

NOT PROTECTIVELY MARKED



STRATHCLYDE  
**POLICE**

**EQUALITY AND DIVERSITY IN EMPLOYMENT**

**Policy**

## **EQUALITY AND DIVERSITY IN EMPLOYMENT**

Strathclyde Police is committed to creating a culture in which equality and diversity are promoted actively by providing service and practices that are free from unfair and unlawful discrimination. The Force recognises the key benefits of having a diverse community of staff and is working towards building and maintaining an environment that values and respects equality and diversity.

The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of disability, age, sex, pregnancy, caring responsibilities, flexible working status, marital or parental status, civil partnership, sexual orientation, transgender status, race, colour, nationality, ethnic or national origins, religion or belief, staff association or trade union activity or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

All police, force support officers, cadets and members of the Special Constabulary are covered by this policy and it applies to all areas of employment, including recruitment, selection, training, deployment, career development, promotion and leavers. These areas are consistently monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional or unintentional, direct or indirect, overt or latent, exists.

The director of Human Resources has particular responsibility for implementing and monitoring the Equality and Diversity in Employment Policy and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity, promoting diversity and eliminating unfair or unlawful discrimination.

Equality of opportunity, valuing diversity and compliance with the law are to the benefit of all individuals in Strathclyde Police and to the Force as it seeks to develop the skills and abilities of all staff. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every member of Strathclyde Police to this policy and the application of its principles are essential to eliminate discrimination and provide equality of opportunity throughout the Force.