

# Equal Opportunities Policy

Version dated 4 September 2025

## Background

SMCRC is an equal opportunity organisation and is committed to ensuring, within the framework of the law, that the premises are free from unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status, disability or age.

SMCRC is committed to equal opportunities for all and encourages access to events for everyone where appropriate. SMCRC believes in human rights for everyone connected with the organisation and all members of the community. All volunteers connected with SMCRC and all external persons using the premises are required to hold the same responsibility and commitment while on SMCRC premises.

We aim to ensure that people occupying, using and working in the premises achieve their full potential, and that all decisions are taken without reference to irrelevant or discriminatory criteria. We have adopted the following equal opportunity policy as a means of helping to achieve these aims.

## What is discrimination?

Direct discrimination occurs where someone is put at a disadvantage due to colour, race, nationality, ethnic or national origin, sex, marital status, disability or age. Direct discrimination may occur even when unintentional.

Indirect discrimination occurs where the individual is subject to an unjustified condition that one sex or race/nationality finds more difficult to meet although on the face of it the condition or requirement is "neutral".

Disability discrimination occurs where an individual is unjustifiably disadvantaged for a reason connected with his/her disability unless the discrimination cannot be avoided by making reasonable adjustments.

Victimisation occurs where an individual is treated less favourably than others because he/she has taken action to assert their statutory rights or assisted others with information in that regard.

## Implementing equality of opportunity

Decisions relating to the recruitment of staff and volunteers, employment, occupancy and use of premises will be made on the basis of fair and objective criteria as SMCRC seeks to work to build community and enhance the lives of the diverse population of Gorgie Dalry. Procedures are reviewed from time to time to ensure that they are appropriate for achieving our objectives and for avoiding unlawful discrimination.

All those occupying and using the premises have a right to equality of opportunity and a duty to implement this policy. Breach of this policy is a serious matter and any issue is to be referred to the Trustees.