



Scottish Council of
Jewish Communities

Equality Policy

The Scottish Council of Jewish Communities recognises that discrimination, victimisation, or harassment of any kind is unacceptable, and aims to ensure that no-one receives less favourable facilities or treatment (either directly or indirectly) and to provide equality and fairness for all the people we deal with in any capacity.

The Council is committed to the fair treatment of our employees, self-employed consultants, volunteers, potential volunteers, users of its services, and others with whom we have dealings of any kind, regardless of race, gender or gender reassignment, religion or belief, physical or mental disability marital status, sexual orientation, pregnancy or maternity, responsibilities for dependants, age, or offending background.

The Council undertakes to treat all employees, volunteers, and applicants for positions fairly. Candidates for employment, voluntary posts, promotion, training or any other benefit will be selected on the basis of their skills, aptitude, experience, and ability measured against the published job description and person description. However, since the Council has an ethos based on the Jewish religion, it may use the exemption provided by the Equality Act 2010¹ to enable it to recruit someone of that faith where, having regard to the nature or context of the work, we consider that to be an occupational requirement and a proportionate means of achieving the objectives of the post or the aims of the Council; in that event, we will make this clear when we advertise the post.

The Council recognises the value of promoting applications for positions, whether as employees, contractors, or volunteers, from people with a wide range of backgrounds, characteristics, talents, skills, and potential. We undertake to conduct interviews at a time and location that will not prejudice the opportunity of any applicant on any of the grounds listed above, and will make all reasonable adjustments to working conditions to meet any specific needs with regard to disability, religion, or responsibilities for dependents.

In addition, the Council does not automatically exclude candidates with criminal records, but will act in accordance with our Recruitment of Ex-Offenders Policy². At interview the Council will ensure that open discussions can take place on all matters relevant to the post, and failure to reveal information at interview that is directly relevant to the position sought could lead to withdrawal of an offer of employment. All application forms and other information will contain a statement that membership of the Protection of Vulnerable Groups (PVG) scheme will be requested for successful candidates where it is necessary and relevant to the position sought, in accordance with the Protection of Vulnerable Groups (Scotland) Act 2007 as amended.

¹ Equality Act 2010, Schedule 9, para 3.

² http://www.scojec.org/scojec/policies/recruitment_of_ex-offenders_policy.pdf

Responsibility for ensuring that there is no unlawful discrimination, victimisation, or harassment rests with all members of the Council and staff. The Council will ensure that all members and staff are aware of this policy, and that all reasonable and practical steps are taken to avoid discrimination, either direct or indirect. In particular, those involved in recruitment will be provided with relevant guidance, training, and support to implement it effectively.

Discrimination, victimisation, or harassment by third parties including suppliers or participants in Council activities will not be tolerated. In particular, the Council reserves the right to exclude or eject from Council activities any person whose conduct is hostile, aggressive, or abusive, or whose attitude appears likely to be disruptive or intended to cause animosity, dissension, or ill will, or to be potentially detrimental or antipathetic to good order, to the interests of the Council, or to the welfare of the Jewish Community at large. Any such incident will be promptly investigated, and the Council will take all reasonable steps to ensure that it does not recur.

All members of the Council and staff are aware that breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings and dismissal. Any complaint or grievance concerning discrimination should be brought to the attention of the Chair or Director as soon as possible, and will be dealt with properly, fairly, and expeditiously.