

## **Prostate Scotland Equality Policy**

### **1. Introduction and aims**

Prostate Scotland's mission is:

*'to inform, educate, support, campaign and advance on prostate disease in Scotland'.*

*Our vision is 'to shape, influence and drive advancement on prostate disease in Scotland. We are committed to delivering local and national benefits - in the first instance by raising awareness, improving education, and expanding support across a range of platforms. In the medium to long-term we hope to influence treatment developments and promote research. We will be collaborative, inclusive and entrepreneurial in our approach, engaging with existing stakeholder groups to common purpose and benefit'.*

In taking forward this work we aim to ensure that equality and diversity considerations will be a central part of our overall approach, and that in taking forward our work we shall aim to be inclusive and partnership based and to serve the whole of Scotland and positively reflect equality and diversity issues in all that we do.

### **2. Policy objectives**

This policy sets out our aim to embed in our work, our services, the information that we provide and in the way that we engage with people the key values of *respect, dignity, equity and fairness* and to uphold and embody these. We see equality and diversity issues as being intrinsically linked and central to the work that we do -the nature of prostate disease means that the population that we serve includes many men with prostate disease who will be older, may have disabilities and may be from an ethnic minority. Equally we see benefits in being inclusive and respecting diversity as this reflects the population that we seek to serve.

### **3. Scope of the policy**

This policy will apply to the services and to employment in the organisation and it shall be the duty of everyone in the organisation to seek to uphold it and its' values.

### **4. Policy development**

We aim to ensure that policy development and in business planning that equality considerations are included and the diversity of the organisation's clients are included and that research and surveys take equality considerations into account.

### **5. Employment**

Prostate Scotland aims to ensure that no employee or job applicant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Recruitment and selection processes will be based around the merits and abilities, and the requirements of the job. Employment policies will be expected to conform to this and all staff recruited to the organisation will be expected to abide by its principles, and also if they

perceive circumstances that give rise to concern/ potentially transgress it to report and raise these.

The Equality Act 2010 makes it unlawful for employees to discriminate directly or indirectly or harass other employees, customers or clients because of the nine protected characteristics. Discrimination by association or perception and victimisation are also unlawful under the Equality Act 2010.

All applicants, workers or employees, whether part time, full time or temporary, will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

## **6. Services**

Prostate Scotland through its' work aims to provide services Scotland wide. As the organisation grows it is likely to come into contact with increasing numbers of people and expand its range of services. We will aim to include equality considerations in developing the organisation's services, so as to ensure that it is inclusive in its approach and also fully reflects the needs of the range of people we serve.

## **7. Volunteers**

Volunteers can play an important role in supporting and taking forward the work of Prostate Scotland both in the valued input they make to the organisation's activities, but also as ambassadors of the organisation. Prostate Scotland aims in its' recruitment and treatment of volunteers to exhibit the values of inclusivity, fairness, respect and dignity. Likewise we expect all volunteers to also uphold these values both in their dealings with each other and when representing the organisation and to respect their importance. It should be noted that volunteers are not employees and not covered by the employment provisions of legislation. We aim to develop a separate code for volunteers on expectations and roles and which will include equal opportunities considerations.

## **8. Responsibility**

Responsibility for the policy lies with the Director, who will be expected to monitor its applicability and relevance, and set out plans where necessary for its' updating and development. The Board of Trustees will periodically seek information as to progress against it and on legislative expectations.

## **9. Training**

Prostate Scotland will endeavour to ensure that staff have access to appropriate equal opportunities training and to train our staff to ensure that they are aware of the needs of different groups, and are able to give appropriate support to all of our service users.

## **10. Future Activity and Good Practice**

As a young organisation we recognise that we are still developing and that we shall need to further develop our systems and procedures as we grow. In line with this we aim to develop a

listing of good practice steps on equal opportunities for Prostate Scotland to take forward. This will include:

- Ensuring employment and recruitment policies are kept under review to ensure they conform to best practice
- Ensuring that in developing and promoting our products and services that these meet the needs of diverse service users and are appropriately promoted
- Developing a code of expectations and practice for volunteers

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## Appendix - Key Relevant Equalities Legislation

- **Equality Act 2010**  
The Equality Act 2010 makes it unlawful for employees to discriminate directly or indirectly or harass other employees, customers or clients because of the nine protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Discrimination by association or perception and victimisation are also unlawful under the Equality Act 2010.
- **Disability Discrimination Acts 1995, 2005**  
These Acts set out rights for disabled people not to be treated less favourably in employment and in access to goods and services, and for reasonable adjustments to be made. The 2005 Act extended the definition of disability to include people with cancer from the point of diagnosis.
- **Equal Pay Act 1970**  
The Equal Pay Act 1970 makes it unlawful for employers to discriminate between men and women in terms of their pay and conditions where they are doing the same or similar work; work rated as equivalent; or work of equal value.
- **Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999).**  
The Sex Discrimination Act 1975 (SDA) offers protection against unlawful discrimination to both men and women. It makes sex discrimination unlawful in employment, vocational training, education, the provision and sale of goods, facilities and services and the exercise of public functions. In employment and vocational training, it is also unlawful to discriminate against someone on the grounds that a person is married or a civil partner or on the ground of gender reassignment.
- **Race Relations Act 1976**  
This sets out that it is unlawful to discriminate against a person on grounds of their race or ethnic origin. The Act was amended in 2003 to outlaw discrimination on grounds of racial or ethnic origin in the areas of employment, vocational training, goods and services, social protection, education and housing.
- **Equality Act 2006**  
Introduced a number of amendments to equality legislation and also makes discrimination unlawful on the grounds of religion or belief as well as sexual orientation in the provision of goods, facilities and services.
- **Employment Equality (Religion and Belief) Regulations 2003**  
Cover discrimination, harassment and victimisation in work and vocational training on grounds of

perceived as well as actual religion or belief (i.e. assuming - correctly or incorrectly - that someone has a particular religion or belief). The Regulations also cover association, i.e. being discriminated against on grounds of the religion or belief of those with whom a person associates (for example, friends and/or family).

- **Employment Equality (Sexual Orientation) Regulations 2003 & 2007**

The Regulations cover discrimination, harassment and victimisation in work and vocational training. They make it unlawful to deny people jobs because of prejudice about their sexual orientation. They also enable individuals to take action to tackle harassment, and enable people to have an equal chance of training and promotion, whatever their sexual orientation. The Regulations also cover perceived sexual orientation and association, i.e. being discriminated against on grounds of the sexual orientation of those with whom a person associates (for example, friends and/or family).

- **The Employment Equality (Age) Regulations 2006**

This law makes it unlawful in most circumstances for an employer to treat a person less favourably than a younger/older colleague, because of their age. This includes in recruitment, promotion, terms and conditions, redundancy and dismissal. There are some exceptions and situations when an employer may be able to justify discrimination. But the law provides limited protection for people over 65, particularly when it comes to recruitment and forced retirement.