

# DIVERSITY AND EQUALITY STATEMENT

## Introduction

Audit Scotland is committed to valuing and promoting diversity and will work towards increasing the diversity of its staff.

Audit Scotland will strive to take a leading role in promoting equal opportunities practices and diversity both as an employer and in our auditing role.

Audit Scotland aims to be an organisation which is broadly representative of the communities it serves.

## Main elements of our diversity statement

- All staff are entitled to be treated with respect and enjoy equality of opportunity in order that their selection and subsequent development is based entirely on merit. Discrimination will not take place against any current or prospective member of staff on the grounds of their age, criminal convictions, disability, family responsibilities, gender (incl. sex, marriage/civil partnership, gender re-assignment), political affiliations, race (incl. ethnic origin, colour, nationality and national origin), religion or belief, sexual orientation or work pattern.
- We will put the promotion of equality and diversity at the heart of policy-making and will take a leading role in demonstrating best practice.
- We will actively promote equality of opportunity through circulating vacancy details as widely as possible and a rigorous process of monitoring by our Human Resources department.
- We will raise staff awareness of what equality and valuing diversity means and enable managers to promote and be accountable for equality of opportunity through our Performance Development Scheme and management development training.
- We will positively value the different perspectives and skills of staff and make full use of these.

## Action required

Audit Scotland will advertise all vacancies (>6 months duration) under broad based recruitment and selection arrangements. In exceptional circumstances, a Director can make a business case to the Senior Management Team to waive the external advertisement requirement e.g. when there is a significant risk to any critical part of our business or the operation of the business would be adversely affected by the delay caused by recruitment.

We are committed to developing and monitoring our recruitment and employment policies to ensure that they are accessible to all sections of the community.

We are committed to our monitoring requirements under the Race Relations (Amendment) Act, and will report annually on these. This information will be used to inform future policy and to enhance business processes.

All staff will receive training in equality of opportunity/diversity through training to support our Performance Development Scheme. Senior managers will receive in-depth training in their role in leading and promoting diversity. Every person working for Audit Scotland has a personal responsibility for implementing and promoting diversity and equality principles in their day to day dealings with clients and with each other. Inappropriate behaviour is not acceptable.

Audit Scotland will work along with the Commission for Racial Equality (CRE) and other equality bodies to promote diversity in the main arms of its work.

This policy is owned and maintained by Audit Scotland's Human Resources team. It was last reviewed in September 2005, and will next be reviewed in August 2006.