjustments for any applicant who identifies that they have a disability.

Where appropriate, we will consider all requests for reasonable adjustments that are made during the recruitment process and will discuss this with the applicant.