



Rowan Alba
More than just a roof

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RAPP104_EQUALITY AND DIVERSITY STATEMENT

Rowan Alba Limited aims to develop innovative projects and initiatives to tackle the structural factors that underlie homelessness, disadvantage and exclusion.

Rowan Alba Limited recognises that we live in a society whose structures and practises generate inequalities. Rowan Alba regards an equality and diversity policy as a matter of justice, and a means of ensuring the provision of good quality services.

Rowan Alba Limited is committed to promoting equality and diversity in all its activities including its services, recruitment, employment and training, its Management Board, work with consultants, contractors and agents, and approaches to development and monitoring.

Rowan Alba Limited will ensure that no person shall be treated less favourably because of homelessness, poverty or as a user of services, or because of race, colour, ethnic or national origin, culture, appearance, gender, sexuality, marital status, disability, age, religious, spiritual or political beliefs or offending history.

Specific justifiable exclusion criteria may apply to certain employment and service areas. These will be legal, open and service-related.

Rowan Alba Limited will take positive action to enable and encourage service users and members of other groups whom may experience disadvantage to participate fully in its activities.

Rowan Alba's Senior Management Team and Management Board will review the effectiveness of the policies, procedures and performance in equal opportunities. Appropriate action plans will be developed and implemented.

Last reviewed by HR Department: April 2022. Under review Next review date: August 2023. This version replaces any previous one.

A Company Limited by Guarantee SC289744, with Charitable Status (Charity No. SC036775). Registered head office at 1 Lochrin Square, 92 - 98 Fountainbridge, Edinburgh, EH3 9QA