



Get the most out of  
**Glasgowlife™**

# EQUALITY, DIVERSITY and INCLUSION POLICY



**PEOPLE  
MAKE  
GLASGOW  
FAIRER**

This policy is also available in other formats on request.

☎ Phone: 0141 287 8951

✉ E-mail: [equalityanddiversity@glasgowlife.org.uk](mailto:equalityanddiversity@glasgowlife.org.uk)

This document can be translated into over 50 languages on our website. Please [click here](#) and use the browsealoud feature.



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## INTRODUCTION



Many different people live in Glasgow; people born in the city, people from other places, people who are young and people who are older. Our city is changing all the time and we want everyone to feel welcome.

There are many activities happening in our centres from learning new skills to finding information and advice; enjoying concerts and family events; getting fit or volunteering; seeing art, handling museums objects and much more.



## WHAT WE WANT TO DO



### Our Vision

We want “To inspire Glasgow’s citizens and visitors to lead richer and more active lives through culture, sport and learning”. We can make a positive difference in people’s health, mental wellbeing, learning, skills, social and employment opportunities. That is why “Get the Most out of Glasgow Life” is our motto.



We want everyone to enjoy the activities that we run, but we know that not everyone can. People may not be able to pay for some activities or might find the buildings are too difficult to get in to, or simply feel that what is on is not for them. We want to change that.





Glasgow Life's Equality, Diversity and Inclusion Policy is:

- ◆ To make sure that we follow the law in equality and help those who are covered by this law. This is known as The Equality Act 2010.

We will also follow the extra equality law in Scotland. This law is known as The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

As a charity we do not have to do this but have chosen to do it as we want to work together with the Glasgow City Council family to make things better for everyone living in the city.

You can read more about what following the law means and what we will do in the part about the Equality Act 2010 on page 8.

- ◆ We will have welcoming staff, services, and buildings.



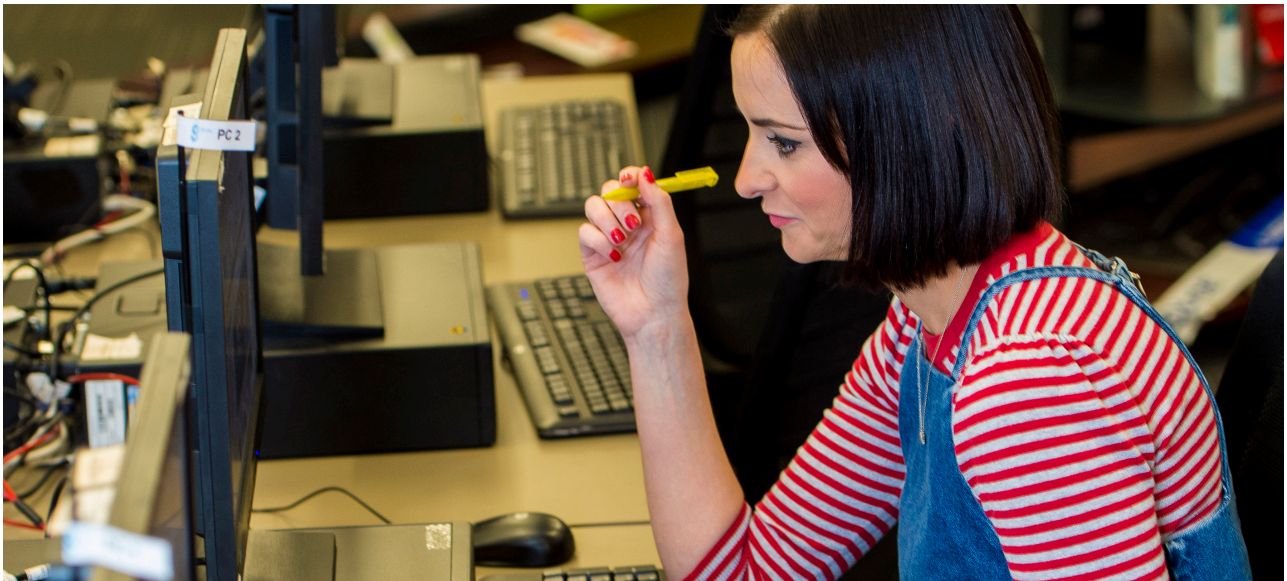


- ◆ We will work with people who use our services and those who don't to find out what they need and want. We will plan services with them and the groups that support them.





◆ We will use information to help us plan better.



◆ We will work towards having the people who work for Glasgow Life representing the people of Glasgow.



◆ We will use culture, sport and learning to bring people together and to help them understand each other.





We want to do all that we can to make things better for everyone and so we have decided that we will also:

- ◆ Make things fairer for more than just the people covered by the equality law. We will work to help people who are finding life difficult such as:
  - ◆ Those living in poverty
  - ◆ The homeless
  - ◆ Those who are lonely and on their own



- ◆ Do what we can to help people in Glasgow to be healthier.






## ACTION PLAN




### Action Plan

We need to take action to make our policy work. Our Equality, Diversity and Inclusion Action Plan shows all of the actions that we will need to do and you can see it by clicking on the link here <https://www.glasgowlife.org.uk/about-us/equality-policy-and-action-plan> 

## THE EQUALITY ACT 2010



Glasgow Life will ensure that it complies with equality legislation as outlined within the Equality Act 2010. You can learn more about the Equality Act 2010 by clicking on the link here: <https://www.gov.uk/government/publications/easy-read-the-equality-act-making-equality-real> 

### Protected Characteristics

The protected characteristics covered by the Equality Act 2010 are:

- ◆ Age
- ◆ Disability
- ◆ Gender Reassignment
- ◆ Pregnancy and Maternity
- ◆ Marriage and Civil Partnership
- ◆ Race
- ◆ Religion or Belief
- ◆ Sex
- ◆ Sexual Orientation

### The Public Sector General Duty

As a charity which provides a public function, Glasgow Life will comply with the public sector general equality duty. This means that we will give '**due regard**' to the need to:

- (a) **Eliminate** discrimination, harassment, victimisation and any other prohibited conduct;
- (b) **Advance equality** of opportunity by having due regard to:
  - ◆ Removing or minimising disadvantage
  - ◆ Meeting the needs of particular groups that are different from the needs of others
  - ◆ Encouraging participation in public life



(c) **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it, and in particular by:

- ◆ Tackling prejudice
- ◆ Promoting understanding

In line with the purpose of the general duty, we will work to:

- ◆ Take effective action on equality issues
- ◆ Make the right decision, the first time round
- ◆ Develop better policies and practices, based on evidence
- ◆ Be more transparent, accessible and accountable
- ◆ Improve outcomes for all

We will ensure that when paying due regard to the law that we take account of the guidance and principles in relation to our actions and decisions as outlined below:

- ◆ Must be proportionate and relevant
- ◆ Requires more than just “thinking about” equality
- ◆ Needs rigour and an open mind and must influence the final decision
- ◆ Needs to be based on evidence
- ◆ Needs an assessment of impact and active steps to mitigate adverse impact
- ◆ Can’t justify actions after a decision has been taken
- ◆ Must be able to demonstrate that due regard was given both in development of a policy and when a decision is made




## Specific Duties

As part of the Glasgow City Council family, Glasgow Life has chosen to help with duties in relation to The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Glasgow Life will:

- ◆ Report on mainstreaming the equality duty
- ◆ Publish equality outcomes and report progress \*
- ◆ Assess and review policies and practices
- ◆ Gather and use employee information
- ◆ Publish gender pay gap information
- ◆ Consider award criteria and condition in relation to public procurement
- ◆ Publish in a manner which is accessible

\* You can read the specific equality outcomes for the city that Glasgow Life will help in delivering here: <https://www.glasgowlife.org.uk/about-us/equality-outcomes> 

## The Fairer Scotland Duty

We will also comply with The Fairer Scotland Duty, Part 1 of the Equality Act 2010. That means that we will pay 'due regard' to:

- ◆ Reducing inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions.



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