

Equal Opportunity Policy

1. Introduction

1.1. Mill of Benholm Enterprise is fully committed to the provision of equal access and opportunity, both through the work it undertakes and as an employer.

2. Scope

2.1. We will not discriminate on grounds of gender, race, disability, colour, political belief, nationality, sexuality, marital status, religion, or age.

2.2. Every step will be taken to ensure that anyone employed by the Trust is treated equally and fairly, and that decisions on recruitment, selection, training, and promotion will be based on objective and job-related criteria.

2.3. The Mill of Benholm Enterprise will not tolerate any form of discrimination, harassment, or victimisation.

3. Responsibilities

1. 3.1. Although the overall responsibility for achieving, promoting, and providing equality of opportunity rests the Trust, employees have a responsibility to own and promote the Policy.
2. 3.2. the Mill of Benholm Enterprise will take steps to ensure that:

3.2.1. The criteria for selection for employees or consultants are determined solely on the basis of the requirement of the job.

3.2.2. People are selected and appointed solely on the basis of their relevance, assessable experience and abilities.

3.2.3. Members of the selection and interviewing panels will be expected to demonstrate an understanding of the Mill of Benholm Enterprise's Equal Opportunities Policy and the relevant legislation.

3.2.4. The views of the local community and disadvantaged groups are actively sought regarding the work of the Mill of Benholm Enterprise.

3.2.5. Active participation in the conservation of the built and natural heritage by all citizens is encouraged.

3.2.6. Barriers currently experienced by disadvantaged individuals and groups to the appreciation of the built heritage are reduced.

3.2.7. If there are any complaints against the Trust that Trustees make sure that the matter is treated seriously and resolved appropriately.

4. Exception for genuine occupational requirement

4.1. Some roles of the Mill of Benholm Enterprise might only be filled by individuals who have received Disclosure Scotland clearance.

5. Review

5.1. This policy will be reviewed to ensure it is compliant with current legislation and is working effectively at least every January or more often, if legal requirements have changed

Document Version Control Equal Opportunity Policy

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