



Equal Opportunities Statement of Intent

Glasgow YWCA acknowledges that women face discrimination on an individual and structural level, because of their gender, and because of other factors. Glasgow YWCA is striving to be an equal opportunity employer. Therefore we will aim to treat all workers and job applicants equally. There will be no discrimination in respect of age, disability, gender identity, ethnic or national origins, race, religion or belief, responsibility for dependants, nationality, marital status, or sexual orientation.

There will be no discrimination on these grounds in the terms and conditions offered to workers or job applicants. We oppose all forms of unlawful and unfair discrimination and we are committed to translating this into all aspects of our work. The policy also covers recruitment, induction, conduct at work and the disciplinary and grievance procedure. Glasgow YWCA declares that it will introduce measures that will combat all direct and indirect discrimination in its provision of services, employment practices, in its membership movement and will campaign with relevant groups working to achieve these ends.

The only basis for promotion or selection is the management's considered opinion of the applicant's suitability for the job. All workers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any worker found to be discriminating will face disciplinary proceedings.