

Who can support employers with questions about....

From Skills Development Scotland

EQUALITY IN GENERAL

Equality and Human Rights Commission (EHRC)

Promotes and monitors human rights. It protects, enforces and promotes equality across 9 areas: age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment.

<http://www.equalityhumanrights.com/en/commission-scotland>

Skills Development Scotland

Demonstrates a clear commitment to equality and diversity. Our goal is to ensure our services are accessible to all, wherever they live, whatever their needs. We have produced an Equality Toolkit to support employers in progressing equality.

<http://www.skillsdevelopmentscotland.co.uk/about/policies/equality-and-diversity>

Advisory, Conciliation and Arbitration Service (Acas)

Provides free advice for employers on employment legislation including advice on discrimination and the workplace. The basics of what an employer must do can be found here.

<http://www.acas.org.uk>

DISABILITY

Access to Work

Provides practical advice and support to disabled people and their employers, helping overcome obstacles they may face in the workplace

<http://www.gov.uk/access-to-work/overview>

Open Doors Consortium

Is a group of Scottish Disability organisations offering funding and in work support to organisations recruiting disabled people.

<http://www.enable.org.uk/mediacentre/news/Pages/Charity-partnership-to-boost-employment-opportunities.aspx>

Disability Confident

Works with professional bodies and employers to challenge negative attitudes and improve employment opportunities for disabled people

<http://www.gov.uk/dwp/disabilityconfident>

Remploy

Expands the opportunities for disabled people in sustainable work.

<http://www.remplo.co.uk>

Autism Network Scotland

Provides a forum for sharing information and good practice, highlights common challenges and promotes the benefits autistic people can bring to the workplace

<http://www.employment.autismnetworkscotland.org.uk>

Values into Action Scotland

Provides support for employers to ensure their recruitment processes are inclusive for people with autism with the **Employer's Guide to Autism**

<http://www.youtube.com/watch?v=e3TwFhIT3yY>

Scottish Association for Mental Health

Provides information on reasonable adjustments for people with mental health problems.

<http://www.samh.org.uk>

Capability Scotland

Can provide disability equality training to employers.

<http://www.capability-scotland.org.uk>

Glasgow Disability Alliance

Represents the voice of disabled people, promoting equality, rights and social justice.

<http://www.gdaonline.co.uk>

Scottish Commission for Learning Disability

Aim to improve the lives of people with learning disabilities.

<http://www.sclid.org.uk>

GENDER

Equate Scotland

Runs employer seminars on recruiting and retaining women in science, engineering and technology sectors. Equate Scotland can advise employers in STEM sectors on their recruitment materials and process.

<http://www.equatescotland.org.uk>

Close the Gap

Supports businesses to address the gender pay gap. The Think **Business Think Equality Self-assessment tool** specifically supports small and medium enterprises to assess how their employment practice measures up when it comes to gender equality.

<http://www.thinkbusinessthinkequality.org.uk/files/tbte-booklet-4.pdf>

Partnership For Change

Employers committed to improving the gender balance on their company boards can sign up for the Partnership For Change which is a voluntary commitment to work towards 50/50 gender balance on boards.

<http://www.onescotland.org/equality-themes/5050-by-2020/sign-up-here/>

ETHNICITY

BEMIS

Is the national umbrella intermediary equality organisation working for a Scotland that is equal, inclusive and responsive, in which people from diverse communities are actively participating without barriers, are valued, and treated with dignity and respect. BEMIS can support employers to fulfil their equality and diversity policies and recruit from minority ethnic communities.

<http://www.bemis.org.uk>

RELIGION & BELIEF

Advisory, Conciliation and Arbitration Service (Acas)

Provides free advice for employers on employment legislation including advice on religion and belief and the workplace.

<http://www.acas.org.uk/index.aspx?articleid=1856>

LESBIAN, GAY, BISEXUAL AND TRANSGENDER

Stonewall Scotland

Runs the Diversity Champions Programme to support employers to progress equality for lesbian, gay, bisexual and transgender (LGBT) people. Employers can sign up for the **Stonewall Workplace Equality Index** to benchmark their progress on LGBT equality.

<http://www.stonewallscotland.org.uk/employer/workplace-equality-index>

Scottish Transgender Alliance

Provides information and support to improve gender identity and gender reassignment equality.

<http://www.scottishtrans.org>

AGE

Age Scotland

provides advice and training to employers on tackling ageism and age discrimination at work and during recruitment.

<http://www.ageuk.org.uk/scotland/work-and-learning/discrimination-and-rights>

PREGNANCY / MATERNITY

Equality and Human Rights Commission (EHRC)

Provides a toolkit for managing pregnancy / maternity in the workplace.

<http://www.equalityhumanrights.com/about-us/our-work/key-projects/managing-pregnancy-and-maternity-workplace>

CARE EXPERIENCED

*Care is not a protected characteristic under the Equality Act 2010, however, Skills Development Scotland prioritises care experienced young people as they are far less likely to go on to a positive destination than other young people.

Who Cares? Scotland is a national voluntary organisation, working with care experienced young people and care leavers across Scotland. Who Cares? Scotland supports public bodies to meet their responsibility as Corporate Parents.

<http://www.whocarescotland.org>

Please note this list is not exhaustive, but is a useful starting point