

— OFFICE OF THE —

SCOTTISH ROAD WORKS COMMISSIONER

EQUALITY

“No one should be denied opportunities because of their race or ethnicity, their disability, their gender or sexual orientation, their age or religion. This principle underpins the work of the Scottish Road Works Commissioner”

The Scottish Road Works Commissioner, **Angus Carmichael**, has made a commitment to continued compliance with the Public Sector Equality Duty as set out in the Equality Act 2010 and the Equality & Human Rights Commission’s Code of Practice and supports the principles of equal opportunities in carrying out operational functions and employment practices. The Commissioner pursues positive action in the organisation’s policies and practices to ensure that no individual is discriminated against, either directly or indirectly, unlawfully or unjustifiably because of their personal status in relation to race, ethnic or national origin, religion, age, gender, sexual or marital status and as such makes the following statement

In addition, the Scottish Road Works Commissioner, has made a commitment to follow current Scottish Government policy with respect to applications for employment, continuing employment, training, career development and remuneration.

COMMISSIONER STATEMENT

“As a public authority within the terms of the Equality Act 2010 I shall, in the exercise of my functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard will be given to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. Due regard will be given to the need to—

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Where required steps will be taken to meet the needs of disabled persons that are different from the needs of persons who are not disabled, in particular, steps to take account of disabled persons' disabilities.

I will have due regard to the need to foster good relations between staff who share a relevant protected characteristic and staff who do not share it. In particular I will have regard to the need to—

- (a) tackle any prejudice identified in the workplace, and
- (b) promote understanding within the workplace.

The relevant protected characteristics are under the Act are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Within this policy the protected characteristics will be deemed to also include marital/civil partnership status, working pattern, caring responsibility and trade union membership.

All staff shall be treated equally irrespective of whether or not they have a relevant protected characteristic.

I am committed to promoting a diversity of staff within the organisation. I will develop all my staff, ignoring all irrelevant differences. Furthermore I will positively value the different perspectives and skills of all staff and make full use of these in my work.”



Angus Carmichael
Scottish Road Works Commissioner

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